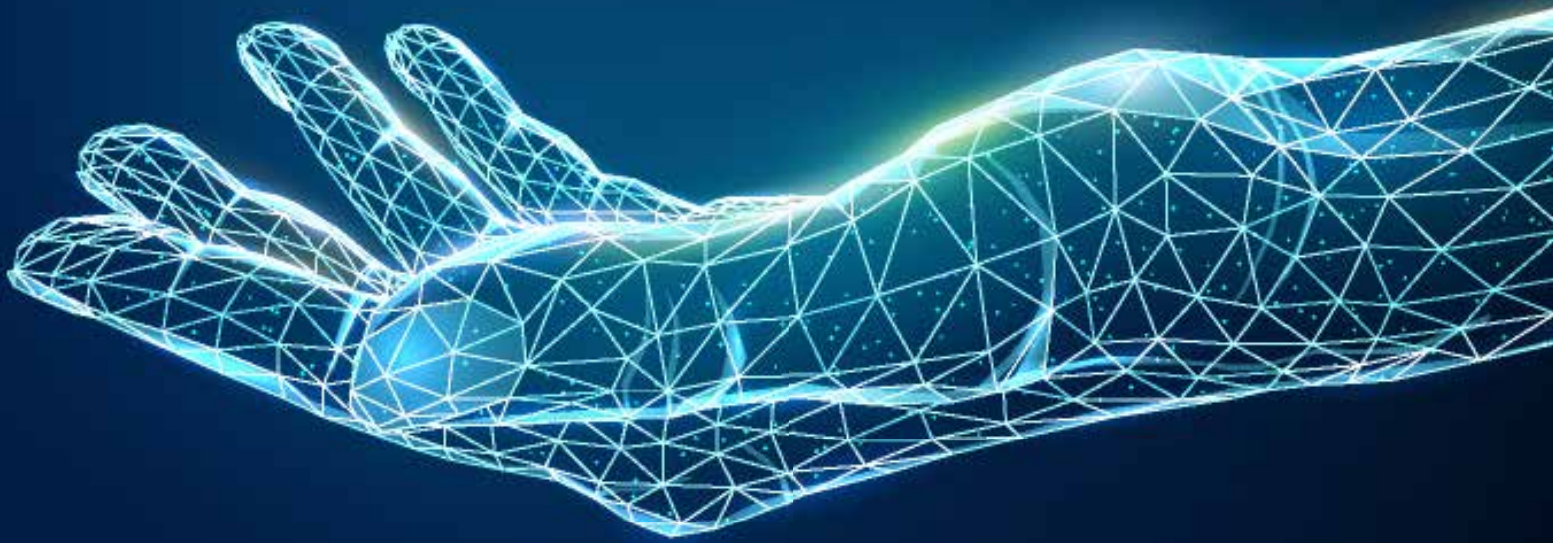


SOUTH AFRICAN COUNCIL FOR NATURAL SCIENTIFIC PROFESSIONS

ANNUAL REPORT 2021/22



science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA

SACNASP
South African Council for Natural Scientific Professions
Integrity in science

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



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PART A: GENERAL INFORMATION

1 SACNASP'S GENERAL INFORMATION

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



2 LIST OF ABBREVIATIONS/ACRONYMS

4IR	Fourth Industrial Revolution	NSDF	National Science Deans Forum
AR&ITCo	Audit, Risk and ICT Committee	NSI	National System of Innovation
APP	Annual Performance Plan	NSP Act	Natural Scientific Professions Act (No. 27 of 2003) as amended by the Science and Technology Laws Amendment Act (No. 7 of 2014)
B-BBEE	Broad-Based Black Economic Empowerment	NSW	National Science Week
CEO	Chief Executive Officer	PAC	Professional Advisory Committee
CHE	Council for Higher Education	PCC	Professional Conduct Committee
CMP	Candidate Mentoring Phase	POPI	Protection of Personal Information
CPD	Continuing Professional Development	PSET	Post-School Education and Training
CSRC	Critical Skills Committee	QAC	Qualifications Assessment Committee
DALRRD	Department of Agriculture, Land Reform and Rural Development	RCo	Registration Committee
DDM	District Development Model	RFP	Request for Proposal
DSI	Department of Science and Innovation	SAASTA	South African Agency for Science and Technology Advancement
ECSA	Engineering Council of South Africa	SACI	South African Chemical Institute
ExCo	Executive Committee	SACNASP	South African Council for Natural Scientific Professions
HEI	Higher Education Institution	SAIP	South African Institute of Physics
HR	Human Resources	SAQA	South African Qualifications Authority
HR&RemCo	Human Resources and Remuneration Committee	SAVC	South African Veterinary Council
HSRC	Human Sciences Research Council	SCM	Supply Chain Management
IC	Investigation Committee	SDG	Sustainable Development Goal
IFRS for SMEs	International Financial Reporting Standard for Small and Medium-sized Entities	SEIAS	Socio-Economic Impact Assessment System
IT	Information Technology	SO-OG	Strategic Outcome-Orientated Goals
MoA	Memorandum of Agreement	SPC	Strategic Projects Committee
MTSF	Medium-Term Strategic Framework	VA	Voluntary Association
NDP	National Development Plan	WISA	Water Institute of South Africa
NGP	New Growth Path		
NRF	National Research Foundation		





FOREWORD BY THE CHAIRPERSON

It is my privilege to present the 2021/22 Annual Report of the South African Council for Natural Scientific Professions (SACNASP). The COVID-19 pandemic called for innovative actions to counteract the devastation left in its wake. SACNASP, however, rose to the challenge and set in motion measures, systems and processes to ensure that the organization remained fully functional.

3.1 STRATEGY OVERVIEW

SACNASP continued to proactively advise government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa. Due to the COVID-19 pandemic and regulations, a strong online presence was ensured for science communication and engagement activities. Eight science-related topics were presented and discussed in the period under review. The final report entitled *Pathways into the Labour Market and Self Employment For Natural Science Graduates*, completed in conjunction with the Human Sciences Research Council (HSRC), was presented to the DSI Executive Committee (ExCo) in March 2022 and was well received.

Effective and efficient registrations and regulations for Natural Scientists remain a priority. SACNASP did not increase its annual fees, in an effort to assist in alleviating the financial burden faced by some scientists amid high unemployment and the global financial crisis. SACNASP also strengthened its processes and systems to address issues of unprofessional conduct by registered scientists in order to protect the public, the environment and the profession.

Notably, SACNASP increased its uptake of registered natural scientists by 1 820 during the reporting period, with a current total of 13 902 scientists being registered with SACNASP. Registration statistics indicate an increased uptake by designated groups (black people, women, and youth). SACNASP continues to contribute to the transformation of the natural science sector by promoting life-long learning through Continuing Professional Development (CPD) and the Candidate Mentoring Phase (CMP) Programme. Moreover, SACNASP continues to strengthen its collaborations with all stakeholders within the National System of Innovation (NSI).

In support of government's actions to bolster South Africa's skills base and increase production through innovation, SACNASP has continued to evaluate and confirm the skills of foreign researchers and technicians applying for Critical Skills Visas to work in South Africa in the natural science fields. SACNASP in conjunction with the Department of Science and Innovation (DSI) has been in collaboration with the Department of Agriculture, Land Reform and Rural Development (DALRRD) to develop a pilot project to train/upskill extension officers in response to government's economic reconstruction and recovery plan. The National Development Plan (NDP) 2030 identified agriculture as a significant sector for the creation of jobs and an area with the potential for economic activity in rural areas.

The DSI is in the process of finalising the Draft Natural Science Professions Bill. SACNASP formulated a response to concerns raised, which was sent to the DSI in the fourth quarter of 2021/22.

SACNASP continued to receive funding from the DSI to ensure the delivery of the objectives of the 2021/22 Annual Performance Plan (APP). This is a positive step that assists SACNASP to achieve its mandates and reach out more effectively to the science community and stakeholders at large. The term of the previous Council ended on 29 August 2021. In accordance with the Natural Scientific Professions Act, (No. 27 of 2003), the Minister of Higher Education, Science and Innovation appointed 29 members to the new Council for a four-year period from 1 September 2021 to 31 August 2025. Two declined the invitation and a total of 27 members were inaugurated.

Dr Pradish Rampersadh resigned as CEO of SACNASP, effective from 28 February 2022. Dr Rampersadh's departure relates to a prominent career progression in his field of practice. The Council acknowledges and expresses its appreciation to Dr Rampersadh for his contribution over the past six years. The Council developed a smooth and seamless transition to ensure operations were not affected during the transition period. With its capable and experienced Management Team and Council oversight, SACNASP will continue to deliver on its mandates during and post-transition.

3.2 NATIONAL RESPONSIBILITY

SACNASP is a national regulatory authority and, as such, operates on a national platform in terms of its mandate. Its primary role is that of a registration, regulatory and enabling body for natural science professionals. SACNASP believes that science and technology are a conduit for the State to achieve its growth and development objectives. Against this background, and in accordance with government's call for radical transformation in addressing the triple challenges of poverty, inequality and unemployment, SACNASP can contribute in terms of the Science and Technology Objectives outlined in the NDP and the New Growth Path (NGP).

The role of SACNASP and its potential for meaningful impact becomes evident when considered in the light of the 2019 White Paper on Science, Technology and Innovation, adopted and published in March 2019, which provides long-term direction for South Africa regarding:

- Promoting the growing role of science, technology and innovation in a more prosperous and inclusive society;
- Making the economy more competitive;
- Improving the daily lives of South Africans; and
- Identifying benefits and threats related to global trends.

SACNASP believes it can contribute to some of the key elements of a knowledge-based economy (human capital development, knowledge generation and exploitation, knowledge infrastructure, and enablers) to address the 'innovation chasm' between research results and socio-economic priorities. Working closely with Voluntary Associations (VAs) allows SACNASP to gain insight into the abovementioned elements to guide government as required.

SACNASP provides leadership input and focuses on enabling the natural science sector. SACNASP is also the ideal platform to facilitate input from registered scientists into the NSI and the societal grand challenges it has identified. This also applies to the National Research and Development Strategy. The strategy indicates that, "Around the world, the time-tested way to produce high-quality creative scientists, capable of transferring from one discipline to another, is to focus on excellence." SACNASP's registration process is excellence-based, ensuring that scientists meet certain minimum criteria in academic natural science and work experience before they can register. The development programmes introduced will further enhance the registered scientists' professional standing. In addition, the strategy indicates that: "... our human resources for science and technology are not being adequately renewed ..." and SACNASP's contribution will help to mentor developing scientists to achieve their full potential.

The DSI's Science Engagement Framework states that science, technology and innovation knowledge workers in South Africa are affiliated with numerous professional bodies. These bodies (including SACNASP) are encouraged to contribute to the framework by creating incentives for their members or

registered scientists to effectively communicate their work to the broader society. The framework focuses mostly on communication and engagement. Prior to the limitations imposed by the COVID-19 pandemic, SACNASP embarked on numerous outreach activities. These were hampered by the pandemic as hosting and attending face-to-face activities pivotal for the marketing function were limited. The Council sought to alleviate this by ensuring a strong online presence.

3.3 REGIONAL REACH

As part of SACNASP's ever-broadening horizons, the Council is of the view that South Africa has a productive natural sciences community, generating world-class knowledge in several areas. These include astronomy, indigenous knowledge systems, geological research, climate change mitigation strategies and sustainable natural resources. Together, the abundance of natural resources and a productive scientific community present the opportunity for government to take the country on a different trajectory. One of the goals of the African Union Agenda 2063 is: "Well-educated citizens and skills revolution underpinned by science, technology and innovation." Furthermore, the African Union's Science, Technology and Innovation Strategy for Africa responds to the demand for science, technology and innovation to play a role in critical sectors such as agriculture, energy, environment, health, infrastructure, mining, security and water.

This resonates well with the United Nations 2030 Sustainable Development Goals (SDGs), namely, a universal call to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. Achieving the SDGs requires the partnership of governments, the private sector, civil society and citizens to ensure a better planet for future generations.

3.4 DEMONSTRABLE PROGRESS TO ACHIEVE NATIONAL PRIORITIES

SACNASP continued to make a meaningful contribution towards the achievement of national priorities. The NDP identifies the need for building a credible evidence base to support decision making. SACNASP developed reports to inform government policy thereby contributing to the development of skills, data, evidence, capabilities and institutions in line with the NDP and MTSF Priority 1 (Capable, ethical and developmental state). The NDP also proposes to "expand science, technology and innovation output by increasing the research and development spending by government and through encouraging industry to do so". These reports are key elements in this directive by potentially guiding government on areas where investment should be made. SACNASP also contributes to the strategic objectives of Programme 4 of the DSI on the "production of new knowledge" and the "development of priority science areas", with the key national priority being "economic transformation and job creation".

Science engagements and communication activities as well as public awareness initiatives were conducted during the reporting period to foster the understanding and important role of the natural science profession. SACNASP engaged with its VAs and industry to support this activity. This activity supports the MTSF in the following areas:

- A skilled and capable workforce to support an inclusive growth plan (Priority 1: Capable, ethical and developmental state).
- Responsive, accountable, effective and efficient local government (Priority 5: Spatial development, human settlements and local government).

- Protect and enhance our environmental assets and natural resources (Priority 7: A better Africa and a better world).

Through the CPD and CMP programmes, SACNASP continued to contribute to the transformation agenda and human capital development initiatives. SACNASP encouraged participation of designated groups in the natural science sector and this has led to transformation in terms of gender, race and youth participation. The NDP (Chapter 13 of Section 97) states that to make the public service and local government careers of choice, government should "establish a formal graduate recruitment scheme for the public service with provision for mentoring, training and reflection". It should also "formulate long-term skills development strategies for senior managers, technical professionals and local government staff". The CMP and CPD programmes thus support MTSF Priority 3 (Education, Skills and Health) and MTSF Priority 2 (Economic Transformation and Job Creation).

3.5 COMMITMENT TO GOOD GOVERNANCE AND AN ETHICAL NSI

The Council remained committed to fostering a culture of good corporate governance and SACNASP received an unqualified Audit report. The Council reviewed and approved three policies and developed two new policies to strengthen internal systems and controls.

SACNASP has been requested by the DSI to conduct an Institutional Review to provide a retrospective view on the performance of the entity regarding its legislative mandate, and provide critical views on possible gaps not addressed by SACNASP in terms of the Natural Scientific Professions Act, (No. 27 of 2003) (NSP Act), as amended by the Science and Technology Laws Amendment Act, (No. 7 of 2014).

Governance training for Council members was conducted via the hosting of a workshop, facilitated by an expert trainer. This will be conducted regularly to address current matters and to improve the effectiveness of the Council.

SACNASP's regulatory function continued remotely. A whistleblowing hotline is now available to scientists and the public to lodge complaints about unethical conduct of scientists registered with SACNASP.

SACNASP strives to enforce high professional and ethical standards for the natural sciences workforce. It is important to note that SACNASP's regulatory function is paramount and continues to evolve. The Council handled four substantiated complaints against registered natural scientists for alleged improper conduct and in accordance with the NSP Act. Investigating committees were appointed to conduct the investigations into the merits of these cases. SACNASP further appointed three disciplinary tribunals to conduct hearings during this period.

3.6 STRATEGIC RELATIONSHIPS

3.6.1 EXECUTIVE AUTHORITY ENGAGEMENTS

The Council fostered a productive relationship with its line department, the Ministry of Higher Education, Science and Innovation, led by Dr Blade Nzimande. SACNASP continued to monitor previous ministerial guidance through its Strategic Projects Committee.

Collaboration between regulatory authorities and other entities is important for effective co-ordination between key stakeholders, the sharing of knowledge and information, as well as the identification of possible regulatory overlaps that may exist.

SACNASP engaged with, among others, the Council for Higher Education (CHE), Government Departments, Higher Education Institutions (HEIs) and the National Science Deans Forum (NSDF).

3.7 CHALLENGES FACED BY THE COUNCIL

The challenges of the past year necessitated adaptation to a remote working environment for all committees of the Council. This was successfully undertaken with excellent support from the SACNASP Office and committed Council members.

An area of concern was that the scheduled student awareness campaigns could not continue as usual and growth numbers were expected to stagnate as the pandemic continued to inhibit communication with students. Alternative online events were conducted, but with students facing many challenges, the enrolment programme was not achieving a similar impact. However, it was heartening to discover that registration numbers had in fact increased, to the extent that adjusted targets were achieved.

The enrolment of students from Higher Education Institutes (HEIs) is ongoing and SACNASP is exploring different media avenues to engage with students.

Industry engagements were also under pressure with all business sectors taking strain during the pandemic. Renewed efforts will be made to engage with industry stakeholders in the next financial year.

3.8 LONGER-TERM STRATEGIC FOCUS

Council will focus on CPD Content Development. For South Africa to be truly competitive in the worldwide scientific community, it needs to ensure that the training of natural scientists meets or exceeds international standards. In addition, the exposure and continuous training they receive throughout their careers must prepare them adequately for a changing scientific world. SACNASP will focus on development needs per field of practice.

Significant progress has been made towards the implementation of the pilot Candidate Mentoring Phase (CMP) Programme at SACNASP. Participating VAs collaborated with SACNASP, with 17 candidates participating from three VAs. Seventy-five percent of the mentees were female. SACNASP believes that soft skills are also crucial to the development of professional scientists and has embarked on hosting a series of webinars to empower candidates, at no cost to them.

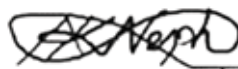
Within this context, the Council embraced the concept of disruptive thinking to review systems and processes. As indicated by the DSI, some of the important areas include:

- Data analytics;
- Prudent use of resources due to expected budget cuts;
- Transformation indicators;
- Greater collaboration between other entities and HEIs;
- Science and technology in relation to the Southern African Development Community and Africa;
- Economic focus and industrialisation, including 4IR;
- District development model (DDM);
- Greater participation on initiatives in the post-school sector.

3.9 APPRECIATION

I would like to express my sincere appreciation to the Minister of Higher Education, Science and Innovation, Dr Nzimande; the Deputy Minister, Mr Buti Manamela; the Director-General of the DSI, Dr Phil Mjwara; and staff of the DSI for their support. I thank my predecessor and chairperson of the SACNASP Council, Dr Gerda Botha; former Chief Executive Officer, Dr Pradish Rampersadh; and office staff of SACNASP for their excellence in the execution of their tasks.

My appreciation is extended to former and current Council members who generously gave their time, and to all VAs and scientists who are crucial to the value chain and work resolutely to contribute towards a growing economy and scientific excellence to the benefit of all in South Africa. I look forward to embracing the opportunities the new financial year will bring



Prof K Nephawe *Pr.Sci.Nat.*
Chairperson
29 July 2022

4



OVERVIEW OF THE ACTING CHIEF EXECUTIVE OFFICER

SACNASP faced a challenging year due to COVID-19 pandemic, with operational changes becoming a firm and integral aspect of the working environment. Inherent to change, however, are the new and exciting opportunities it brings.

The staff reacted positively and effectively to ensure that the entity remained fully functional. The innovative perseverance of SACNASP staff in executing their duties to ensure streamlined operation over the reporting period is commendable and is evident in the better-than-expected number of registrations and effective execution of the regulatory mandate. SACNASP registered 2 089 successful applications of which 1 820 were new scientists registered on the database, and for the second consecutive year more females than males registered. This can be attributed to the scientific community becoming more aware of the benefits of registering with SACNASP, and is an indication that marketing efforts are coming to fruition. The streamlined website has made the application process simpler to navigate and the updated database allows for tracking of application timeframes. Necessitated by the limitations imposed by the pandemic, SACNASP embarked on numerous outreach activities by maintaining a strong online presence which is crucial for the marketing function.

Significant progress was made towards the implementation of the pilot CMP Programme for candidate scientists at SACNASP. Seventeen candidates participated from three VAs, with 75% of the mentees being female.

The enrolment of students from HEIs is ongoing. The pandemic did continue to pose a challenge in terms of communicating with students and SACNASP is exploring different media avenues to engage with these students.

4.1 NEW COUNCIL

The reporting period saw the inauguration of a new Council consisting of 27 members on 1 September 2021, with Prof Khathutshelo Nephawe *Pr.Sci.Nat.* succeeding Dr Gerda Botha *Pr.Sci.Nat.* as Chairperson. Of the 27 Council members, 17 were nominated by VAs, four by the State and six were public nominees.

4.2 SPENDING TRENDS

SACNASP continued to receive funding from the DSI to ensure the delivery of the objectives of its 2021/22 Annual Performance Plan (APP). Increased revenue, project income and grant funding were prudently applied, resulting in a surplus for the financial year of R916 975. The increased revenue assisted the Council to achieve its objectives and reach out more effectively to the science community.

4.3 PROGRESS MADE TO OVERCOME CHALLENGES

SACNASP has actively worked to enhance its scientific wing and employed two scientists to engage specifically in the science awareness programmes, funded by the DSI.

SACNASP will also focus on academic programme evaluation; it is committed to assessing the programmes offered at HEIs to ensure that the courses lead to professional registration.

SACNASP remains committed to its approved strategic objectives, being:

- Proactively advise government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa;
- Enforce high professional and ethical standards for the natural scientific workforce;
- Promote the natural science professions and science engagement in South Africa;
- Promote the professional development and transformation of the natural science sector in South Africa;
- Foster a culture of good corporate governance.

During the year, Measurement Science was gazetted as a sub-field in all appropriate fields of practice.

The promotion of lifelong learning and transformation in the natural science sector remained a priority. The Continuing Professional Development (CPD) website, which accredits CPD events, is operational and accredited an increased number of 2 012 events. A total of 37% of scientists engaged in CPD which is a year-on-year increase over the five-year period. The first cycle of CPD was completed in March 2022. SACNASP, supported by the VAs, HEIs and other relevant stakeholders, offered online activities to enable scientists to gain CPD credits, most of them at no cost. Council reviewed the CPD requirements and reduced the Category 1 requirement to two CPD credits and the total CPD credits required for 2017–2022 to 20 points.

The final report entitled Pathways into the Labour market and self employment for Natural Science Graduates was presented to the DSI ExCo in March 2022 and was well received.

In accordance with the Council's mandate, SACNASP strives to enforce high professional and ethical standards for the natural scientific workforce. During the financial period 2021/22 the Council continued to ensure that regulation remained a priority through the Professional Conduct Committee (PCC) and investigations were conducted and appropriate action was taken to promote the interests of the natural science profession among the general public.

- The number of complaints increased from previous years and SACNASP received two to three complaints per month, mainly concerning unregistered practicing natural scientists and relating, among other matters, to civil laboratories performing geotechnical investigations; animal health factories practicing in the field of natural sciences; allegations of fraud, plagiarism, and the fraudulent acquisition of mining permit approval; and interference in scientific projects of registered persons by managers who are non-scientists, etc.
- The Council handled four substantiated complaints against registered natural scientists for alleged improper conduct and, in accordance with the NSP Act, investigating committees were appointed to conduct investigations into the merits of these cases. SACNASP further appointed three disciplinary tribunals to conduct hearings during the period. A whistleblowing hotline is available to scientists and the public to lodge complaints about unethical conduct of registered scientists with SACNASP.

Collaboration between regulatory authorities and other entities is important for effective co-ordination between key stakeholders, the sharing of knowledge and information, as well as the identification of possible regulatory overlaps that may exist. Some of the noteworthy collaborative actions that SACNASP undertook include:

- Engagement with the CHE on academic programme evaluation and developing standards for qualifications in the natural sciences;
- Engagement with the NSDF leading to valuable insights into their views on the role of SACNASP on academic programmes offered at universities – this is an ongoing engagement;
- Engagement with the South African Veterinary Council (SAVC) in relation to veterinary/non-veterinary procedures – this is an ongoing matter and SACNASP is consolidating comments from the affected VAs;
- Engagement with the Engineering Council of South Africa (ECSA) including an industry consultation on 27 August 2021 to discuss the published *Identification of Engineering Work Notice*;
- Collaboration with the Department of Agriculture Land Reform and Rural Development (DALRRD) to investigate a project to train extension officers to upskill them; and
- Engagement with the DSI transformation task team.

4.4 NEW OR PROPOSED KEY ACTIVITIES

In the 2021/22 financial year, SACNASP received funding from the DSI to ensure delivery of some of the objectives of the 2021/22 APP. SACNASP focuses on three projects which contribute towards the District Development Model, CPD Content development, Science Communication and IT and governance.

4.5 REQUESTS FOR ROLL OVER OF FUNDS

No request was made for the roll over of DSI project funds.

4.6 SUPPLY CHAIN MANAGEMENT

SACNASP continues to implement all Supply Chain Management (SCM) prescripts and policies within the relevant legislative frameworks. Members of different SCM committees are appointed through internal procedures. Management is confident that the necessary policies and procedures are in place and adequately implemented to ensure that SCM processes are effectively implemented, and risks are efficiently mitigated.

4.7 APPRECIATION

Sincere appreciation is due to the Minister and Deputy Minister of Higher Education, Science and Innovation, and the Director-General of the DSI for their continued support to SACNASP. I also wish to thank the Council, outgoing CEO, Dr Rampersadh and the staff of SACNASP for their contribution to SACNASP.



Mrs Sarah van Aardt
(Acting) Chief Executive Officer
SACNASP
29 July 2022



5 STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY OF THE ANNUAL REPORT

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

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

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

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

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

In our opinion, the Annual Report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the public entity for the financial year ended 31 March 2022.



Prof K Nephawe *Pr.Sci.Nat.*

Chairperson

Date: 29 July 2022



Mrs Sarah van Aardt

Acting Chief Executive Officer

Date: 29 July 2022



6 STRATEGIC OVERVIEW

6.1 VISION

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

6.2 MISSION

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

6.3 VALUES

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

7 CONSTITUTIONAL LEGISLATIVE AND POLICY MANDATES

7.1 EXECUTIVE MANDATE

“We urge professional bodies and regulatory authorities to take action against members who are found to have acted improperly and unethically.” (Quote from His Excellency Mr Cyril Ramaphosa, President of the Republic of South Africa, State of the Nation Address, 2018).

7.2 LEGISLATIVE MANDATE

The South African Council for Natural Scientific Professions (SACNASP) was established as a juristic person in 1982 by an Act of Parliament, the Natural Scientists Act, (No. 55 of 1982). This subsequently evolved into the directives of the Natural Scientific Professions Act, (No. 27 of 2003) (NSP Act). The Council is therefore mandated as the Accounting Authority to implement the provisions of the NSP Act, under the oversight

of its Executive Authority, the Minister of Higher Education, Science and Innovation. In terms of the NSP Act, it is a statutory requirement that persons practising in any of the fields of practice listed in Schedule I of the Act must be registered with the Council in any of the prescribed categories (Section 18), and:

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

7.3 DRAFT AMENDMENT BILL

The draft Amendment Bill to repeal and replace the current NSP Act is currently proceeding through the necessary legislative processes. The draft Bill, submitted to the Department of Planning, Monitoring and Evaluation, underwent a Socio-Economic Impact Assessment (SEIAS). A Council-appointed task team responded to comments from the Department of Planning, Monitoring and Evaluation’s SEIAS. Comments made by the task team, Council members, and SACNASP’s legal practitioner and external legal counsel, RW Attorneys, were incorporated into the draft Bill. The SACNASP management team engaged with DSI executives, including the Acting Deputy Director-General: Research Development and Support, on 8 October 2021.

The latest version of the draft Bill, approved by Council, was submitted to the DSI during the 3rd quarter of 2021.

7.4 MEDIUM TERM STRATEGIC FRAMEWORK

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

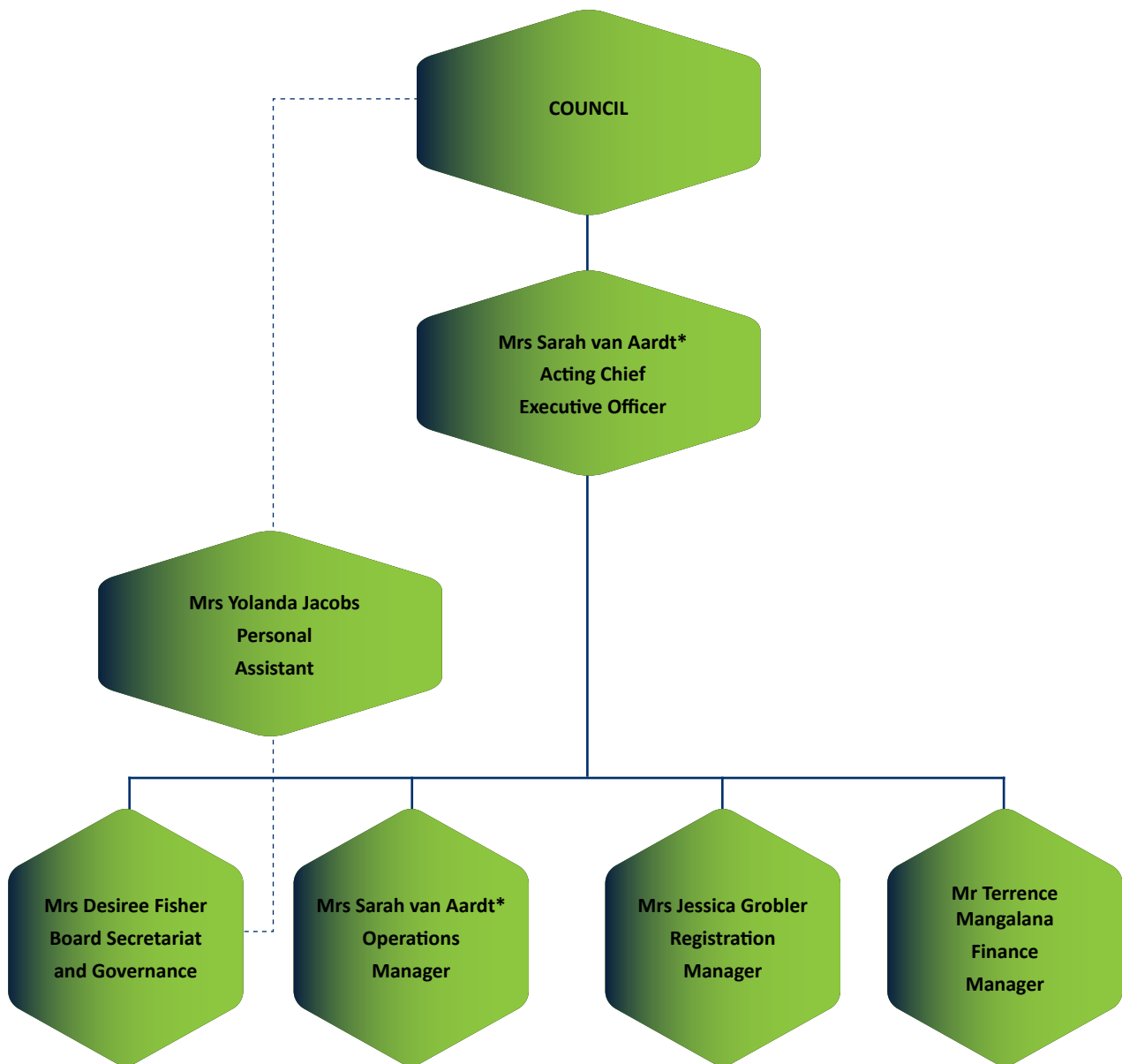
- A capable, ethical and developmental state;
- Economic transformation and job creation;
- Education, skills and health;
- Consolidating the social wage through reliable and basic services;
- Spatial development, human settlement and local government;
- Social cohesion, safer communities; and
- A better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

SACNASP has taken these into consideration and aligned its strategic priorities accordingly. Further information can be found under the heading ‘Institutional Programme Performance Information’ in Part B.

SACNASP has also ensured alignment with the strategic objectives of Programme 4 of the DSI. More specifically, the SACNASP objectives are aligned with the following aims:

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

8 ORGANIZATIONAL STRUCTURE



* Mrs Sarah van Aardt is the Operations Manager and has been Acting Chief Executive Officer since Dr Pradish Rampersadh's resignation with effect from 28 February 2022.

8.1 SACNASP STAFF



Dr Pradish Rampersadh
Pr.Sci.Nat.
(Resigned 28 February 2022)



Sarah van Aardt
(Acting effective March 2022)



Desiree Fisher
(Manager)



Jessica Grobler
Pr.Sci.Nat.
(Manager)



Landi Jacobs
(Manager)



Terrence Mangalana
(Manager)



Dr Matshidiso Matabane
Pr.Sci.Nat.



Hellen Mkhabela



Joey Fourie



Lindiwe Sibanyoni



Sujo Abraham



Lientjie Mogano



Boitumelo Mareus



Violet Modiselle



Khanye Lukwe



Vuyiswa Mahlanga



Boitumelo Semenya



Agnes Ledwaba



Suzan Pitso



Iris Popela



Tshepo Makhatholela
(Deceased)



Lerato Hlongwane



Aviwe Khewana



Caroline Matseke

PART B: PERFORMANCE INFORMATION



1 SITUATIONAL ANALYSIS

1.1 SERVICE DELIVERY ENVIRONMENT

1.1.1 EXTERNAL ENVIRONMENT

In terms of the external environment, the general elections of 8 May 2019 saw the dawn of a new era for science in South Africa. This occurred when the Department of Higher Education and Training and the Department of Science and Technology merged under the Ministry of Higher Education, Science and Innovation. This Ministry, led by the Honourable Minister, Dr Blade Nzimande MP, draws on the synergies of the two departments, resulting in greater service delivery. This has resulted in a revised mandate for SACNASP, aligned with the department's new vision that more optimally serves the science community of South Africa.

The COVID-19 pandemic continued to affect SACNASP's operations. Fundamental changes made in the previous financial year were optimised to ensure that annual performance targets were achieved. Among these were:

- Maintaining a strong online presence to counteract restrictions brought about through COVID-19 regulations;
- Creating an online public awareness campaign and transformation programmes to adapt to social distancing protocols; and
- Not increasing annual fees to alleviate the impact of the economic situation on registered natural scientists and prospective applicants.

1.1.2 INTERNAL ENVIRONMENT

SACNASP saw the resignation of its CEO, Dr Pradish Rampersadh, who resigned after six years at the organization. The Council developed a smooth and seamless transition to ensure operations were not affected during the transition period and will continue to deliver on its mandates during and post-transition.

SACNASP has strengthened its scientific wing with the appointment of two scientists to engage specifically in the science awareness programmes.

SACNASP has been requested by the DSI to conduct an Institutional Review to provide a retrospective view on the performance of SACNASP in terms of its legislative mandate and provide critical views on possible gaps not addressed by SACNASP in terms of the NSP Act.

1.2 ORGANIZATIONAL ENVIRONMENT

SACNASP has faced challenges due to critical positions not being filled. Attracting and retaining skilled personnel remains difficult and needs to be addressed as it will affect any future activities.

1.3 KEY POLICY DEVELOPMENTS AND LEGISLATIVE CHANGES

The Professional Conduct Committee (PCC) initiated a new Council-appointed task team on the Amendment Bill and revised Code of Conduct. In this review period the revised Code of Conduct for Natural Science Practitioners was compiled and comment invited.



2 PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

2.1 SACNASP AS A PARTNER TO THE NATIONAL DEVELOPMENT PLAN 2030

A focus on education is crucial for a developing society and the NDP aims to increase enrolment at universities by at least 70% by 2030, to 1.62 million students. The objective includes increasing the number of students eligible to study science- and mathematics-based degrees to 450 000 by 2030. This will increase the pipeline of graduates who can immediately leverage scientific knowledge to the benefit of society and move on to postgraduate studies, contributing to the NDP's aim of producing more than 5 000 PhD graduates per year. This higher number of postgraduates, and especially PhD graduates, will contribute significantly to increasing South Africa's innovation performance.

SACNASP has successfully embarked on a programme for the enrolment of students from HEIs, which will assist in developing this pipeline of professional scientists and assist students in developing networks in the workplace.

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

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

Chapter 13, Section 97 of the NDP states that in order to make the public service and local government career sectors of choice, government should: "... establish a formal graduate recruitment scheme for the public service with provision for mentoring, training and reflection." It should also: "... formulate long-term skills development strategies for senior managers, technical professionals and local government staff." SACNASP has established a Candidate Mentoring Phase (CMP) Programme. Participating VAs collaborated with SACNASP resulting in 17 candidates participating from three VAs. Seventy-five per cent of the mentees were female. The South African Wetland Society advised SACNASP that two mentees in this programme had secured permanent positions due to the programme. SACNASP believes that soft skills are also crucial to the development of a professional scientist and has embarked on hosting a series of free webinars to address this, targeted at candidate natural scientists. As part of the programme of lifelong learning, SACNASP's CPD programme has germinated into an integral part of a scientist's portfolio. SACNASP is extending the programme to ensure that candidate natural scientists also participate in CPD activities to enable them to upgrade to the professional scientist level. In response to the COVID-19 pandemic, the CPD online portal is active and gives

access to CPD activities remotely. SACNASP, supported by the VAs, offered online activities to enable scientists to gain CPD credits, most of which were at no cost.

The NDP has identified agriculture as a significant sector for the creation of jobs and an area with the potential for economic activity in rural areas. SACNASP collaborated with the DALRRD to investigate a project to upskill extension officers.

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

2.2 STRATEGIC GOALS AND OBJECTIVES 2017–2022

SACNASP has aligned its strategic goals and objectives with the DSI's Strategic Plan. SACNASP identifies specifically with Programme 4: Research Development and Support. The purpose of this programme is: "To provide an enabling environment for research and knowledge production that promotes the strategic development of the basic sciences and priority science areas through science promotion, human capital development and the provision of research infrastructure and relevant research support in pursuit of South Africa's transition to a knowledge economy."

2.3 STRATEGIC OUTCOME-ORIENTATED GOALS

SACNASP's Strategic Objectives and a summary of outcomes per Strategic Objectives are as follows. The Council's five Strategic Objectives are:

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

2.3.1 STRATEGIC OBJECTIVE 1 – PROACTIVELY ADVISE GOVERNMENT AND RELEVANT STAKEHOLDERS ON THE CONTRIBUTIONS AND ROLE OF THE NATURAL SCIENTIFIC PROFESSIONS IN SOUTH AFRICA

The focus areas here are the tracking of unemployed natural science graduates to gain insights into areas where government and relevant stakeholders can intervene. A second area needing attention is the impact of big data and the 4IR on natural science in South Africa. It is also crucial that SACNASP investigates the greater involvement of natural scientists in the district development model (DDM) and advises key stakeholders accordingly. Other significant areas include indigenous knowledge systems, and climate change and mitigation strategies, amongst others.

SACNASP has addressed this deliverable by producing a Brief, with the HSRC, entitled *Pathways into the labour market and self-employment for natural science graduates*, which discusses the issues of unemployed, employed, and under-employed graduates in South Africa. The outputs of the report will assist government in terms of deployment planning for natural scientists.

In addition, SACNASP has held numerous engagements with registered scientists via webinars and conferences in order to gain insights into stakeholders' needs.

Strategic objective 1: To proactively advise government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa

Outcome 1 purpose: Provide reports on relevant government policy matters

OUTCOME	OUTPUT INDICATOR	ACTUAL PERFORMANCE	ACTUAL PERFORMANCE	TARGET	ACHIEVEMENT		
		2019/20	2020/21	2021/22	2021/22	DEVIATION	COMMENT
Outcome 1 Provide reports on relevant Government policy matters	Number of reports developed to inform Government policy and legislation every two years	Consolidation of a report on "Tracking employed, unemployed and underemployed natural science graduates"	The delivery of the brief on the tracking of unemployed, employed and under-employed graduates was delayed	Drafting the RFQ on the brief titled <i>The skills and competencies required for the future natural scientist</i> Appointment of a service provider	1 report on tracking of unemployed and under employed graduates was submitted to DSI	Drafting of RFQ for 3 rd report was completed but service provider was not appointed	Following a quarterly meeting between SACNASP and the DSI, it was resolved that a study reference group should be established prior to appointment of a service provider. This outcome is documented in the 2022/23 APP and is committed to be submitted to the DSI in Q4 2022/23.

2.3.2 STRATEGIC OBJECTIVE 2 – ENFORCE HIGH PROFESSIONAL AND ETHICAL STANDARDS FOR THE NATURAL SCIENTIFIC WORKFORCE

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

Towards effective regulatory oversight, SACNASP is in the process of reviewing the Code of Conduct for Registered Persons. This code will be shared with stakeholders for input. Once adopted, it should result in SACNASP being more effective in the regulatory space.

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

Outcome 2 purpose: Register and regulate natural science professionals

OUTCOME	OUTPUT INDICATOR	ACTUAL PERFORMANCE	ACTUAL PERFORMANCE	TARGET	ACHIEVEMENT		
		2019/20	2020/21	2021/22	2021/22	DEVIATION	COMMENT
Outcome 2 Number of registered natural scientists at SACNASP	a) Number of new natural scientist applications at SACNASP	1 262	1 413	1 500	1 820	+320	There was an increase in the number of applications received and those approved for registration. *As per the technical indicators this outcome can only be finalised 6 months after the end of the year, hence this figure is YTD.
	b) Proportion of applications processed within the correct time frames		New target reports were being developed	90%	89% *		
	c) Proportion of scientists retained		New target reports were being developed	80%	81%		

2.3.3 STRATEGIC OBJECTIVE 3 – PROMOTE THE NATURAL SCIENCE PROFESSIONS AND SCIENCE ENGAGEMENT IN SOUTH AFRICA

An increased number of public awareness campaigns and the active involvement of natural scientists and their VAs are necessary to offer specialist advice to district municipalities and local communities.

The COVID-19 pandemic resulted in organizations changing the way they operate and SACNASP adapted accordingly. SACNASP has hosted a number of public campaigns with registered scientists including discussion sessions at Science Forum South Africa. This has replaced the traditional face-to-face events through a stronger online drive and has resulted in an increased number of scientists attending SACNASP-sponsored events.

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

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

OUTCOME	OUTPUT INDICATOR	ACTUAL PERFORMANCE	ACTUAL PERFORMANCE	TARGET	ACHIEVEMENT		
		2019/20	2020/21	2021/22	2021/22	DEVIATION	COMMENT
Outcome 3 Facilitate public awareness to address national priorities	Number of public awareness and engagement initiatives conducted to foster the understanding of the contribution of the natural science profession	4	5	8	8	0	The target was achieved. Our science engagement and awareness events generated a lot of interest to scientists and stakeholders.

2.3.4 STRATEGIC OBJECTIVE 4 – PROMOTE THE PROFESSIONAL DEVELOPMENT AND TRANSFORMATION OF THE NATURAL SCIENCE SECTOR IN SOUTH AFRICA

SACNASP achieved this strategic objective by focusing on creating an environment for lifelong learning for professionals to ensure that they are always at the cutting-edge of science information and technology. There needs to be greater coordination of initiatives in the post-school education and training (PSET) sector and a coordinated response to skills needs, for both those with post-school qualifications and those without.

SACNASP, supported by the VAs, focused on online CPD, which offers mostly free online training and CMP events. The CPD service provider website which accredits CPD events is operational and accredited 2 012 events. A total of 37% of scientists engaged in CPD which reflects a year-on-year increase over the past five-year period. The first cycle of CPD was completed for CPD in March 2022. Council reviewed the CPD requirements on 25 August 2021 and resolved that the Category 1 requirement be reduced to two CPD credits. Furthermore, the total number of CPD credits required for the 2017–2022 cycle was reduced to 20 points. There has been significant progress towards implementation of the pilot CMP programme at SACNASP. Participating VAs collaborated with SACNASP with 17 candidates participating from three VAs. Of these, 75% of the candidates were female. The South African Wetland Society advised SACNASP that two mentees in this programme had secured permanent positions due to the programme. SACNASP believes that soft skills are crucial to the development of a professional scientist and has embarked on hosting a series of webinars that addresses this, targeted at candidates and at no cost to them. The enrolment of students from HEIs is ongoing with SACNASP exploring virtual media to interact with students.

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

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

OUTCOME	OUTPUT INDICATOR	ACTUAL PERFORMANCE	ACTUAL PERFORMANCE	TARGET	ACHIEVEMENT		
		2019/20	2020/21	2021/22	2021/22	DEVIATION	COMMENT
Outcome 4 Create an environment for lifelong learning of professionals to address national priorities	The proportion of registered natural scientists participating in the lifelong learning programme	New target	29%	36%	37%	+1%	Target was achieved. The first 5 year cycle of CPD was completed.

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

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

OUTCOME	OUTPUT INDICATOR	ACTUAL PERFORMANCE	ACTUAL PERFORMANCE	TARGET	ACHIEVEMENT		
		2019/20	2020/21	2021/22	2021/22	DEVIATION	COMMENT
Outcome 5 Transformation of natural science sector to increase participation of designated groups	Number of women and youth participating in SACNASP's student enrolment programmes	New target	60	350	25	-325	Target not achieved. Participation was affected due to COVID-19 and lockdown restrictions. Online and face-to-face campaigns will be introduced in Q1 of 2022/23.
	Number of women and youth participating in the CMP programme	New target	17	100	17	-83	Target not achieved. Agreements signed between SACNASP and three Voluntary Associations to facilitate CMP.

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

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

OUTCOME	OUTPUT INDICATOR	ACTUAL PERFORMANCE	ACTUAL PERFORMANCE	TARGET	ACHIEVEMENT		
		2019/20	2020/21	2021/22	2021/22	DEVIATION	COMMENT
Outcome 6 To contribute towards education qualifications and learning pathways for natural scientists	Number of HEI natural science programmes evaluated for endorsement in conjunction with the CHE	New target	Draft guideline document on academic programme evaluation to be approved by Council (One academic programme evaluation was done for Sol Plaatje University)	2	2	0	Target achieved SACNASP is building relationships with the 26 HEIs, CHE and SAQA.

2.3.5 STRATEGIC OBJECTIVE 5 – FOSTER A CULTURE OF GOOD CORPORATE GOVERNANCE

SACNASP ensured compliance with legislative and policy frameworks by developing and implementing robust systems, and identifying and managing all risks and internal controls. SACNASP conducted governance training for members of Council and staff. A review of the governance matters at SACNASP was undertaken in 2021 resulting in several changes, some of which are still being executed. Council ensured that all statutory policies were in place and approved. SACNASP achieved an unqualified audit for the 2020/21 financial year.

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

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

OUTCOME	OUTPUT INDICATOR	ACTUAL PERFORMANCE	ACTUAL PERFORMANCE	TARGET	ACHIEVEMENT		
		2019/20	2020/21	2021/22	2021/22	DEVIATION	COMMENT
Outcome 7 Compliance with legislative and policy framework	Unqualified audits achieved	Unqualified audit	Unqualified audit	Unqualified audit report on financial and governance matters issued by 30 September 2022	Unqualified audit report	None	Target achieved

2.4 STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

A number of reports are developed to inform government policy and legislation every two years. Following a quarterly meeting between SACNASP and the DSI, it was resolved that prior to the appointment of a service provider for such reports, a study reference group should be established. This outcome is documented in the 2022/23 APP and SACNASP has committed to submit to the DSI by the fourth quarter of the 2022/23 reporting period.

The SACNASP's student enrolment programmes focus on encouraging participation by women and youth but there have been challenges in engagement in the programme due to COVID-19 and lockdown restrictions. Online and face-to-face campaigns will be introduced in the first quarter of the 2022/23 reporting period.

Similar challenges were experienced in the CMP Programme. To give increased attention to these programmes SACNASP employed a contactor to focus on CPD programmes, and will launch a webinar-based CMP Programme for all candidate natural scientists, addressing soft skills and enabling interactions between mentees and mentors.

2.5 LINKING PERFORMANCE WITH BUDGETS

PROGRAMME/ACTIVITY/ OBJECTIVE	2021/22			2020/21		
	BUDGET	ACTUAL EXPENDITURE	(OVER)/ UNDER EXPENDITURE	BUDGET	ACTUAL EXPENDITURE	(OVER)/UNDER EXPENDITURE
	R	R	R	R	R	R
DSI Project: Continuing Professional Development Programme	1 396 200	1 553 037	(156 837)	942 000	1 618 773	(676 773)
DSI Project: Development of Candidate Mentoring Phase Programme	1 896 200	2 267 426	(371 226)	1 320 000	419 220	900 780
DSI Project: Information Technology Platform	1 146 513	1 140 005	6 508	1 095 550	830 521	265 029
DSI Project: Regulations	796 650	111 053	685 597	642 450	84 677	557 773
Employee costs	9 400 012	8 438 291	961 721	8 864 284	8 900 146	(35 862)
Operational expenditure	8 802 459	9 369 859	(567 400)	9 962 738	5 964 393	3 998 345
Total	23 438 034	22 879 671	558 363	22 827 022	17 817 730	5 009 292

3 INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

3.1 OPERATIONS DEPARTMENT REPORT

SACNASP's Operations Department provides a range of support services to the organization including marketing, Information Technology (IT) and human resources (HR).

A significant step was taken towards more efficient and automated IT systems through the implementation of SAGE300 as a replacement for Pastel Partner as the organization's accounting system. This will enable far better integration between the accounting system and the Scientist Portal and database, and will greatly improve customer service. It will also facilitate more efficient debt collection.

The IT support function, which had previously been outsourced, is now supported in-house through the employment of an IT specialist.

A cloud-based shared drive was implemented for the organization using the Microsoft One Drive platform. This greatly improved both information security and access.

SACNASP ensure that all policies are reviewed in accordance with policy guidelines, manuals and frameworks.

The performance of the HR Department is provided in Section D on pages 46 to 47.

3.2 REGISTRATION DEPARTMENT REPORT

The Registration Department received 2 922 applications for new or additional fields of practice, as well as 224 upgrade applications during the 2021/22 financial year. This represents an increase of 43% in applications since the previous year. Of these, 235 applicants had foreign qualifications which had to be tabled with the Qualifications Assessment Committee (QAC). In addition, 82 applications were received for Confirmation of Skills Letters for Critical Skills Visa applications.

A total of 1 820 new scientists were registered with SACNASP during the year. SACNASP saw an increase in the number of registrations during the first quarter of the financial year and the number of pending applications processed increased.

Table 1: Year-on-year registration of new scientists

2020/19	2020/21	2021/22
1 262	1 413	1 820

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

Figure 1: Registrations in the 2021/22 financial year by gender

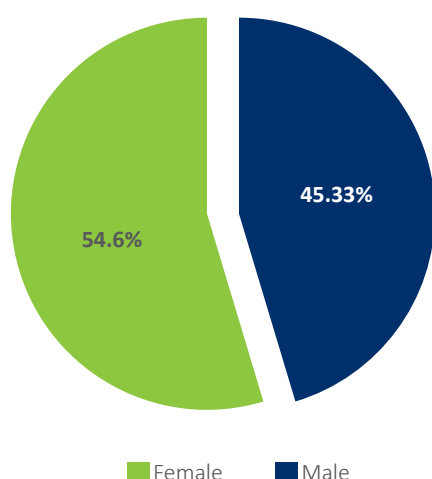


Figure 2: Registrations in the 2021/22 financial year by race

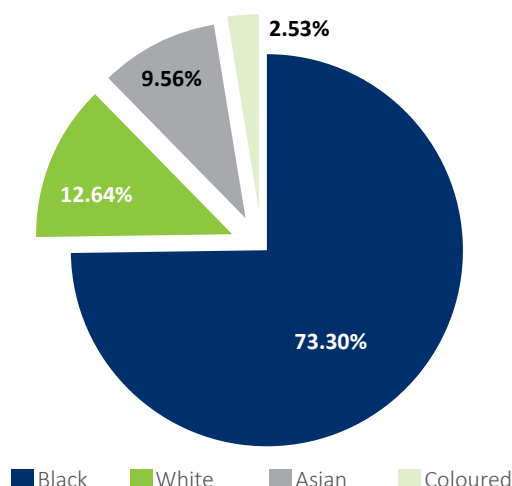
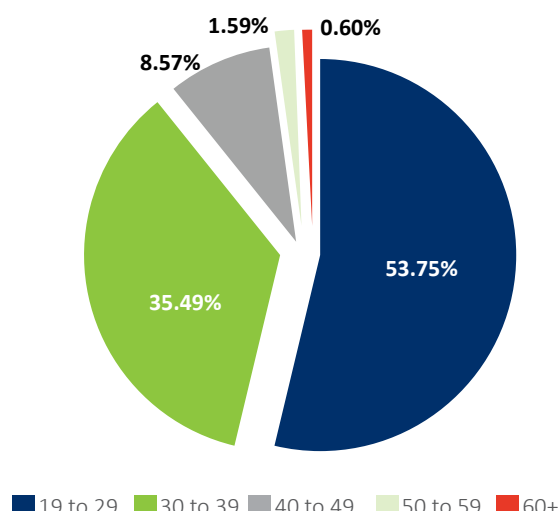


Figure 3: Registrations in the 2021/22 financial year by age group



SACNASP previously did not collect data or report on the number of people with disabilities registered with the Council. Fields to record disabilities have been added to the database but these have not yet been populated. Scientists on the database will be requested to update this data during the coming year.

During the 2021/22 financial year 186 scientists reinstated their previously cancelled registrations on the online portal.

SACNASP issued renewed certificates of recognition to 47 VAs. A new VA, the South African Society for Bioinformatics, was registered in 2021. Fourteen VA events were supported during the financial year with SACNASP providing sponsorship.

Engagements with the South African Qualifications Authority (SAQA) and the VAs in relation to issuing professional titles led to Memoranda of Agreement (MoAs) being signed with the South African Chemical Institute (SACI) and the Water Institute of South Africa (WISA). The migration of those holding the SACI titles to SACNASP registration was also completed.

The Registrations Department has processed a greatly increased number of applications with the same resources available to them as in the previous year. This testifies to increased efficiency using the automation that is continually being introduced into the application processing system.

The financial year 2021/22 saw the department focussing on quality and adherence to timeframes. A number of additional checks and balances were introduced to ensure that applications were not unduly delayed and that the quality of the data and documents reaching the Professional Advisory Committees (PACs) for evaluation is of a higher standard. This in turn enables more efficient, consistent, and accurate decision-making.

The updated format for the PAC evaluation form was implemented on the online evaluation system. This saw a greatly improved quality of data coming through on evaluation forms, enabling both more evidence-based decision making and a better quality of feedback to applicants on how they measure up to the requirements for registration.

The exemption of NRF-rated researchers from the requirement for referee reports was also implemented on the online portal.

An additional staff member was appointed to the department in the post of Scientific Advisor. The role requires the development of a list of registrable and unregistrable qualifications which will significantly streamline the registration process. Progress has already been made through established relationships with four HEIs and the evaluation of the qualifications of the University of Limpopo is nearing completion.

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

3.3 FINANCE DEPARTMENT REPORT

During the year under review, SACNASP reported positive financial performance as detailed in the Annual Financial Statements in Part E of this report. Revenue increased by 13.5% compared to the prior year. This is attributable to the percentage fee increases applied in 2021/22 as well as an increase in the number of new applications, upgrades and re-instatements received in the financial year.

Increased revenue, project income and grant funding were prudently applied, resulting in a surplus for the financial year of R916 975.

Nevertheless, SACNASP continued to experience challenges in collecting annual fees and bad debts. In the previous financial year, a significant once-off Council decision was taken not to write-off or cancel the long overdue debt of registered scientists despite non-payment of their annual fees for two years or more. This was done to afford registered scientists experiencing financial restrictions or job losses due to the pandemic, an extension to settle their overdue debt. In the current financial year registered scientists owing annual fees for two years or more have had their memberships cancelled due to non-payment. The provisions for bad debt allowance increased year-on-year as a result.

The Finance team continues to monitor long outstanding debtors closely. The task team established in the previous financial year, and made up of management and Council members, agreed on a number of interventions to collect bad debt and retain registered scientists. Many interventions have already been rolled-out while others are being finalised and will be implemented in due course.

The Finance team has focused on the clearing of existing and new unallocated deposits as well as reducing the number of unallocated deposits by directing scientists to pay via the Scientist Portal.

SACNASP continues to develop strategies that will help improve and maintain financial stability. Funding from the DSI has assisted the Council in marketing the business, enabling it to implement and maintain IT systems that have led to an improved registration process and the development of the CPD website. The contract with the DSI has been extended for three years (2022–2025) amounting to R35 584 000.

The Strategic Plan (2021–2025) and Annual Performance Plans ensure that the Council takes a strategic approach to its financial planning, by putting in place a forward-looking strategy covering the five-year period. These plans also link government's priorities, as set out in the National Development Plan, with SACNASP's strategic objectives and detail the resources likely to be available for delivery on SACNASP's mandate.

SACNASP wishes to thank all registered scientists for their continued support and payment of annual fees.

3.4 MARKETING AND STAKEHOLDER REPORT

3.4.1 CPD VALIDATIONS AND MANAGEMENT

The CPD website was launched on 1 April 2017 and is fully functional. Against the yearly target of 36%, 37% of the registered natural scientists updated their CPD status. The CPD usage increased substantially during the period under review, and to date, 2 102 events have been validated on the CPD portal. SACNASP is continuously engaging with recognised VAs, HEIs, and various key stakeholders for CPD validation.

The Council held a meeting on Wednesday, 25 August 2021 to review the CPD requirements in light of the COVID-19 pandemic and its restrictions. It was resolved that Category 1 requirements be reduced to 3 CPD credits and total CPD credits required for the 2017–2022 cycle reduced to 20 points.

During the reporting period, 14 strategic events were hosted with stakeholders, as follows:

EVENTS
1. South African Genetics Society and the South African Society for Bioinformatics – BIO2022, 24–27 April 2022
2. Biennial Entomological Society of Southern Africa Congress, 28 June–1 July 2021
3. 57 th Grassland Society of Southern Africa Conference, 25–29 July 2022
4. 52 nd South African Society for Animal Science Congress under the theme <i>Communication of animal science: Is it reliable? Is it relevant? Is it responsible?</i> 10–12 August 2021
5. International Association for Impact Assessment Congress, 17–19 August 2021
6. Southern African Wildlife Management Association 50 th Anniversary Conference, 5–10 September 2021
7. 51 st Annual Operations Research Society of South Africa Conference, 12–14 September 2022
8. South African Association for Food Science and Technology's 24 th Biennial International Virtual Congress, 20–22 September 2021
9. 2020/21 National Science and Technology Forum-South32 Awards, 30 September 2021
10. National Association for Clean Air Virtual Congress, 7–8 October 2021

EVENTS

11. 54 th Annual Conference of the South African Society for Agricultural Extension, 11–14 October 2021
12. 2021 National Wetlands Indaba, hosted by the South African Wetland Society, 20–21 October 2021
13. 38 th World's Poultry Science Association Virtual Scientific Symposium, 24–25 November 2021
14. 2021 Post-Graduate Research and Innovation Symposium, hosted by the University of KwaZulu-Natal, 9–10 December 2021

3.4.2 STUDENT ENROLMENT PROGRAMME

Strategic Goal 2 of the SACNASP Annual Performance Plan is to enrol final year and post-graduate students from HEIs with SACNASP. The purpose of the Student Enrolment Programme is to create awareness about professional registration, and ease of access to information about training, courses, and networking opportunities. This is critical in creating a pipeline of graduates for the CMP Programme. The COVID-19 pandemic and restrictions negatively affected the student enrolment campaign. Despite limited Student Enrolment Programme activities, 25 students were enrolled in the reporting period.

Emotional intelligence is an essential internal toolkit, needed to effectively communicate with others. It is essential in helping to understand and manage oneself so as to skilfully grow relationships with others. The pandemic highlighted the importance of communicating in a manner that is clear and unambiguous. SACNASP hosted a webinar for students and early career natural scientists entitled *Emotional Intelligence and Soft Skills* on Monday, 15 November 2021 to help strengthen and apply these vital competencies. A total of 85 participants were in attendance.

3.4.3 CMP PROGRAMME

The CMP Programme was implemented with the support of accredited VAs. The aim of the CMP Programme is to equip mentees with the tools necessary to perform at their highest capability; identify and achieve career development and personal growth goals that support business objectives; and provide an opportunity for aspiring, new and experienced mentees to exchange experiences and knowledge. In return, mentors have the opportunity to develop the next generation of natural scientists in their respective fields of practice and accumulate CPD credits for mentoring these young graduates in the process. The following VAs were part of the CMP Programme during the financial year:

VOLUNTARY ASSOCIATION	NUMBER OF MENTEES
1. South African Wetland Society	4
2. Geological Society of South Africa	11
3. South African Chemical Institute	2
Total	17

3.4.4 PATHWAYS INTO LABOUR MARKET AND SELF EMPLOYMENT FOR NATURAL SCIENCES REPORT

SACNASP is mandated to draft a report on the delivery of core scientific skills to South Africa in terms of the adequacy of the delivery of scientists. SACNASP commissioned the Human Sciences Research Council (HSRC) to draft a Brief titled *Pathways*

into Labour Market and Self Employment for Natural Sciences. The final report was submitted to the Director: High-End Skills at the DSI. SACNASP and the HSRC presented the report to the DSI ExCo on 21 February 2022. The Council has been invited to participate in the R&D Survey Roundtable that will be hosted by the DSI in the new financial year.

3.4.5 SCIENCE ENGAGEMENT ACTIVITIES

SACNASP hosted public awareness and engagement initiatives to foster understanding of the contributions natural scientists make to society.

WEBINARS	NUMBER OF PARTICIPANTS
1. <i>The Impact of Climate Change on Future Pandemics</i> was held on Monday, 28 June 2021	477
2. <i>Guidelines on Research Ethics and Publication Practices</i> was held on Wednesday, 24 November 2021	315
3. <i>Promoting ethical and professional conduct for natural science professionals</i> was held on Tuesday, 15 February 2022	302
4. <i>Reflections on science communication in the age of pandemics</i> was held on Tuesday, 22 March 2022	168

3.4.6 NATIONAL SCIENCE WEEK HIGHLIGHTS

National Science Week (NSW) is an initiative of the DSI, held annually, and aimed at creating and communicating awareness of science to the youth. It is a countrywide celebration of science involving various stakeholders and role players who conduct science-based activities during the week. SACNASP received funding from the South African Agency for Science and Technology Advancement (SAASTA) for NSW 2020/21. The Council created a documentary called *The Fourth Industrial Revolution for South Africa* and hosted two successful webinars as part of its National Science Week 2021 initiative.

EVENTS	NUMBER OF PARTICIPANTS
1. <i>A perspective of how scholars perceive attitudes to science in policymaking in South Africa</i> was held on Thursday, 5 August 2021	129
2. <i>Rethinking SciCom!!</i> was held on Thursday, 12 August 2021	183

3.4.7 DISTRICT DEVELOPMENT MODEL

A consultative workshop was held with accredited VAs on 30 June 2021 to discuss how VAs can contribute to the implementation of the District Development Model (DDM). The workshop was aimed at gaining insight, exploring opportunities and challenges in the context of the DDM, and pursuing ways in which the Council and recognised VAs can contribute to the implementation of the model from a natural science perspective.

EVENTS	NUMBER OF PARTICIPANTS
1. District Development Model (DDM) consultative workshop with SACNASP-recognised VAs	42

3.4.8 SCIENCE FORUM SOUTH AFRICA

Science Forum South Africa 2021 is an annual initiative of the DSI and was held from 1–3 December 2021. SACNASP hosted a panel discussion entitled *Science and technology opportunities to address service delivery challenges*, that took place on 2 December 2021.

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

Table 2: Progress on institutional response to the COVID-19 pandemic

PROGRAMME/ SUB PROGRAMME	INTERVENTION	GEOGRAPHIC LOCATION	NO. OF BENEFICIARIES	DISAGGREGATION OF BENEFICIARIES	TOTAL BUDGET ALLOCATION PER INTERVENTION (R'000)	BUDGET SPENT PER INTERVENTION	CONTRIBUTION TO THE OUTPUTS IN THE APP	IMMEDIATE OUTCOMES
Continuing Professional Development (CPD)	Reduced number of CPD points required to complete 2017–2022 cycle from 25 to 20 points	National	All registered scientists	N/A	N/A	N/A	SACNASP achieved the CPD outcome with 37% of scientists completing the required CPD (APP SO-OG 4)	
Registration fees	Registration fees were not increased in the 2021/22 financial year	National	All registered scientists	N/A	N/A	N/A	SACNASP achieved registration goals (APP Outcome 2)	
Increased number of online events	Free online CPD events for natural scientists	National	All registered scientists	N/A	N/A	N/A	Encouraged scientists to ensure that lifelong learning continued despite the absence of physical events APP outcome 4	

5 REVENUE COLLECTION

Table 3: Revenue collection

SOURCES OF REVENUE	2021/22			2020/21		
	ESTIMATE	ACTUAL AMOUNT COLLECTED	(COVER)/ UNDER COLLECTION	ESTIMATE	ACTUAL AMOUNT COLLECTED	(COVER)/UNDER COLLECTION
	R	R	R	R	R	R
Revenue (Scientists – All fees)	19 962 471	17 632 425	2 330 046	17 253 149	15 539 975	1 713 174
DSI Project Income	1 400 000	5 600 739	(4 200 739)	1 400 000	3 252 860	(1 852 860)
SAASTA Grant – National Science Week	230 000	221 750	8 250	-	-	-
Interest income	334 262	162 219	172 043	291 957	141 239	150 718
Profit on asset gains	-	179 513	(179 513)	-	-	-
Total	21 926 733	23 796 646	(1 869 913)	18 945 106	18 934 074	11 032

The revenue from scientists was under achieved due to an expected increase in new and other applications not being realised in accordance with the budget. There was no noted impact on service delivery. The revenue from the DSI is recognised as income only when performance conditions are met.



PART C: GOVERNANCE

1 SACNASP COUNCIL REPORT

The Minister of Higher Education, Science and Innovation, Dr Blade Nzimande, appointed the new Council consisting of 29 members of whom 27 were inaugurated. The Council is effective for a four-year period from 1 September 2021 to 31 August 2025, with Prof Khathutshelo Nephawe *Pr.Sci.Nat.* who succeeded Dr Gerda Botha *Pr.Sci.Nat.*, as Chairperson. Of these Council members, 17 were nominated by the VAs, four by the State and six were public nominees.

Dr Pradish Rampersadh resigned as CEO of SACNASP effective 28 February 2022. The Council developed a seamless transition to ensure operations were not affected. With Council oversight, SACNASP's capable and experienced Management Team will continue to deliver on its mandates during and post-transition.

SACNASP is responsible for the delivery of its mandate as set out in the Natural Scientific Professions Act, (No. 27 of 2003), as amended. In terms of Section 17, the Council may establish any number of committees it deems necessary to assist in the performance of its functions, and any such committee may include members who are not members of the Council.

The challenges of the past year once again necessitated a remote working environment for the committees of Council. This was successfully achieved with excellent support from the SACNASP Office and committed Council members.

2 PORTFOLIO COMMITTEES

SACNASP presented its 2020/21 Annual Report to the Portfolio Committee on Higher Education, Science and Technology. The report was well received, with the Portfolio Committee raising areas where it felt SACNASP could make a greater contribution. SACNASP is currently addressing these areas.

3 EXECUTIVE AUTHORITY

SACNASP's Executive Authority is the Minister of Higher Education, Science and Innovation. The 2021/22 APP on which this report is based was presented on 5 March 2021. SACNASP continued to monitor previous ministerial guidance received at this presentation, through its Special Projects Committee.

4 COUNCIL COMMITTEES

The Council supported by the following committees

- The Registration Committee (RCo) Qualifications Assessment Committee (QAC) and Critical Skills Review Committee (CSRC) to support with matters related to registration of natural scientist;
- Audit, Risk and ICT Committee (AR&ITCo) – to assist the Council by ensuring all financial systems, Information technology and controls are in place;
- HR and Remuneration Committee (HR&RemCo) – to provide oversight and support to the HR Department;
- Professional Conduct Committee (PCC) – to ensure compliance with the Natural Scientific Professions Act; and
- Strategic Projects Committee (SPC) – to consider matters of strategic importance to the Council and provide recommendations on how it should address these matters.

4.1 COUNCIL MEMBERS

Table 4: Council members until 31 August 2021

NOMINATED BY THE VOLUNTARY ASSOCIATIONS
Dr GE Botha <i>Pr.Sci.Nat.</i> (Chairperson)
Prof KA Nephawe <i>Pr.Sci.Nat.</i> (Deputy Chairperson)
Mr RNL Baartjes <i>Pr.Sci.Nat.</i>
Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i>
Dr JLR Coetzee <i>Pr.Sci.Nat.</i>
Prof RM Crewe <i>Pr.Sci.Nat.</i>
Prof JS Galpin <i>Pr.Sci.Nat.</i>
Prof I Gledhill <i>Pr.Sci.Nat.</i>
Prof M Gulumian <i>Pr.Sci.Nat.</i>
Dr KD Musetsho <i>Pr.Sci.Nat.</i>
Prof BK Reilly <i>Pr.Sci.Nat.</i>
Dr SE Terblanche <i>Pr.Sci.Nat.</i>
Dr J van Heerden <i>Pr.Sci.Nat.</i>
NOMINATED BY THE STATE
Dr M Mayekiso
Mr F Ramagawede <i>Pr.Sci.Nat.</i>
Dr S Moodley (DSI representative)
Dr PR Vukea
NOMINATED BY THE PUBLIC
Dr PT Govender <i>Pr.Sci.Nat.</i>
Dr W Ngoma
Ms TN Mashanda CA(SA) RA
Ms MP Masemola CA(SA)

Table 5: Council members from 1 September 2021

NOMINATED BY THE VOLUNTARY ASSOCIATIONS
Prof KA Nephawe <i>Pr.Sci.Nat.</i> (Chairperson)
Prof V Steenkamp <i>Pr.Sci.Nat.</i> (Deputy Chairperson)
Mr RNL Baartjes <i>Pr.Sci.Nat.</i>
Prof JLR Coetzer <i>Pr.Sci.Nat.</i>
Dr KD Musetsho <i>Pr.Sci.Nat.</i>
Prof R Diab
Prof A Muronga
Mr B Ngobeli
Dr J van Heerden <i>Pr.Sci.Nat.</i>
Dr G Cilliers <i>Pr.Sci.Nat.</i>
Prof S Naidoo
Prof S Das
Prof RJ Moitsheki <i>Pr.Sci.Nat.</i>
Prof IN Fabris-Rotelli
Dr J Strauss <i>Pr.Sci.Nat.</i>
Dr MB Matiwane <i>Cert.Sci.Nat.</i>
Dr SE Terblanche <i>Pr.Sci.Nat.</i>

NOMINATED BY THE STATE
Dr S Moodley (DSI representative)
Dr PR Vukea
Mr M Sekgala
Dr MK Mabaso <i>Pr.Sci.Nat.</i>
NOMINATED BY THE PUBLIC
Ms MP Masemola (CA)SA
Prof NS Mokgalaka-Fleischmann <i>Pr.Sci.Nat.</i>
Mr SC Jewell
Dr TE Lephoto <i>Pr.Sci.Nat.</i>
Prof PL Mabeta
Ms L-M Mtshali



4.2 COUNCIL COMMITTEE MEETINGS

Table 6: Attendance register of committee meetings

COUNCIL MEMBER	REPRESENTING	COUNCIL	EXCO	ARGITCO	HR&REMCO	PCC	SPC
Prof KA Nephawe ^	VA	9/9	7/11	3/6	2/5		3/4
Prof V Steenkamp #	VA	5/9	3/11				2/4
Mr RNL Baartjes ^	VA	8/9				5/5	
Dr GE Botha *	VA	6/9	6/11				2/4
Prof GJ Bredenkamp ^	VA	1/9					
Dr G Cilliers #	VA	4/9				3/5	
Prof JLR Coetzee ^	VA	6/9		2/6			2/4
Prof RM Crewe *	VA	4/9	2/11				2/4
Prof S Das #	VA	3/9			3/5		
Prof R Diab #	VA	4/9	6/11				2/4
Prof IN Fabris-Rotelli #	VA	4/9		2/6			
Prof JS Galpin *	VA	1/9					
Prof I Gledhill *	VA	4/9					2/4
Dr PT Govender *	Public	4/9	2/11	4/6		2/5	
Prof M Gulumian *	VA	3/9					2/4
Mr SC Jewell #	Public	4/9	4/11			3/5	
Dr TE Lephoto #	Public	4/9					2/4
Dr MK Mabaso #	State	4/9				3/5	
Prof PL Mabeta #	Public	4/9	4/11		3/5		
Ms MP Masemola ^	Public	8/9	3/11	6/6			
Ms TN Mashanda *	Public	2/9	1/11	3/6			
Dr MB Matiwane #	VA	4/9			3/5		
Prof RJ Moitsheki #	VA	4/9		1/6			
Prof NS Mokgalaka-Fleischmann #	Public	3/9					
Dr S Moodley ^	DSI Rep.	4/9					
Ms L-M Mtshali #	Public	4/9				1/5	
Prof A Muronga #	VA	4/9					
Dr KD Musetsho ^	State	8/9	5/11	3/6	2/5	2/5	
Prof S Naidoo #	VA	4/9		1/6			
Mr B Ngobeli #	VA	3/9			2/5		
Dr W Ngoma *	Public	3/9	2/11		2/5		
Prof BK Reilly *	VA	4/9	1/11				
Mr M Sekgala #	State	4/9			1/5		
Dr J Strauss #	VA	3/9					2/4
Dr SE Terblanche ^	VA	8/9					
Dr J van Heerden ^	VA	6/9					2/4
Dr PR Vukea	State						
MEMBERS							
Prof JB Malherbe ^	Co-opted					3/5	
Mr T Rasenyalo #						2/5	

Council member who started their term on 1 September 2021

* Council member who served until 31 August 2021

^ Council member who is serving two terms

4.3 REGISTRATION COMMITTEE MEETINGS

Table 7: Attendance register for Registration Committee meetings

COUNCIL MEMBER	REPRESENTING	RCO
Prof KA Nephawe ^	VA	2/6
Dr J Asante	Co-opted	4/6
Dr GE Botha *	VA	5/6
Prof ELJ Breet	Co-opted	6/6
Dr PT Govender *	Public	6/6
Prof M Galumian *	VA	6/6
Dr G Henry	Co-opted	3/6
Prof D Hughes	Co-opted	6/6
Dr C Jansen van Rensburg	Co-opted	6/6
Dr K Lucas	Co-opted	5/6
Prof JB Malherbe	Co-opted	2/6
Prof NS Mokgalaka-Fleischmann #	Public	2/6
Dr KD Musetsho ^	VA	6/6
Prof BK Reilly *	VA	4/6
Prof BK Siweya	Co-opted	3/6
Dr SE Terblanche ^	VA	5/6
Prof A van Niekerk	Co-opted	6/6
Dr W Vlok	Co-opted	2/6
Ms RG von Gruenewaldt	Co-opted	4/6

Council member who started their term on 1 September 2021

* Council member who served until 31 August 2021

^ Council member who is serving two terms

4.4 QUALITY ASSESSMENT COMMITTEE MEETINGS

Table 8: Attendance register for Quality Assessment Committee meetings

COUNCIL MEMBER	REPRESENTING	QAC
Dr GE Botha *	VA	2/6
Prof L Brown	Co-opted	5/6
Dr K Lucas	Co-opted	4/6
Prof JB Malherbe	Co-opted (resigned Sept 2021)	3/6
Prof KR Mbatha	Co-opted	5/6
Prof NS Mokgalaka-Fleischmann #	Public	3/6
Prof E Momoniat	Co-opted	6/6
Prof J Okonkwo	Co-opted	4/6
Prof HJ Siweya	Co-opted	4/6
Prof P Taylor	Co-opted	2/6
Prof E Webb	Co-opted	4/6

Council member who started their term on 1 September 2021

* Council member who served until 31 August 2021

4.5 CRITICAL SKILLS COMMITTEE MEETINGS

Table 9: Attendance register for Critical Skills Committee meetings

COUNCIL MEMBER	REPRESENTING	CSRC
Dr GE Botha *	VA	6/6
Dr K Lucas	Co-opted	6/6
Prof BK Siweya	Co-opted	6/6
Dr SE Terblanche ^	VA	5/6
Dr J van Heerden ^	VA	3/6

* Council member who served until 31 August 2021

^ Council member who is serving two terms

5 COMMITTEE REPORTS

5.1 PROFESSIONAL CONDUCT COMMITTEE REPORT

5.1.1 ROLES AND RESPONSIBILITIES

The mandate of the Professional Conduct Committee (PCC) is to regulate compliance with the Natural Scientific Professions Act, (No. 27 of 2003) as amended, and the SACNASP Code of Conduct for Registered Natural Scientists. In pursuance of this mandate, the PCC oversees all SACNASP complaints-handling and disciplinary processes in accordance with the NSP Act and in line with SACNASP Code of Conduct. The PCC ensures that it investigates the submission of alleged improper conduct fully and in keeping with the NSP Act as a whole. Substantiated complaints against registered persons are first referred to an independent Investigation Committee (IC) of registered peers. Depending on their findings, Council may recommend the establishment of an independent Disciplinary Tribunal to conduct a disciplinary hearing or to determine the sanction for a registered scientist found to be in contravention of the Code of Conduct. Another key responsibility of the PCC is to provide guidance to Council on the provisions of the NSP Act and/or any other policies, procedures and practices that are binding on the functions of SACNASP or impact on the professional conduct of registered members.

5.1.2 MEMBERS OF THE COMMITTEE

MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS) UNTIL 31 AUGUST 2021

Dr PT Govender <i>Pr.Sci.Nat.</i> (Chairperson)
Mr N Baartjes <i>Pr.Sci.Nat.</i>
Mrs J Botha (SACNASP Governance) – PCC Coordinator
Mr L Hlophe (Legal Department, DSI) (until November 2020)
Prof JB Malherbe <i>Pr.Sci.Nat.</i>
Prof KA Nephawe <i>Pr.Sci.Nat.</i>
RW Attorneys – Legal Counsel representative

MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS) FROM 1 SEPTEMBER 2021

Mr SC Jewell (Chairperson)
Mr N Baartjes <i>Pr.Sci.Nat.</i>
Ms J Botha (SACNASP Governance) – PCC Coordinator
Dr G Cilliers <i>Pr.Sci.Nat.</i>
Dr MK Mabaso <i>Pr.Sci.Nat.</i>
Ms L-M Mtshali
Mr T Rasenyalo (Legal Department, DSI) (from 1 December 2021)
RW Attorneys – Legal Counsel representative

5.1.3 NUMBER OF MEETINGS

During the year under review, the PCC held five meetings, on 11 May 2021, 28 July 2021, 27 October 2021, 17 February 2022, and 23 February 2022.

5.1.4 ACHIEVEMENTS AND CHALLENGES

Some of the achievements for the year included:

- Providing inputs to the review of the Natural Scientific Professions Act, (No. 27 of 2003): Natural Scientific Professions Bill;
- Reviewing the SACNASP 2019 Code of Conduct for Registered Persons;
- Initiating the new Council-appointed task team on the Amendment Bill and revised Code of Conduct;
- Reviewing the Terms of Reference and Standard Operating Procedures of the PCC;
- Re-planning and empowering the governance function to effectively administer SACNASP's regulatory function by bolstering the staff component with a governance manager, legal practitioner and legal administrative staff;
- Overseeing summary reports on the whistle blowing hotline service, which has been in operation since December 2020;
- Assessing the development of SACNASP's policy on the Protection of Personal Information Act, (No. 4 of 2013) (POPI) and reviewing the policy after its implementation;
- Considering guidelines/criteria when imposing sanctions and a legal opinion on imposing an indefinite sanction on registered members;
- Reviewing reports from the external Legal Counsel on issues other than matters relating to investigations into improper conduct and disciplinary hearings;
- Supporting the Request for Proposal (RFP) to invite service providers to form part of a panel of legal firms to provide SACNASP with legal advice;
- Compiling an induction/guideline document on the establishment of an Investigating Committee in terms of Section 29 of the NSP Act and the criteria for its investigations;
- Considering rules for the conduct of disciplinary hearings by the Disciplinary Tribunal;
- Overseeing the development of a Regulatory Framework document for Council;
- Developing a letter of warning to practicing unregistered scientists;
- Overseeing legal expenditure to ensure legal fees were reasonable, value for money, and within budget;
- Dealing with various matters referred by the Registration Committee, including duplicate reports by referees, misrepresentation of professional affiliation on applicants' CVs, etc.; and
- Dealing with complaints against practicing unregistered scientists.

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

- Deliberately and without just cause, substance or legal requirements, injuring directly or indirectly, the professional reputation, prospects or business of another person;
- Plagiarism of a report;
- Plagiarism of other's work without proper referencing;
- Not declaring a conflict of interest when undertaking work for a client;
- Adopting an approach to natural science work that is not based on scientific principles and the relevant laws and standards published by the applicable government department, and consequently, disregarding the duty of a scientist to render professional natural scientific services and in this manner not serving and protecting the public and the environment from malpractice;
- Inaccurately reflecting scientific guidelines, standards and procedures in public discourse, thus not promoting good science and injuring the professional reputation, prospects or business of another person;
- Failing to discharge duties in compliance with the applicable ethical principles, relevant legislation and standards in the field of practice;
- Undertaking natural science work as an unregistered scientist;
- Unprofessional and unethical conduct of natural scientists towards their employers;
- Signing off on scientific reports by certificated/candidate natural scientists; and
- Forging a signature on a Wetlands Offset Report, and deleting data and removing files from a computer in contravention of document management laws, regulations and standards, and guiding principles.

Where ICs found that there was a *prima facie* case to be answered by Respondents, the PCC recommended that the Council issue charge sheets and appoint a Disciplinary Tribunal.

During the reporting period, four disciplinary hearings were conducted, the outcomes of which are outlined below:

- In three cases where the Respondents pleaded guilty and were found guilty as charged, appropriate sanctions were imposed in terms of Section 33(3)(a)(i) of the NSP Act:
 - * A Professional Natural Scientist in Earth Science was found guilty of misconduct, plagiarism and dishonesty. A letter of caution was issued to him in terms of Section 33, and his registration suspended for a period of six months;
 - * A Certificated Natural Scientist in Environmental Science was found guilty of misconduct and dishonesty. A letter of caution was issued to her; and
 - * A Professional Natural Scientist in Environmental Science was found guilty of unprofessional and unethical conduct towards her employers. She did not disclose that she was doing external work, in direct competition with her employer. A letter of caution was issued to her.
- In the remaining case, a charge sheet was issued and the Respondent pleaded not guilty to the charges. The hearing by the Disciplinary Tribunal had to be postponed due to points in law raised by the Respondent's legal counsel.

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

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

Mr SC Jewell

Chairperson: Professional Conduct Committee
25 May 2022



5.2 STRATEGIC PROJECTS COMMITTEE REPORT

5.2.1 ROLE OF THE COMMITTEE

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

5.2.2 MEMBERS OF THE COMMITTEE

The term of office of the Strategic Projects Committee came to an end on 30 August 2021 and the process of nomination of members to serve for the 2021–2025 term commenced on 1 September 2021. The committee comprises eight members, with Prof Roseanne Diab elected as the Chairperson.

MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS) UNTIL 31 AUGUST 2021

Prof RM Crewe *Pr.Sci.Nat.* (Chairperson)

Dr R Coetzee *Pr.Sci.Nat.*

Prof I Gledhill *Pr.Sci.Nat.*

Prof M Gulumian *Pr.Sci.Nat.*

Dr P Vukeya

Dr J van Heerden *Pr.Sci.Nat.*

MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS) FROM 1 SEPTEMBER 2021

Prof R Diab (Chairperson)

Dr TE Lephoto *Pr.Sci.Nat.*

Prof A Muronga

Dr J Strauss *Pr.Sci.Nat.*

Dr P Vukeya

CO-OPTED MEMBERS

Prof KA Nephawe *Pr.Sci.Nat.*

Prof V Steenkamp *Pr.Sci.Nat.*

5.2.3 NUMBER OF MEETINGS

Four meetings were held during the 2021/22 financial year.

5.2.4 ACHIEVEMENTS AND CHALLENGES

- The Council Inauguration was held on 1 September 2021 with a fully constituted Council and the different committee structures were subsequently established.
- Successful stakeholder engagements were held with HEIs, VAs, the South African Qualifications Authority (SAQA), etc.
- Recognising VAs as professional bodies and registering professional designations for the National Qualifications Framework Act, (No. 67 of 2008) – the South African Institute of Physics (SAIP) and WISA signed Memoranda of Agreement (MoA) with SACNASP.
- SACNASP sponsored 14 key stakeholder events during the reporting period.
- Partnerships were established with VAs for the implementation of the CMP Programme.
- Adoption of the Terms of Reference for the SACNASP Institutional Review.

- Presentation of the Brief entitled Pathways into Labour Market and Self Employment for Natural Sciences to the DSI ExCo resulted in SACNASP being invited to participate in the R&D Survey Roundtable hosted by the DSI in the new financial year.
- SACNASP held eight (8) science engagement webinars to foster the understanding of the contribution of the natural science professions.

5.2.5 MATTERS DISCUSSED BY THE COMMITTEE AND ADVICE PROVIDED TO COUNCIL

- The South African Veterinary Council (SAVC) submitted a document to SACNASP in relation to Veterinary/non-Veterinary procedures. This is an ongoing matter, with SACNASP consolidating comments from the affected VAs.
- A proposal to make use of skills development funds to create internship opportunities for unemployed natural science graduates is still a work in progress.
- SACNASP has been liaising with the DSI regarding international relations and the matter is still under discussion. There needs to be a clear strategy detailing the expected outcomes relating to international collaboration, specifically aimed at common interests, and determining mutually beneficial partnerships.
- The Engineering Council of South Africa (ECSA) held an industry consultation on 27 August 2021 to discuss the published *Identification of Engineering Work Notice*. There seems to be an overlap between work reserved for engineers and those affiliated with other professional bodies such as SACNASP, which is why the matter was submitted to the Competition Commission for arbitration. This is an ongoing matter to be addressed by SACNASP.
- SACNASP has been requested by the DSI to conduct an Institutional Review to provide a retrospective view of the performance of SACNASP in terms of its legislative mandate and provide critical views on possible gaps not addressed by SACNASP in terms of the NSP Act.

The DSI is in the process of finalising a Draft Natural Science Professions Bill.

Prof R Diab

Chairperson: Strategic Projects Committee
29 July 2022

5.3 REGISTRATION COMMITTEE REPORT

5.3.1 ROLE OF THE COMMITTEE

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

5.3.2 MEMBERS OF THE COMMITTEE

Table 10: Members of the Registration Committee and fields of practice

COMMITTEE MEMBER	FIELD OF PRACTICE
Prof BK Reilly (outgoing Chairperson)	Conservation, Botanical, and Ecological Science
Dr KD Musetsho (incoming Chairperson)	Council Representative
Prof KA Nephawe	Outgoing Council Representative
Prof NS Mokgalaka-Fleischmann (new)	Incoming Council Representative
Prof J Asante	Specified and Physical Science

COMMITTEE MEMBER	FIELD OF PRACTICE
Dr GE Botha	Food Science
Prof ELJ Breet	Chemical and Material Science
Dr A Cockcroft (resigned)	Zoological Science
Dr JF Eloff	Soil Science
Prof JS Galpin	Statistical Science
Dr PT Govender	Environmental and Agricultural Science
Prof M Gulumian	Toxicological Science
Dr G Henry	Geological and Earth Science
Prof D Hughes	Water Resources Science
Dr C Jansen van Rensburg	Animal Science
Dr K Lucas	Biological and Microbiological Science
Prof JB Malherbe (resigned)	Physical and Material Science
Prof BK Siweya	Mathematical Science
Dr SE Terblanche	Extension Science
Prof A van Niekerk	Geospatial Science
Dr W Vlok	Aquatic Science
Ms RG von Gruenewaldt	Atmospheric Science

5.3.3 NUMBER OF MEETINGS

During the 2021/22 financial year the RCo met six times, the QAC met five times and the CSRC met eight times. Refer to the preceding section, Council Committees, for the attendance registers.



5.3.4 THE YEAR IN REVIEW: RCO

There were 2 306 applications tabled at the RCo during the 2021/22 financial year – an increase from 1 730 the previous year. Of these 2 089 were successful and resulted in registration and 217 were declared not registrable. Table 11 lays out the applications tabled and decisions per meeting of the committee.

Table 11: 2021/22 applications tabled at the RCo, (including upgrades and new Fields of Practice)

QUARTER	RC MEETING	NO. OF EVALUATIONS TABLED	NO. RESULTING IN A REGISTRATION	NO. DECLARED NOT REGISTRABLE
Q1	May 2021	300	290	10
Q2	July 2021	518	482	36
Q2	Sep 2021	485	425	60
Q3	Nov 2021	423	390	33
Q4	Jan 2022	393	334	59
Q4	March 2022	187	168	19
Total for year		2 306	2 089	217

These applications resulted in 1 820 new scientists being registered, with the other applications representing upgrades or additional fields of practice for existing registered scientists.

The RCo recommended the recognition of one additional VA to the Council, namely the South African Society for Bioinformatics. The committee also recommended the gazetting of one additional sub-field, namely Wetland Science, to be available under several of the existing fields of practice.

The Terms of Reference for the Registrations Committee, as well as the appeals policy were updated during the 2021/22 financial year.

A number of changes were made to the requirements for registration as well as the documents required as part of an application to enhance legal compliance and to streamline the processing of applications. All qualifications in the natural sciences recognised on the National Qualifications Framework were included in those meeting the requirements for registration to comply with the provisions of the NSP Act. In addition, academic transcripts, or other proof of completion of a qualification, were deemed adequate proof of qualification (meaning that qualification certificates do not have to be supplied) and SAQA certificates are now only required for the highest foreign qualification. Lastly, the requirement for transcripts may be waived in the case of qualifications obtained prior to 1990.

Four appeal hearings against decisions made by the Registrations Committee were held during the 2021/22 financial year. In three cases the appellants were subsequently granted registration as Professional Natural Scientists and in the fourth case the appellant was granted registration as a Certificated Natural Scientist.

5.3.5 THE YEAR IN REVIEW: QAC

The QAC considered the registrability of the foreign qualifications of 194 applicants during the 2021/22 financial year. The applications were considered at meetings of the committee (Table 12) and are reflected per category (Table 13) and field of practice (Table 14).

Table 12: Number of foreign qualification registration applications considered at QAC meetings – April 2021 to March 2022

DATE OF MEETING	NUMBER OF APPLICATIONS CONSIDERED
21 April 2022	37
04 August 2021	51
06 October 2021	63
01 December 2021	25
16 February 2022	18
Total	194

Table 13: Distribution of foreign qualification registration applications across categories of registration

CATEGORY APPLIED FOR	NO. OF APPLICATIONS
Professional Natural Scientist	101
Certificated Natural Scientist	34
Candidate Natural Scientist	59
Total	194

Table 14: Distribution of foreign qualification registration applications across fields of practice

FIELD OF PRACTICE	NO. OF APPLICATIONS
Agricultural Science	27
Animal Science	8
Atmospheric Science	0
Aquatic Science	3
Biological Science	31
Botanical Science	1
Chemical Science	36
Conservation Science	0
Earth Science	5
Ecological Science	1
Environmental Science	24
Extension Science	1
Food Science	11

FIELD OF PRACTICE	NO. OF APPLICATIONS
Geological Science	8
Geospatial Science	1
Materials Science	5
Mathematical Science	7
Microbiological Science	8
Physical Science	3
Soil Science	0
Specified Science	0
Statistical Science	4
Toxicological Science	1
Water Resources Science	9
Zoological Science	0
Total	194

The QAC developed and approved procedure and evaluation forms for the evaluation of qualifications for endorsement. Two applications were received for endorsement of qualifications during the year and both were endorsed as registrable. These were the BSc Hons in Natural Resource Management from Nelson Mandela University and the BSc Hons in Geography and Environmental Science from the University of Stellenbosch.

5.3.6 THE YEAR IN REVIEW: CSRC

The CSRC considered a total of 76 applications for Confirmation of Skills Letters (up from 47 in 2020/21). Of these, 50 were approved, 25 not approved, and one application was not concluded as more information was required. The distribution of the applications considered amongst the categories and fields of practice is reflected in Table 15.

Table 15: Distribution of applications for Confirmation of Skills Letters by category and field of practice

FIELD OF PRACTICE	PROFESSIONAL NATURAL SCIENTIST	CERTIFICATED NATURAL SCIENTIST	CANDIDATE NATURAL SCIENTIST	TOTAL
Agricultural Science	4	12		16
Animal Science	1	1		2
Aquatic Science	1			1
Biological Science	6	5	3	14
Botanical Science			1	1
Chemical Science	2	7		9
Earth Science				0
Ecological Science	1			1
Environmental Science	5	1	1	7
Extension Science	1			1
Food Science		1		1
Geological Science		3		3
Geospatial Science				0
Material Science	1		1	2
Mathematical Science	7			7
Microbiological Science	1	5		6
Physical Science	1			1
Soil Science				0
Statistical Science	1			1
Water Resources Science	1	2		3
Zoological Science				0
TOTAL	33	37	6	76

A new Critical Skills List was gazetted by the Department of Home Affairs on 2 February 2022. The committee and the secretariat updated all evaluation procedures to ensure compliance with the new, more stringent requirements of the updated list.

Dr KD Musetsho
Chairperson Registrations Committee
29 July 2022

5.4 HUMAN RESOURCES AND REMUNERATION COMMITTEE REPORT

5.4.1 ROLE OF THE COMMITTEE

The Human Resources and Remuneration Committee (HR&RemCo) provides oversight and support to the HR function.

5.4.2 MEMBERS OF THE COMMITTEE

MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS) UNTIL 31 AUGUST 2021

Dr W Ngoma (Chairperson)

Dr KD Musetsho *Pr.Sci.Nat.*

Prof KA Nephawe *Pr.Sci.Nat.*

MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS) FROM 1 SEPTEMBER 2021

Prof PL Mabeta (Chairperson)

Prof S Das

Dr MB Matiwane *Cert.Sci.Nat.*

Mr B Ngobeli

5.4.3 NUMBER OF MEETINGS

The HR&RemCo met five times during the 2021/22 financial year to deal with labour relations matters and HR-related policies.

5.4.4 ACHIEVEMENTS AND CHALLENGES

Achievements included:

- Developing a succession plan for critical positions;
- Training staff in supply chain management on the Protection of Personal Information (POPI) Act;
- Undertaking a salary benchmarking survey; and
- Filling key management positions to align with the Strategic Plan.

Challenges:

- During the reporting period challenges were largely due to the COVID-19 pandemic, with staff becoming infected and some losing family members.
- Financial constraints posed a challenge in terms of attracting skilled personnel and training existing staff members.

For a more holistic view of the Human Resources function of SACNASP, refer to Part D of this report.



6 RISK MANAGEMENT

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

SACNASP has identified key risks that could jeopardise its ability to achieve its strategic goals. These risks are identified and measured at Audit, Risk and ICT Committee meetings.

RISK FACTOR	SECONDARY/INCIDENTAL RISKS AND LONGER-TERM CONSEQUENCES
Change in political landscape and/or Change in national priorities	<ul style="list-style-type: none"> → Lack of awareness of the role and function of SACNASP by the legislature and other government departments → Lack of government and stakeholder support for SACNASP → Lack of support and changes in mandate → Detrimental to the profession and country
Expansion on the mandate of SACNASP by government	<ul style="list-style-type: none"> → Lack of capacity → Inability to deliver on mandate → Reputational, relationship and regulatory compromise
Lack of capacity and communication, affecting change in good relations with Voluntary Associations	<ul style="list-style-type: none"> → Inability to deliver on mandate
Negative perception from registered and non-registered members with regard to professional registration, possibly due to a lack of understanding of the necessity and reasons to register and/or perceived lack of benefits	<ul style="list-style-type: none"> → Negative impact on the profession → Difficulty in regulating unregistered natural scientists leading to possible professional misconduct (and vice versa) → Potential negative impact for communities
Decline or slow growth in membership numbers	<ul style="list-style-type: none"> → Inability to deliver on mandate → Inability to regulate the profession → Risk to local communities
Lax legislation and/or increased costs of regulatory function leading to lack of capacity to investigate legal matters (Professional Conduct Committee) and litigation by external parties	<ul style="list-style-type: none"> → Resource constraints because an increase in regulatory matters will require additional resources → SACNASP not fulfilling its mandate to act as a regulator
Non registration by academics, government and industry leading to inability to ensure that society and public are protected against unprofessional conduct	<ul style="list-style-type: none"> → Inability for SACNASP to act as a regulator → Risk to local communities
Non-payment of registration fees and thus reduced income	<ul style="list-style-type: none"> → Inability to deliver on mandate
Key policies not in place or adhered to	<ul style="list-style-type: none"> → Poor governance and accountability
Ineffective database and information management systems	<ul style="list-style-type: none"> → Impact on service delivery → Non-compliance with good governance practices → Poor data management; non-compliance with POPI Act

7 COMPLIANCE WITH LAWS AND REGULATIONS

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

- The Council on Higher Education, established through the Higher Education Act, regarding matters relevant to education in the natural scientific profession; and
- The South African Qualifications Authority established through the South African Qualifications Authority Act, (No. 58 of 1995), to determine competency standards for the purpose of registration.

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

8 FRAUD AND CORRUPTION

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

Council members are bound by the Governance Agreement and Terms of Reference of each of the respective committees. At each meeting Council members are required to declare any conflicts of interest.

9 MINIMISING CONFLICT OF INTEREST

Conflict of interest arises where there is an overlapping mandate. SAQA, empowered by the NSP Act, can recognise non-statutory professional bodies and allow them to issue professional titles. SACNASP is currently consulting with all parties where this has occurred in the natural science space, and has already signed a memorandum of understanding with the Environmental Practitioners Association of South Africa in this regard.

10 CODE OF CONDUCT

The Council drew up the following Code of Conduct, with effect from 1 April 2019, with which registered natural scientists must comply. Failure to do so constitutes improper conduct and regulatory action may be imposed by SACNASP in terms of Section 29 of the NSP Act.

In practicing natural science professions, registered natural scientists must:

- Serve and protect the public and the environment from malpractice in matters involving the rendering of natural scientific services in accordance with applicable laws, regulations, standards and guiding principles;
- Discharge their duties to their employers or clients efficiently and with integrity;
- Discharge their duties in compliance with applicable ethical principles, relevant legislation and standards in the field of practice;
- Uphold the dignity, standing and reputation of the natural scientific professions;
- Only undertake natural scientific work for which their education, experience or background have rendered them competent to perform;
- Disclose, to their respective employers or clients, in writing:
 - * Any interest that they may have in any company, firm or organization, or with any person, which is related to the work that they may be or may have been employed to perform; and
 - * Particulars of any royalty or other financial benefit which accrues or may accrue to them as a result of such interest;
- Not deliberately and without just cause, substance or legal requirements, injure directly or indirectly, the professional reputation, prospects or business of another person;
- Not knowingly and unlawfully attempt to supplant another person after a formal offer of employment and/or letter of award has been made;
- Not advertise their professional services in a manner that may be misleading or in a manner that is derogatory to the dignity of the profession;
- Not knowingly misrepresent or permit misrepresentation of their own or their associates' academic or professional qualifications, neither exaggerate their own degree of responsibility for any work of a natural scientific nature;
- Give due recognition when using the work of others, including associates, in compliance with applicable laws, regulations, standards and guiding principles;
- Not destroy calculations, documentary or any other evidence required for the verification of their work in accordance with document management laws, regulations and standards and guiding principles;
- Not personally, or through any other agency, attempt to obtain consulting work by way of intimidation, threat or bribery; When practicing their professions in another country, do so in accordance with this Code of Conduct in so far as the Code of Conduct is not inconsistent with the law of the country concerned, provided that they also adhere to the standards of professional conduct in that country; and
- Comply with the applicable SACNASP Council rules and enforcement procedures published in accordance with their relevant field of practice.

11 HEALTH SAFETY AND ENVIRONMENTAL ISSUES

SACNASP, as an office-based organization, continued to rise to the challenges of COVID-19 and created systems and processes to enable staff to work remotely. A COVID officer was appointed to monitor adherence to the prescripts of the applicable lockdown levels as staff began to return to the office on a rotational basis.

12 AUDIT COMMITTEE REPORT

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

However, the report of the Audit, Risk and ICT Committee, appointed for the reporting year, appears in Part E: Financial information, page 52.

13 B-BBEE COMPLIANCE PERFORMANCE INFORMATION

The following table has been completed in accordance with the compliance requirements of the Broad-Based Black Economic Empowerment Act, (No. 46 of 2013) as amended, and as determined by the Department of Trade, Industry and Competition.

Table 16: Application of relevant Code of Good Practice (B-BBEE Certificate Levels 1–8)

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



PART D: HUMAN RESOURCE MANAGEMENT

1 INTRODUCTION

The Human Resources (HR) function continued to provide strategic and human resources services to support and achieve the strategic objectives of SACNASP while serving the interests of the Minister of Higher Education, Science and Innovation, the DSI, and registered scientists. This function worked tirelessly to follow the regulations imposed due to the pandemic, and adhered to the health and safety requirements for its employees. At the same time, HR ensured that SACNASP operated efficiently despite working from home or at the office on a rotational basis.

The HR function strives to transform SACNASP by providing HR services that give effect to its mission. HR endeavours to empower SACNASP's employees to maximise their personal potential while developing an employee corps with high morale and a strong commitment to delivering and exceeding organizational goals and values.

1.1 HR FOCUS AREAS FOR 2021/22

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

1.2 RECRUITMENT

SACNASP has always maintained a balanced approach to talent acquisition by advertising positions internally and externally whenever there is a job opening. This process is followed to facilitate employees' career development.

During the period under review, four contract positions for Scientific Advisor, IT Technician, Professional Development Coordinator and Legal Practitioner were filled through external recruitment.

1.3 EMPLOYEE BENEFITS AND COMPENSATION

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

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

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

1.4 PERFORMANCE MANAGEMENT

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

1.5 LABOUR RELATIONS

Grievances and disciplinary matters were managed effectively. During the period, meetings were held with the representative unions in relation to wage negotiations.

Counselling and training were given to one employee during the period, to improve poor work performance.

1.6 ACHIEVEMENT HIGHLIGHTS

Training was given to some staff on supply chain management and to all staff to explain the Protection of Personal Information Act, (No. 4 of 2013), also referred to as POPI.

1.7 EMPLOYEE WELLNESS

SACNASP organised a virtual Wellness Day on 2 September 2021 which was attended by 90% of the staff. SACNASP subsequently appointed an Employee Wellness service provider from November 2021.

1.8 POLICIES

Two HR-related policies were reviewed and approved during the year and one new policy was added. These are:

- Recruitment, Selection and Retention Policy;
- Study Assistance Policy; and
- Acting Appointments Policy.

1.9 EMPLOYMENT EQUITY

SACNASP continues to strive to achieve the representation of designated groups in its workplace and women hold 80% of its senior management positions. Mechanisms have been put in place to advance the representation of African women in the organization's leadership. The Council submitted its Employment Equity report for 2021 to the Department of Labour in December 2021.

1.10 CHALLENGES FACED BY THE ORGANIZATION

Due to financial constraints, attracting skilled personnel and training existing staff members remain challenging for SACNASP. COVID-19 precipitated several challenges, with staff becoming infected and some staff losing family members.

1.11 FUTURE HR GOALS

Goals for the future are to implement talent management strategies to boost SACNASP's ability to achieve its strategic goals.

2 STAFF STATISTICS BREAKDOWN

SACNASP currently has 25 permanent staff members and five staff members who are employed on a contract basis.

SACNASP's workforce is made up of 79% women and 21% men. Of these, 69% are African, 3.44% Coloured, 10.32% Indian and 17.24% White.

Table 17: Workforce profile by age

AGE GROUP	20-29	30-39	40-49	50-59	ABOVE 60	TOTAL
Number*	3	12	6	4	4	29
Percentage	10%	41%	21%	14%	14%	100%

*Includes contract staff

Table 18: Employment changes

LEVEL	AT THE BEGINNING OF THE PERIOD	APPOINTMENTS	TERMINATION	AT THE END OF THE PERIOD
Top management	1	0	1	0
Senior management	4	0	0	4
Professionally qualified	3	4	1	6
Junior management	4	0	0	4
Semi-skilled	13	0	2	11
Total	25*	4	4	25*

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

Table 19: Reasons for staff leaving

REASONS	NUMBER	PERCENTAGE
Death	1	4%
Ill health	0	0%
Resignation	3	11%
Dismissal	0	0%
End of Contract	0	0%
Total	4	14%

Table 20: Employment equity status

RACE	MALE	FEMALE	TOTAL
African	5	15	20
Coloured	0	1	1
Indian	1	2	3
White	0	5	5
Total	6	23	29*

*Includes contract staff



PART E: FINANCIAL INFORMATION

GENERAL INFORMATION

Country of incorporation and domicile	South Africa	
Nature of business and principal activities	Regulatory body for the practice of natural sciences in South Africa.	
Council members	<div> Prof KA Nephawe <i>Pr.Sci.Nat.</i> Dr SE Terblanche <i>Pr.Sci.Nat.</i> Prof RLJ Coetzer <i>Pr.Sci.Nat.</i> Dr KD Musetsho <i>Pr.Sci.Nat.</i> Dr MK Mabaso <i>Pr.Sci.Nat.</i> Dr J Strauss <i>Pr.Sci.Nat.</i> Dr S Moodley Ms LM Mtshali Mr SC Jewell Dr PL Mabeta Prof S Das Dr G Cilliers <i>Pr.Sci.Nat.</i> Mr B Ngobeli Ms T Zondi – Resigned 01/09/2021 </div> <div> Prof V Steenkamp <i>Pr.Sci.Nat.</i> Mr NL Baartjes <i>Pr.Sci.Nat.</i> Dr J van Heerden <i>Pr.Sci.Nat.</i> Dr PR Vukea Mr M Sekgala Dr MB Matiwane <i>Cert.Sci.Nat.</i> Ms MP Masemola CA(SA) Prof NS Mokgalaka Fleishmann <i>Pr.Sci.Nat.</i> Dr TE Lephoto <i>Pr.Sci.Nat.</i> Prof RJ Moitsheki <i>Pr.Sci.Nat.</i> Prof IN Fabris-Rotelli Prof S Naidoo Prof A Muronga Prof R Diab </div>	
Registered office	Suite U13, L4 & L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street Pretoria 0087	
Business address	Suite U13, L4 & L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street Pretoria 0087	
Postal address	Private Bag X540 Silverton Pretoria 0127	
Bankers	Nedbank Limited	
Auditors	Rain Chartered Accountants Chartered Accountants (S.A.) Registered Auditors	
Council Secretary	Mrs D Fisher	
Company registration	Natural Scientific Professions Act (No. 27 of 2003)	
Tax reference number	9808825146	
Level of assurance	These Annual Financial Statements will be audited in compliance with the applicable requirements of the Natural Scientific Professions Act, No. 27 of 2003, as amended.	
Preparer	The Annual Financial Statements were internally compiled by: T Mangalana, Finance Manager	
Published	29 July 2022	
Chief Executive Officer	Mrs Sarah van Aardt (Acting)	
Attorneys	RW Attorneys	

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COUNCIL MEMBERS' RESPONSIBILITIES AND APPROVAL

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

The Annual Financial Statements are prepared in accordance with IFRS for SMEs and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

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

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

The Council members have reviewed the Council's cash flow forecast for the year to 31 March 2023 and, in the light of this review and the current financial position, they are satisfied that the Council has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the Council's Annual Financial Statements. The Annual Financial Statements have been examined by the Council's external auditors and their report is presented on pages 53 to 54.

The Annual Financial Statements set out on pages 57 to 70, which have been prepared on the going concern basis, were approved by the Council on 29 July 2022 and were signed on its behalf by:



Prof K A Nephawe *Pr.Sci.Nat.*
Chairperson
Date: 29 July 2022



Mrs Sarah van Aardt
Acting Chief Executive Officer
Date: 29 July 2022



AUDIT, RISK AND ICT COMMITTEE REPORT

This report is provided by the Audit, Risk and ICT Committee of the South African Council for Natural Scientific Professions, appointed in respect of the 2021/22 financial year.

1. AUDIT, RISK AND ICT COMMITTEE MEMBERS

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

COUNCIL MEMBER	ATTENDANCE
NEW MEMBERS:	
Ms MP Masemola CA(SA)	6/6
Prof S Naidoo	1/3
Dr RLJ Coetzer <i>Pr.Sci.Nat.</i>	2/3
Prof RJ Moitsheki <i>Pr.Sci.Nat.</i>	1/3
Prof IN Fabris-Rotelli	2/3
OUTGOING MEMBERS:	
*Dr PT Govender <i>Pr.Sci.Nat.</i>	3/3
*Ms TN Mashanda CA(SA) RA	3/3
*Dr KD Musetsho <i>Pr.Sci.Nat.</i>	3/3
*Prof KA Nephawe <i>Pr.Sci.Nat.</i>	3/3

*Council members term ended 31 August 2021

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

The committee met as follows: **New members** (three meetings) and **Outgoing members** (three meetings) in the 2022 financial year. Members of management and external auditors attend these meetings by invitation. This committee does not form part of management; its role is of an independent and objective adviser and it operates as an overseer, making recommendations to Council for final approval.

2. AUDIT, RISK AND ICT COMMITTEE RESPONSIBILITIES

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

- Reviewing of financial information and Annual Financial Statements;
- Perform its statutory functions as set out in the SACNASP Corporate Governance Manual;
- Approve annual budgets;
- Providing advice on any matter referred to the committee by Council; and
- The appointment of external auditors.

3. THE EFFECTIVENESS OF INTERNAL CONTROL AND RISK MANAGEMENT

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

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

4. EXTERNAL AUDIT

Rain Chartered Accountants was appointed by the Council as the external auditor for the 2021/22 financial year. The committee is satisfied that Rain Chartered Accountants is independent of the Council.

The audit fee was approved on 18 May 2022 for the 2021/22 financial year and the fee was considered reasonable.

5. ANNUAL REPORT

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

6. ANNUAL FINANCIAL STATEMENTS

The committee reviewed the results of 31 March 2022 Annual Financial Statements and made recommendations to the Council for its approval. In the course of its review the committee:

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



Ms MP Masemola CA(SA)

Chairperson: Audit, Risk and ICT Committee

Date: 29 July 2022

INDEPENDENT AUDITOR'S REPORT

TO THE COUNCIL OF SOUTH AFRICAN COUNCIL FOR NATURAL SCIENTIFIC PROFESSIONS

OPINION

We have audited the financial statements of South African Council for Natural Scientific Professions set out on pages 57 to 69, which comprise the Statement of Financial Position as at 31 March 2022, Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of South African Council for Natural Scientific Professions as at 31 March 2022, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards for SMEs and the requirements of the Natural Scientific Professions Act (No. 27 of 2003).

CONTEXT FOR THE OPINION

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

OTHER INFORMATION

The Council are responsible for the other information. The other information comprises the information included in the document titled South African Council for Natural Scientific Professions financial statements for the year ended 31 March 2022, which includes the Council Members' Report as required by the Natural Scientific Professions Act (No. 27 of 2003) and the supplementary information as set out on page 70. The other information does not include the financial statements and our auditor's report thereon.

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

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

RESPONSIBILITIES OF THE COUNCIL FOR THE FINANCIAL STATEMENTS

The Council are responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards for SMEs and the requirements of the Natural Scientific Professions Act (No. 27 of 2003) and for such internal control as the Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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



**RAiN Chartered
Accountants Inc.**

Registration number :
2000/023955/21

Director: Ian Pierce

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

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

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

Lain.

RAiN Chartered Accountants Incorporated

Chartered Accountants (S.A.)

Per: IEPIERCE

Johannesburg

28 July 2022



COUNCIL MEMBERS' REPORT

The Council members have pleasure in submitting their report on the Annual Financial Statements of the South African Council for Natural Scientific Professions (SACNASP) for the year ended 31 March 2022.

1. INCORPORATION

The Council was incorporated on 28 November 2003.

2. NATURE OF BUSINESS

The South African Council for Natural Scientific Professions is a statutory body that regulates the registration of natural scientific professionals in South Africa under the Natural Scientific Professions Act, No. 27 of 2003 as amended.

The Council's mandates are as follows:

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

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

3. REVIEW OF FINANCIAL RESULTS AND ACTIVITIES

The Annual Financial Statements have been prepared in accordance with the IFRS for SMEs and the requirements of the Natural Scientific Professions Act, No. 27 of 2003, as amended. The accounting policies have been applied consistently and are consistent with the previous reporting period.

Full details of the financial position, results of operations and cash flows of the Council are set out in these Annual Financial Statements.

4. COUNCIL MEMBERS

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

COUNCIL MEMBERS	OFFICE
Prof KA Nephawe <i>Pr.Sci.Nat.</i>	Chairperson
Prof V Steenkamp <i>Pr.Sci.Nat.</i>	Deputy Chairperson
Dr SE Terblanche <i>Pr.Sci.Nat.</i>	Member
Mr NL Baartjes <i>Pr.Sci.Nat.</i>	Member
Prof RLJ Coetzer <i>Pr.Sci.Nat.</i>	Member
Dr J van Heerden <i>Pr.Sci.Nat.</i>	Member
Dr KD Musetsho <i>Pr.Sci.Nat.</i>	Member
Dr PR Vukea	Member
Dr MK Mabaso <i>Pr.Sci.Nat.</i>	Member

COUNCIL MEMBERS	OFFICE
Mr M Sekgala	Member
Dr J Strauss <i>Pr.Sci.Nat.</i>	Member
Dr MB Matiwane <i>Cert.Sci.Nat.</i>	Member
Dr S Moodley	Member
Ms MP Masemola CA(SA)	Member
Ms LM Mtshali	Member
Prof NS Mokgalaka Fleischmann <i>Pr.Sci.Nat.</i>	Member
Mr SC Jewell	Member
Dr TE Lephoto <i>Pr.Sci.Nat.</i>	Member
Dr PL Mabeta	Member
Prof RJ Moitsheki <i>Pr.Sci.Nat.</i>	Member
Prof S Das	Member
Prof IN Fabris-Rotelli	Member
Dr G Cilliers <i>Pr.Sci.Nat.</i>	Member
Prof S Naidoo	Member
Mr B Ngobeli	Member
Prof A Muronga	Member
Ms T Zondi	Member – Resigned 31/08/2021
Prof R Diab	Member
Dr GE Botha <i>Pr.Sci.Nat.</i>	Member – Term ended 31/08/2021
Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i>	Member – Term ended 31/08/2021
Prof RM Crewe <i>Pr.Sci.Nat.</i>	Member – Term ended 31/08/2021
Prof JS Galpin <i>Pr.Sci.Nat.</i>	Member – Term ended 31/08/2021
Prof I Gledhill <i>Pr.Sci.Nat.</i>	Member – Term ended 31/08/2021
Dr PT Govender <i>Pr.Sci.Nat.</i>	Member – Term ended 31/08/2021
Prof M Gulumian <i>Pr.Sci.Nat.</i>	Member – Term ended 31/08/2021
Ms TN Mashanda CA(SA) RA	Member – Term ended 31/08/2021
Dr W Ngoma	Member – Term ended 31/08/2021
Prof BK Reilly <i>Pr.Sci.Nat.</i>	Member – Term ended 31/08/2021

The new Council members were inaugurated on 1 September 2022

5. EVENTS AFTER THE REPORTING PERIOD

The Council has approved the Annual Performance Plan for the next five (5) years. The contract with Department of Science and Innovation (DSI) has been extended for three (3) years (2022 – 2025) and significantly increased the funding to an estimate of **R35 584 000** from **R14 946 813**. The first instalment of **R10 000 000** is expected to be received in July 2022.

6. GOING CONCERN

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

7. CEO'S RESIGNATION

The Council announces the resignation of Dr Pradish Rampersadh as Chief Executive Office of SACNASP, effective 28 February 2022. Dr Rampersadh has been with SACNASP from 2015 to 2022. The Council wishes Dr Rampersadh all the best in his future endeavours.

8. AUDITORS

Council members appoint SACNASP's independent external auditors at a meeting of the Council annually.

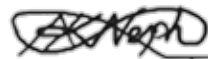
Rain Chartered Accountants was appointed in office as auditors by the Council for the year ended 31 March 2022.

9. COUNCIL SECRETARY

The Council secretary is Mrs D Fisher.

10. CHAIRPERSON

The Annual Financial Statements set out on pages 57 to 70, which have been prepared on the going concern basis, were approved by Council on 29 July 2022, and were signed on its behalf by:



Prof KA Nephawe Pr.Sci.Nat.

Chairperson

Date: 29 July 2022



STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2022

FIGURES IN RAND	NOTE(S)	2022	2021 RESTATED*
ASSETS			
NON-CURRENT ASSETS			
Property, plant and equipment	3	254 389	128 755
CURRENT ASSETS			
Trade and other receivables	5	12 345 212	14 533 436
Cash and cash equivalents	7	23 354 581	15 886 815
Deposit receivable	6	206 499	204 499
		35 906 292	30 624 750
TOTAL ASSETS		36 160 681	30 753 505
EQUITY AND LIABILITIES			
EQUITY			
Accumulated surplus		3 600 120	2 683 145
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	4 556 355	4 594 766
Deferred income	9	27 588 705	22 939 427
Provisions	10	415 501	536 167
		32 560 561	28 070 360
TOTAL EQUITY AND LIABILITIES		36 160 681	30 753 505

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2022

FIGURES IN RAND	NOTE(S)	2022	2021 RESTATED *
Revenue	11	17 632 425	15 539 975
DSI project income	12	5 600 739	3 252 860
SAASTA Grant – National Science Week	12	221 750	-
Total revenue		23 454 914	18 792 835
Operating expenses		(22 879 671)	(17 835 385)
Operating surplus	13	575 243	957 450
Investment revenue	15	162 219	141 239
Profit on assets gains	16	179 513	-
SURPLUS FOR THE YEAR		916 975	1 098 689

* See Notes 2 and 22

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2022

FIGURES IN RAND	RETAINED INCOME	TOTAL EQUITY
Opening balance as previously reported	1 602 194	1 602 194
Adjustments		
Prior period error	(17 738)	(17 738)
Restated* balance at 1 April 2020 as restated	1 584 456	1 584 456
Total comprehensive income for the year	1 098 689	1 098 689
Restated* balance at 1 April 2021	2 683 145	2 683 145
Total comprehensive income for the year	916 975	916 975
Balance at 31 March 2022	3 600 120	3 600 120

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

FIGURES IN RAND	NOTE(S)	2022	2021 RESTATED *
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts from customers		36 993 263	24 250 236
Cash paid to suppliers and employees		(29 505 737)	(17 323 177)
Cash generated from operations	19	7 487 526	6 927 059
Interest income		162 219	141 239
Net cash from operating activities		7 649 745	7 068 298
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment	3	(326 171)	(35 830)
Sale of property, plant and equipment	3	(33 321)	-
Profit on asset gains		179 513	-
Purchase of deposit receivable		(2 000)	-
Net cash from investing activities		(181 979)	(35 830)
TOTAL CASH MOVEMENT FOR THE YEAR		7 467 766	7 032 468
Cash at the beginning of the year		15 886 815	8 854 347
Total cash at end of the year	7	23 354 581	15 886 815

* See Notes 2 and 22

ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2022

1. BASIS OF PREPARATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

These accounting policies are consistent with the previous period.

1.1 SIGNIFICANT JUDGEMENTS AND SOURCES OF ESTIMATION UNCERTAINTY

CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

Management did not make critical judgements in the application of accounting policies, apart from those involving estimations, which would significantly affect the Annual Financial Statements and the provision for bad debt.

KEY SOURCES OF ESTIMATION UNCERTAINTY

Impairment testing

The Council reviews and tests the carrying value of property, plant and equipment and intangible assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. When such indicators exist, management determines the recoverable amount by performing value in use and fair value calculations. These calculations require the use of estimates and assumptions. When it is not possible to determine the recoverable amount for an individual asset, management assesses the recoverable amount for the cash-generating unit to which the asset belongs.

Provisions

Provisions are inherently based on assumptions and estimates, using the best information available. Additional disclosure of these estimates of provisions are included in note 10 – Provisions.

1.2 PROPERTY, PLANT AND EQUIPMENT

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

RECOGNITION AND MEASUREMENT

Items of property and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses. Costs include expenditure that is directly attributable to the acquisition of an asset. The cost of self-constructed assets include the following:

→ The cost of materials and direct labour.

Any other costs directly attributable to bringing the assets to a working condition for their intended use when the Council has an obligation to remove the asset or restore the site – an estimate of the costs dismantling and removing the items and

restoring the site on which they are located and capitalised borrowing costs.

Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property or equipment have different useful lives, they are accounted for as separate items (major components) of property and equipment.

Any gain or loss on disposal of an item of property and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of an item) is recognised within other income in profit or loss.

SUBSEQUENT COSTS

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

DEPRECIATION

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

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

ITEM	DEPRECIATION METHOD	AVERAGE USEFUL LIFE
Furniture and fixtures	Straight line	5 years
IT equipment	Straight line	3 years

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

1.3 INTANGIBLE ASSETS

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

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

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

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

ITEM	USEFUL LIFE
Computer software	3 years

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

Intangible assets under development are amortised over their useful life once development has been completed.

1.4 FINANCIAL INSTRUMENTS

INITIAL MEASUREMENT

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

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

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

FINANCIAL INSTRUMENTS AT AMORTISED COST

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

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

FINANCIAL INSTRUMENTS AT FAIR VALUE

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

Trade and other receivables

Trade receivables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in surplus or deficit when there is objective evidence that the asset is impaired. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganization, and default or delinquency in payments (more than 120 days overdue) are considered indicators that the trade receivable is impaired. The allowance recognised is measured as the difference between the asset's carrying amount and

the present value of estimated future cash flows discounted at the effective interest rate computed at initial recognition. The carrying amount of the asset is reduced through the use of an allowance account, and the amount of the deficit is recognised in surplus or deficit within operating expenses. When a trade receivable is uncollectable, it is written off against the allowance account for trade receivables. Subsequent recoveries of amounts previously written off are credited against operating expenses in surplus or deficit. Trade and other receivables are classified as loans and receivables.

Trade and other payables

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

Cash and cash equivalents

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

1.5 LEASES

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

OPERATING LEASES – LESSOR

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

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

OPERATING LEASES – LESSEE

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

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

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

1.6 IMPAIRMENT OF ASSETS

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

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

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in

excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in profit or loss.

1.7 EMPLOYEE BENEFITS

SHORT-TERM EMPLOYEE BENEFITS

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

1.8 PROVISIONS AND CONTINGENCIES

Provisions are recognised when the Council has an obligation at the reporting date as a result of a past event; it is probable that the Council will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as interest expense.

Provisions are not recognised for future operating losses.

1.9 GOVERNMENT GRANTS

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

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

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

1.10 REVENUE

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

Interest is recognised, in surplus or deficit, using the effective interest rate method.



NOTES TO THE ANNUAL FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

2. CHANGES IN ACCOUNTING POLICY

There have been no changes in accounting policy during the current financial year. The Annual Financial Statements have been prepared in accordance with the IFRS for SMEs on a basis consistent with the prior year.

3. PROPERTY, PLANT AND EQUIPMENT

FIGURES IN RAND	2022			2021		
	COST OR REVALUATION	ACCUMULATED DEPRECIATION	CARRYING VALUE	COST OR REVALUATION	ACCUMULATED DEPRECIATION	CARRYING VALUE
Furniture and fixtures	675 094	(593 219)	81 875	843 613	(783 667)	59 946
IT equipment	690 626	(518 112)	172 514	892 620	(823 811)	68 809
Total	1 365 720	(1 111 331)	254 389	1 736 233	(1 607 478)	128 755

RECONCILIATION OF PROPERTY, PLANT AND EQUIPMENT – 2022

FIGURES IN RAND	OPENING BALANCE	ADDITIONS	DISPOSALS	DEPRECIATION	CLOSING BALANCE
Furniture and fixtures	59 946	132 002	13 592	(123 665)	81 875
IT equipment	68 809	194 169	19 729	(110 193)	172 514
	128 755	326 171	33 321	(233 858)	254 389

RECONCILIATION OF PROPERTY, PLANT AND EQUIPMENT – 2021

FIGURES IN RAND	OPENING BALANCE	ADDITIONS	DEPRECIATION	CLOSING BALANCE
Furniture and fixtures	92 762	-	(32 816)	59 946
IT equipment	91 041	35 830	(58 062)	68 809
	183 803	35 830	(90 878)	128 755

A Fixed Asset Register is available for inspection at the registered office of the Council. The Fixed Asset Register was reviewed by an independent service provider during the 2021/22 financial year to review detail lines and possible disposal and impairment adjustments required were actioned as per the service provider's recommendations.

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

4. INTANGIBLE ASSETS

FIGURES IN RAND	2022			2021		
	COST	ACCUMULATED AMORTISATION	CARRYING VALUE	COST	ACCUMULATED AMORTISATION	CARRYING VALUE
Computer software	690 880	(690 880)	-	853 300	(853 300)	-

RECONCILIATION OF INTANGIBLE ASSETS – 2021

FIGURES IN RAND	OPENING BALANCE	AMORTISATION	CLOSING BALANCE
Computer software, other	1 057	(1 057)	-

The intangible assets were depreciated in full during the 2021 reporting period.

5. TRADE AND OTHER RECEIVABLES

FIGURES IN RAND	2022	2021
Trade receivables	14 631 547	18 268 825
Provision for bad debts allowance	(2 286 335)	(3 735 389)
	12 345 212	14 533 436

Trade receivables with credit balances amounting to R888 055 (2021: R919 463) have been moved and reclassified under trade payables. Refer to note 8.

Trade payables with debit balances amounting to R5 194 have been moved and reclassified under trade receivables. Refer to note 8.

TRADE AND OTHER RECEIVABLES PLEDGED AS SECURITY

No trade and other receivables were pledged as security.

AGEING OF TRADE AND OTHER RECEIVABLES

FIGURES IN RAND	2022	2021
0–30 days	483 575	343 309
31–60 days	9 746 677	10 923 050
61–90 days	17 915	7 924
91–120 days	9 671	9 104
120+ days	4 373 709	6 985 438
	14 631 547	18 268 825

6. DEPOSIT RECEIVABLE

FIGURES IN RAND	2022	2021
Deposits on leases and other	206 499	204 499

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

7. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:

FIGURES IN RAND	2022	2021
Cash on hand	327	22
Bank balances	1 457 926	1 258 930
Short-term deposits	21 896 328	14 627 863
	23 354 581	15 886 815

Included in short-term deposits is an amount of R14 087 496 (2021: R9 336 618) received from DSI for the DSI project. Refer to note 9.1.

8. TRADE AND OTHER PAYABLES

FIGURES IN RAND	2022	2021
Trade payables	1 438 041	1 193 181
Unallocated deposits	419 563	318 817
VAT	1 902 892	2 139 508
Accrued expenses	772 324	827 734
Operating lease liability	13 043	-
Year end accruals	10 492	115 526
	4 556 355	4 594 766

AGING ON DEBTORS WITH CREDIT BALANCES

FIGURES IN RAND	2022	2021
0–30 days	(85 674)	(45 254)
31–60 days	88 483	127 287
61–90 days	(52 165)	(38 814)
91–120 days	(20 177)	(23 370)
120 days+	(818 522)	(939 312)
	(888 055)	(919 463)

Unallocated deposits represent receipts from registered scientists who cannot be identified at period end.

VAT is declared on payment basis; therefore, the VAT liability will reduce as and when payment is received for annual registration fees. Included in trade payables above are trade receivables with credit balances amounting to R888 055 (2021: R919 463). Refer to note 5. Trade payables with debit balances amounting to R5 194 have been moved and reclassified under trade receivables. Refer to note 5.

9. DEFERRED INCOME

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

FIGURES IN RAND	2022	2021
9.1 DSI Project Funding	14 087 496	9 336 618
9.2 Fees invoiced in advance	13 257 008	13 303 273
9.3 Application fees received in advance	244 201	299 536
	27 588 705	22 939 427

9.1 DSI PROJECT FUNDING

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

The duration of the project extends over a three (3) year period (2022–2025) and SACNASP will receive an estimated amount of **R35 584 000** over this period. The amount received in the 2021/22 financial year was: **R9 935 563** (R5 235 563 + R4 700 000). The first instalment of **R10 000 000** is expected to be received in July 2022.

The funds should be used exclusively for projects or as per direction by the DSI and SACNASP agreement.

The deferred income on the government grant is recognised in surplus or deficit on a systematic basis over the periods necessary to match the income with the related DSI project costs that the grant is intended to compensate.

Included in the 2017/18 DSI project expenses is an amount of R85 800 relating to fruitless and wasteful website development expenditure which occurred during that financial year. This expenditure is subject to a legal dispute and it is not certain whether SACNASP will recover this amount.

FIGURES IN RAND	2022	2021
DSI Project Funding		
Opening balance	9 336 618	3 403 793
Deposit received	9 935 563	9 000 000
Interest received	416 053	185 685
DSI Project movement (refer to note 12)	(5 226 601)	(2 985 859)
VAT	(374 138)	(267 001)
	14 087 495	9 336 618

Included in the above balance is an amount of R3 358 661 (2021: R1 456 409) which is committed for existing and ongoing projects (refer to note 21).

9.2 FEES INVOICED IN ADVANCE

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

10. PROVISIONS

RECONCILIATION OF PROVISIONS – 2022

FIGURES IN RAND	OPENING BALANCE	UTILISED DURING THE YEAR	TOTAL
Provisions for employee benefits	486 755	(71 254)	415 501
Other provisions	49 412	(49 412)	-
	536 167	(120 666)	415 501

RECONCILIATION OF PROVISIONS – 2021

FIGURES IN RAND	OPENING BALANCE	ADDITIONS	UTILISED DURING THE YEAR	TOTAL
Provisions for employee benefits	349 366	137 389	-	486 755
Other provisions	136 983	-	(87 571)	49 412
	486 349	137 389	(87 571)	536 167

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

11. REVENUE

FIGURES IN RAND	2022	2021
Annual fees	13 303 273	12 240 843
Application fee	2 577 203	1 770 019
Critical skills fee	301 531	273 391
PAIA request fee	35	-
Upgrading fee	312 182	266 356
Reinstating fee	404 191	417 591
Qualification fee	559 010	405 714
CPD validation	175 000	97 500
Fees written off recovered	-	68 561
	17 632 425	15 539 975

12. OTHER INCOME

FIGURES IN RAND	2022	2021
SAASTA Grant – National Science Week	221 750	-
DSI Project Income (Refer to note 9.1)	5 600 739	3 252 860
	5 822 489	3 252 860

Income from the DSI Project is recognised in the income statement only when performance conditions are met.
The income received from SAASTA was to promote the National Science Week.

13. OPERATING SURPLUS

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

OPERATING LEASE CHARGES

FIGURES IN RAND	2022	2021
Lease rentals on operating lease		
– Contractual amounts	1 250 516	1 225 231
Profit on assets	(179 513)	-
Amortisation on intangible assets	-	1 057
Auditors' remuneration	122 667	116 352
Bad debts	4 153 599	1 868 929
Council travel	9 943	(887)
Depreciation on property, plant and equipment	233 858	90 879
DSI Project: Continuing Professional Development Programme	1 553 037	1 618 773
DSI Project: Development of Candidate Mentoring Phase	2 267 426	419 220
DSI Project: Information Technology Platform	1 140 005	830 521
DSI Project: Regulations	111 053	84 677
Employee costs	8 438 291	8 900 146

14. DEPRECIATION, AMORTISATION AND IMPAIRMENTS

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

FIGURES IN RAND	2022	2021
Depreciation		
Property, plant and equipment	233 858	90 879
Amortisation		
Intangible assets	-	1 057
Total depreciation, amortisation and impairments		
Depreciation	233 858	90 879
Amortisation	-	1 057
	233 858	91 936

15. INVESTMENT REVENUE

FIGURES IN RAND	2022	2021
Interest revenue		
Interest income	152 412	131 987
Bank	9 807	9 252
	162 219	141 239

16. PROFIT ON ASSET GAINS

FIGURES IN RAND	2022	2021
Profit on asset gains	179 513	-

The Fixed Asset Register was reviewed by an independent service provider during the 2021/22 financial year to review detail lines, and possible disposal and impairment adjustments required were actioned as per the service provider's recommendations.

17. TAXATION

No provision was made for taxation in the Annual Financial Statements because the Council is exempt from income tax in terms of Section 10(1)(cA) of the Income Tax Act, No. 58 of 1962 as amended.

18. OPERATING LEASE

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

FIGURES IN RAND	2022	2021
Future minimum lease payments		
- Within one year	1 268 155	1 150 035
- In second to fifth year	924 634	107 867
	2 192 789	1 257 902

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

19. CASH GENERATED FROM OPERATIONS

FIGURES IN RAND	2022	2021
Profit before taxation	916 975	1 098 689
Adjustments for:		
Depreciation and amortisation	233 858	91 936
Profit on assets	(179 513)	-
Interest received	(162 219)	(141 239)
Movements in provisions	(120 666)	49 818
Changes in working capital:		
Trade and other receivables	2 188 224	(2 073 890)
Trade and other payables	(38 411)	933 502
Deferred income	4 649 278	6 968 243
	7 487 526	6 927 059

20. RELATED PARTIES

RELATIONSHIPS	
Entities with significant influence	Department of Science and Innovation
Members of key management	Council members
Partnership	South African Agency For Science and Technology Advancement (SAASTA)
	Environmental Assessment Practitioners Association of South Africa (EAPASA)

RELATED PARTY BALANCES AND TRANSACTIONS WITH ENTITIES WITH CONTROL, JOINT CONTROL OR SIGNIFICANT INFLUENCE OVER THE COUNCIL

RELATED PARTY BALANCES

FIGURES IN RAND	2022	2021
Amounts included in deferred income regarding related parties		
Department of Science and Innovation	14 087 495	9 336 618
Amounts included in trade and other payables regarding related parties		
South African Agency For Science and Technology Advancement (SAASTA)	221 750	-
Non-exchange revenue		
Environmental Assessment Practitioners Association of South Africa (EAPASA)	-	11 299
South African Chemical Institute (SACI)	139 357	-

RELATED PARTY BALANCES AND TRANSACTIONS WITH KEY MANAGEMENT PERSONNEL OF THE COUNCIL OR ITS PARENT

RELATED PARTY BALANCES

FIGURES IN RAND	2022	2021
Honoraria fees		
Dr GE Botha <i>Pr.Sci.Nat.</i>	109 098	182 913
Prof KA Nephawe <i>Pr.Sci.Nat.</i>	149 169	143 412
Prof RM Crewe <i>Pr.Sci.Nat.</i>	22 135	60 610
Prof JS Galpin <i>Pr.Sci.Nat.</i>	2 109	6 327
Dr PT Govender <i>Pr.Sci.Nat.</i>	60 097	130 739
Dr W Ngoma	17 917	34 257
Ms TN Mashanda CA(SA) RA	17 385	9 481
Mr NL Baartjes <i>Pr.Sci.Nat.</i>	33 744	21 090
Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i>	2 109	8 436
Dr R Coetzer <i>Pr.Sci.Nat.</i>	21 090	17 496
Prof I Gledhill <i>Pr.Sci.Nat.</i>	12 654	23 199
Prof M Gulumian <i>Pr.Sci.Nat.</i>	23 199	31 635
Mr KD Musetsho <i>Pr.Sci.Nat.</i>	65 360	61 161
Dr SE Terblanche <i>Pr.Sci.Nat.</i>	33 744	25 308
Dr J van Heerden <i>Pr.Sci.Nat.</i>	23 199	23 199
Ms MP Masemola CA(SA)	42 693	37 411
Prof BK Reilly <i>Pr.Sci.Nat.</i>	24 244	41 629
Prof S Das	12 654	-
Prof R Diab	47 424	-
Ms IN Fabris-Rotelli	12 654	-
Mr SC Jewell	43 206	-
Dr TE Lephoto <i>Pr.Sci.Nat.</i>	12 654	-
Dr PL Mabeta	36 366	-
Dr MB Matiwane <i>Cert.Sci.Nat.</i>	14 763	-
Prof RJ Moitsheki <i>Pr.Sci.Nat.</i>	10 545	-
Prof NS Mokgalaka-Fleischmann	25 821	-
Ms LM Vilakazi	14 763	-
Prof A Muronga	10 545	-
Prof S Naidoo	6 327	-
Prof V Steenkamp <i>Pr.Sci.Nat.</i>	63 270	-
Non-council members	269 503	236 620
	1 240 441	1 094 923

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

CRITICAL SKILLS VISA ASSESSMENT FEE

FIGURES IN RAND	2022	2021
Council members	20 250	11 250
Non-council members	87 000	65 250
	107 250	76 500

EVALUATION FEES

FIGURES IN RAND	2022	2021
Council members	61 587	42 700
Non-council members	52 463	35 650
	114 050	78 350

21. KEY PERSONNEL EMOLUMENTS

EXECUTIVE

FIGURES IN RAND	EMOLUMENTS	DISABILITY INSURANCE AND RETIREMENT CONTRIBUTIONS	TOTAL
2022			
Dr P Rampersadh <i>Pr.Sci.Nat.</i>	1 290 060	47 205	1 337 265
2021			
Dr P Rampersadh <i>Pr.Sci.Nat.</i>	1 324 571	45 052	1 369 623

22. PRIOR PERIOD ERRORS

Depreciation was recalculated based on the policy lifespans and the purchase dates of the assets resulting in an adjustment to depreciation to the value of R17 738.

A stolen laptop, with a net book value of R1 610, had not been written off. The correction of the error(s) results in adjustments as follows:

FIGURES IN RAND	2022	2021
Statement of Financial Position		
Property, plant and equipment	-	(19 349)
Property, plant and equipment – Accumulated depreciation	-	1 611
Profit or loss		
Depreciation expense	-	17 738

23. COMPARATIVE FIGURES

Depreciation was recalculated based on the policy lifespans and the purchase dates of the assets resulting in an adjustment to depreciation to the value of R17 655.

The effects of the reclassification are as follows:

FIGURES IN RAND	2022	2021
Statement of Financial Position		
Property, plant and equipment	-	(17 655)
Profit or loss		
Depreciation expense	-	17 655

24. COMMITMENTS

FIGURES IN RAND	2022	2021
DSI Project: Continuing Professional Development Programme	1 663 560	210 284
DSI Project: Development of Candidate Mentoring Phase	148 709	432 500
DSI Project: Information Technology Platform	692 990	813 625
DSI Project: Regulations	853 402	-
	3 358 661	1 456 409

DETAILED INCOME STATEMENT

FOR THE YEAR ENDED 31 MARCH 2022

FIGURES IN RAND	NOTES(S)	2022	2021
Revenue	11	17 632 425	15 539 975
DSI Project Income	12	5 600 739	3 252 860
SAASTA Grant – National Science Week	12	221 750	-
Investment revenue	15	162 219	141 239
Total revenue		23 617 133	18 934 074
Profit on asset gains	16	179 513	-
		179 513	-
Operating expenses			
Accounting fees and consulting		1 590	2 500
Advertising		162 419	115 092
Auditors' remuneration		122 667	116 352
Bad debts		4 153 599	1 868 929
Bank charges		401 252	313 361
Catering and meetings		12 463	5 558
Cleaning		1 644	567
Computer expenses		120 758	135 276
Council travel		9 943	(887)
DSI Project: Continuing Professional Development Programme		1 553 037	1 618 773
DSI Project: Development of Candidate Mentoring Phase		2 267 426	419 220
DSI Project: Information Technology Platform		1 140 005	830 521
DSI Project: Regulations		111 053	84 677
Depreciation, amortisation and impairments		233 858	91 936
Fees waived		139 357	-
Employee costs		8 438 291	8 900 146
Fines and penalties		-	3 174
COVID-19 related expenditure		55 960	76 088
Honoraria		1 461 741	1 315 023
HR services		82 773	74 505
Insurance		79 678	72 401
Lease rentals on operating lease		1 250 516	1 225 231
Legal and professional conduct related expenses		137 631	117 867
Office expenses		44 695	22 579
Printing and stationery		59 947	55 329
Promotions National Science Week		221 750	-
Repairs and maintenance		4 641	4 609
Subscriptions		37 202	35 440
Telephone and fax		82 311	38 430
Training		89 273	10 476
Transport and freight		17 315	119
Professional conduct expenses		384 876	282 093
Total operating expenses		22 879 671	17 835 385
Surplus for the year		916 975	1 098 689

The supplementary information presented does not form part of the Annual Financial Statements and is unaudited.

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NOTES

This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal blue lines across its entire width, providing a guide for handwriting or typing. The background is a clean, solid white color.

“Scientists who participate in science engagement activities will be awarded continuing professional development points by the South African Council for Natural Scientific Professions” – 2019 White Paper on Science, Technology and Innovation



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