

ANNUAL REPORT

2025/26



science, technology
& innovation

Department:
Science, Technology and Innovation
REPUBLIC OF SOUTH AFRICA

SACNASP
South African Council for Natural Scientific Professions
Integrity in science

TABLE OF CONTENTS



PART A: GENERAL INFORMATION

1.	SACNASP's general information.....	5
2.	List of abbreviations/acronym.....	6
3.	Foreword by the President	8
4.	Overview by the Acting Chief Executive Officer	11
5.	Statement of responsibility and confirmation of accuracy of the annual report.....	15
6.	Strategic overview	16
6.1	Vision.....	16
6.2	Mission	16
6.3	Values.....	16
7.	Constitutional, legislative and other mandates	17
7.1	Executive mandate	17
7.2	Legislative mandate	17
7.3	Draft Amendment Bill	17
7.4	Implementation of the Decadal Plan 2022-2030	18
7.5	Alignment with the Medium-Term Development Plan (MTDP).....	18
8.	Organisational structure	19
8.1	SACNASP Council	19
8.2	SACNASP staff (as at 31 March 2026).....	21

PART B: PERFORMANCE INFORMATION

1.	Auditors' report: Predetermined objective	23
2.	Situational analysis.....	23
2.1	Service delivery environment.....	23
2.2	Organisational environment	26
2.3	Key policy and legislative changes.....	26

3.	Progress towards achievement of institutional impacts and outcomes.....	26
3.1	SACNASP's strategic outcome-oriented goals (SO-OGs).....	26
3.2	Achievements against the Annual Performance Plan.....	26
3.3	Linking performance with budgets	32
4.	Institutional programme performance information	32
4.1	ICT review	32
4.2	Registration Department report	33
4.3	Science communication and engagement report.....	36
4.4	Professional development and capacity building.....	38
4.5	Publications and knowledge dissemination	39
4.6	Stakeholder engagement and partnership	39
4.7	International engagements	40

PART C: GOVERNANCE

1.	Introduction	43
2.	Risk management	43
3.	Fraud and corruption	46
4.	Minimising conflict of interest.....	46
5.	Code of conduct.....	46
6.	Health, safety and environmental issues.....	47
7.	Portfolio committee presentation	48
8.	Standing Committee on Public Accounts (SCOPA) resolutions	48
9.	Executive authority	48



10.	Council committees.....	xx
11.	Council members	49
12.	Council committee meetings.....	12
13.	Committee reports	52
13.1	Registrations Committee	52
13.2	Professional Conduct Committee report	56
13.3	Strategic Projects Committee report.....	58
14.	Audit, Risk and ICT Committee report	59
15.	B-BBEE compliance performance information ..	60

PART D: HUMAN RESOURCE MANAGEMENT

	Human Resource Committee report	62
1.	Introduction	62
2.	Overview of human resources	63
2.1	Workforce planning framework and strategies to attract and recruit a skilled and capable workforce	63
2.2	Employee performance management framework.....	63
2.3	Employee wellness programmes	63
2.4	Policy development.....	64
2.5	Key achievements.....	64
2.6	Challenges faced by the public entity ...	64
2.7	Future HR plans and goals.....	64
3.	Human resource oversight statistics.....	65
3.1	Personnel-related expenditure	65
3.2	Employment and vacancies	66
3.3	Filling of posts.....	66
3.4	Job evaluation.....	67

3.5	Employment changes	69
3.6	Employment equity	70
3.7	Signing of performance agreement	76
3.8	Performance rewards	77
3.9	Foreign workers	78
3.10	Leave utilisation	78
3.11	HIV/AIDS & health promotion programmes.....	80
3.12	Labour relations	81
3.13	Skills development	82
3.4	Injury on duty	84
3.5	Utilisation of consultants.....	84

PART E: FINANCIAL INFORMATION

	General information	87
	Council members' responsibilities and approval	89
	Audit, risk and ICT committee report.....	90
	Independent auditor's report.....	92
	Council members' report.....	94
	Statement of financial position	96
	Statement of comprehensive income	97
	Statement of changes in equity	98
	Statement of cash flows	99
	Accounting policies.....	100
	Notes to the annual financial statements.....	104
	The following supplementary information does not form part of the annual financial statements and is unaudited:	
	Detailed income statement	114

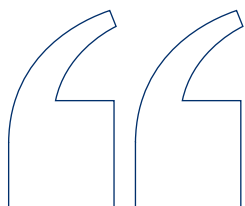


PART A

GENERAL INFORMATION

1. SACNASP'S GENERAL INFORMATION

Registered name	South African Council for Natural Scientific Professions (SACNASP)
Physical address	Suite L1 - L5, 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	Thorton Dibb Rossal Ubucule Incorporated
Bank	Nedbank Limited
Council Secretary	Mr Tumiso Machete (Acting)

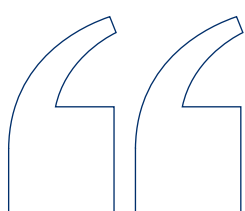


"ETHICAL MASTERY, ENVIRONMENTAL STEWARDSHIP, AND EXCELLENCE
IN THE NATURAL SCIENTIFIC
PROFESSIONS FOR A TRANSFORMED
AND THRIVING SOCIETY."

2. LIST OF ABBREVIATIONS/ACRONYMS

ARCo&ICT	Audit, Risk, and ICT Committee
APP	Annual Performance Plan
ASSAf	Academy of Science of South Africa
CEO	Chief Executive Officer
CMP	Candidate Mentoring Phase
CPD	Continuing Professional Development
CSRC	Critical Skills Review Committee
ERM	Enterprise Risk Management
DSTI	Department of Science and Innovation
ExCo	Executive Committee
GDARD	Gauteng Department of Agriculture and Rural Development
HPCSA	Health Professions Council of South Africa
HR&RemCo	Human Resources and Remuneration Committee
HEI	Higher Education Institution
ICT	Information and Communication Technology
MoA	Memorandum of Agreement
MoU	Memorandum of Understanding
MTSF	Medium-Term Strategic Framework
MTDP	Medium-Term Development Plan
NDP	National Development Plan 2030
NGP	New Growth Path
NRF	National Research Foundation

NSDF	National Science Deans Forum
NSI	National System of Innovation
NSP Act	Natural Scientific Professions Act (No. 27 of 2003), as amended by the Science and Technology Laws Amendment Act, No. 7 of 2014
NSTF	National Science and Technology Forum
PAC	Professional Advisory Committee
PCC	Professional Conduct Committee
PFMA	Public Finance Management Act (No. 1 of 1999), as amended, including Treasury Guidelines
QAC	Qualifications Assessment Committee
RCo	Registration Committee
SAASTA	South African Agency for Science and Technology Advancement
SACNASP	South African Council for Natural Scientific Professions
SAQA	South African Qualifications Authority
SDG	United Nations Sustainable Development Goal
SAVC	South African Veterinary Council
SFSA	Science Forum South Africa
SPC	Strategic Projects Committee
SO-OG	Strategic Outcome-Orientated Goals
STI	Science, Technology and Innovation
The Minister	Minister of Science, Technology and Innovation
VAs	Voluntary Associations
WSTDF	World Science and Technology Development Forum



“TO **PROFESSIONALISE** THE NATURAL SCIENCES THROUGH **REGISTRATION, REGULATION**, AND CONTINUOUS PROFESSIONAL **DEVELOPMENT**, WHILE **PROMOTING THE ROLE** AND CONTRIBUTION OF NATURAL SCIENCE PROFESSIONALS TO NATIONAL DEVELOPMENT.”



3. FOREWORD BY THE PRESIDENT

Dr Magezi Mabaso, Pr.Sci.Nat

It is my privilege to present the SACNASP Annual Report for the 2025/26 financial year, a period marked by institutional transition, strategic alignment, and strengthened commitment to advancing the natural scientific professions in South Africa. As SACNASP embarks on implementing its 2025–2030 Strategic Plan, the organisation continues to position itself to respond proactively to an evolving regulatory, scientific, and socio-economic environment while reinforcing its mandate of professionalisation, ethical governance, and the protection of the public.

During the 2025/26 financial year, SACNASP continued to align its strategic objectives and programmes with the priorities of the Medium-Term Development Plan (MTDP), particularly in relation to inclusive growth and job creation, building a capable and ethical state, and strengthening lifelong learning and professional development within the natural scientific professions. The organisation demonstrated measurable progress in strengthening the professionalisation of natural scientists and enhancing institutional effectiveness.

SACNASP exceeded its annual registration target by registering 2 714 new natural science professionals against a target of 2 400, while the annual retention rate of registered professionals increased significantly to 97%, surpassing the target of 80%. The organisation also improved operational efficiency by reducing registration turnaround times to an average of 92 days, contributing to greater stakeholder confidence and service delivery.

SACNASP achieved a significant milestone during the reporting period, surpassing **20 000** registered natural scientists in its database, reflecting continued growth in the professionalisation and recognition of the natural scientific professions in South Africa.

The implementation of lifelong learning programmes through Continuing Professional Development (CPD) continued to support the MTDP priority of building a capable and developmental state. Participation in CPD activities increased to 58% of registered professionals, with particularly strong participation by youth and women. SACNASP further strengthened professional standards and accountability by publishing practice notes and ethical awareness initiatives to improve regulatory compliance and professional conduct.

In support of national science, technology and innovation priorities, SACNASP strengthened partnerships with higher education institutions, government departments, municipalities, recognised voluntary associations (VAs) and international stakeholders. These collaborations

contributed to science communication, skills development, public sector professionalisation, and transformation within the natural sciences sector. The organisation also advanced thought leadership through participation in national and international dialogues on future skills, sustainability, innovation and science-policy integration. Furthermore, SACNASP maintained sound financial management and governance practices throughout the year under review. The organisation achieved a financial surplus, strengthened internal controls, expanded ICT investment, and progressed with the implementation of its 2025-2030 Strategic Plan to support long-term institutional sustainability and resilience.

CHALLENGES FOR THE FINANCIAL YEAR UNDER REVIEW

The Council continues to provide oversight on several high-level organisational priorities that shape the institution's long-term sustainability and effectiveness. These include ensuring that the SACNASP is adequately resourced to fulfil its regulatory mandate, strengthening institutional capability to meet rising stakeholder expectations, and guiding the modernisation of systems and processes to support future growth and operational resilience.

Attention was given to the organisation's digital transformation platform, including the management of technology-related risks and the need to enhance cyber resilience in an increasingly complex operating environment. The Council also maintained oversight of the organisation's financial sustainability, recognising the importance of balancing prudent financial management with continued investment in strategic priorities.

In fulfilling its governance responsibilities, the Council remained focused on ensuring that transformation, accessibility and stakeholder responsiveness remain central to the organisation's operations. While progress has been achieved in several areas, the Board recognises that continued effort will be required to strengthen institutional effectiveness and deliver sustainable value to stakeholders.

STRATEGIC FOCUS OVER THE MEDIUM TO LONG TERM

Over the medium to long term, SACNASP will focus on strengthening its institutional capacity, modernising its registration systems, and enhancing the professionalisation of the natural scientific professions in alignment with national development priorities and the 2025-2030 Strategic Plan.

A key strategic priority will be the full digital transformation of SACNASP's operations through the implementation of an integrated, unified ICT system. This initiative aims to improve registration efficiency, strengthen stakeholder engagement, enhance cyber resilience, and modernise business processes, thereby supporting a responsive, efficient, and data-driven regulatory environment.

In parallel, SACNASP will strengthen its organisational sustainability by implementing the revised organisational design, improving workforce planning, and enhancing succession management. These initiatives will enable the organisation to attract, develop, and retain suitably skilled professionals with the capacity and expertise required to support SACNASP's expanding mandate and the achievement of its strategic objectives.

Professional development and transformation within the natural sciences sector will remain central to SACNASP's long-term strategy. The organisation intends to expand lifelong learning opportunities through the establishment of the SACNASP eLearning Academy, the relaunch of the Candidate Mentoring Phase Programme, and strengthened collaboration with VAs, higher education institutions, and government stakeholders. These initiatives will contribute to building a diverse, future-ready, and ethically informed scientific workforce. SACNASP will continue to strengthen its role as a science-policy thought leader by advancing science communication, publishing advisory and practice notes, and participating in strategic national and international dialogues.

In addition, SACNASP will continue supporting the advancement of the Natural Scientific Professions Amendment Bill to strengthen the regulatory framework governing the profession. The organisation remains committed to promoting ethical conduct, protecting the public interest, and ensuring that the natural scientific professions contribute meaningfully to South Africa's socio-economic development priorities.

NEW SACNASP COUNCIL

The term of the previous Council concluded on 30 September 2025. In accordance with the Natural Scientific Professions Act, No. 27 of 2003, the Minister of Science, Technology and Innovation appointed a new Council for the 2025-2029 term, effective from 1 October 2025. The Council comprises 23 members representing the recognised VAs, the State, and the Public, selected for their scientific excellence, leadership, and commitment to advancing the natural scientific professions. This composition reflects a balance of continuity and renewal, bringing together experienced reappointed members alongside new appointees to strengthen governance and strategic oversight.

Dr Nompumelelo Obokoh resigned as Chief Executive Officer in February 2026. The Council acknowledges and expresses its sincere appreciation for Dr Obokoh's contribution during her tenure. To ensure continuity in executive leadership, Council recommended the appointment of Dr Matshidiso Matabane as Acting Chief Executive Officer. The appointment was approved by the Minister of Science, Technology and Innovation in accordance with the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003), as amended by the Science

and Technology Laws Amendment Act, 2014 (Act No. 7 of 2014). Dr Matabane assumed the role on 19 February 2026, pending the appointment of a permanent Chief Executive Officer. She is supported by an experienced management team, ensuring leadership continuity and the effective implementation of SACNASP's strategic and statutory mandate.

The Council continues to give oversight, and SACNASP remains well-positioned to deliver on its mandate during and beyond the transition period.

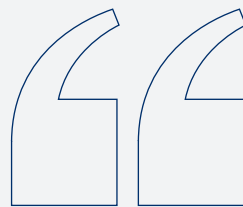
ACKNOWLEDGEMENTS

On behalf of the Council, I extend sincere appreciation to the Minister of Science, Technology and Innovation, Prof Blade Nzimande, the Deputy Minister, Dr Nomalungelo Gina, and the Programme 4 leadership at DSTI for their continued support. I also thank the previous Council for its dedicated service and commitment to SACNASP.

Further gratitude is extended to the current Council members, the Acting CEO, Dr Matabane, the management team and staff, as well as all VAs and registered scientists for their ongoing contribution and support.



Dr Magezi Mabaso, Pr.Sci.Nat
President of Council



**"THE ORGANISATION
DEMONSTRATED
MEASURABLE PROGRESS
IN STRENGTHENING THE
PROFESSIONALISATION OF
NATURAL SCIENTISTS AND
ENHANCING INSTITUTIONAL
EFFECTIVENESS."**



4. OVERVIEW BY THE ACTING CHIEF EXECUTIVE OFFICER

Dr Matshidiso Matabane, Pr.Sci.Nat

As Acting Chief Executive Officer, I am pleased to present SACNASP's Annual Report for the 2025/26 financial year. Despite an increasingly complex operating environment, the organisation remained committed to strengthening governance, maintaining financial sustainability, and advancing its mandate of regulating the natural scientific professions in South Africa. The progress achieved reflects the collective dedication of Council, management, staff, and stakeholders in upholding SACNASP's strategic objectives.

CORPORATE GOVERNANCE

SACNASP is firmly committed to the application of sound corporate governance principles that promote ethical leadership, accountability, and the effective stewardship of public resources. Council provides strategic direction and oversight within a governance framework that ensures clear lines of accountability, disciplined decision-making, and alignment with the organisation's legislative mandate.

The organisation operates in full accordance with applicable legislation, regulatory requirements, and approved policies. Strong systems of internal control, risk management, and assurance are embedded throughout the organisation to safeguard assets, support informed decision-making, and enhance operational effectiveness.

SACNASP remains committed to meaningful stakeholder engagement and transparent reporting. Organisational performance is assessed on a quarterly basis against approved strategic objectives, with a consistent focus on continuous improvement and the progressive strengthening of service delivery.

FINANCIAL PERFORMANCE

During the 2025/26 financial year, SACNASP maintained a disciplined and prudent approach to financial management, resulting in a strong and stable financial position.

Table 1: Revenue and Expenditure 2025/26

Financial Indicator	2025/26
Total Revenue (inclusive of investment income)	R39,65 million
Total Expenditure	R38,23 million
Surplus	R1,42 million

The Council reflected a surplus of R1,42 million as a result of improved cost management despite higher expenses and the strengthening of accumulated reserves.

The organisation's revenue streams are predominantly derived from:

- 1) Application, registration and annual fees from registered natural scientists - R24,3 million
- 2) Project funding from the Department of Science, Technology and Innovation (DSTI) - R14,28 million
- 3) Investment income - R1,0 million

The DSTI has also allocated continued medium-term funding support through the 2027/29 Medium-Term Expenditure Framework (MTEF) amounting to R37,8 million over the three-year period. This sound financial standing positions SACNASP to effectively execute its core mandate with assurance, accountability, and long-term sustainability.

SPENDING TRENDS

SACNASP executes its mandate through four programmes as defined in the project funding agreement with DSTI.

- (1) Continuing Professional Development Programme
- (2) Development of Candidate Mentoring Phase
- (3) Information Technology Platform
- (4) Regulations

While DSTI continues to support these programmes through project-based funding, SACNASP anticipates transitioning to a baseline funding mechanism in the future to sustainably support and expand the organisation's growing portfolio in alignment with the 2025-2030 Strategic Plan.

The strategic risk register identified the need to strengthen the digitisation of operations and systems to enhance organisational resilience against the increasing global threat of cyber-attacks. In response, SACNASP prioritised investment in Information and Communication Technology (ICT) over the four-year period. ICT expenditure increased significantly from R1,63 million in 2022/23 to R3,21 million in 2023/24, reflecting the implementation of key digital infrastructure initiatives. While expenditure moderated to R1,85 million in 2024/25 following the completion of major projects, investment increased again to R3,49 million in 2025/26 as the organisation continued to strengthen its ICT environment, cybersecurity measures, and digital capabilities. Investment in regulatory development also strengthened considerably, with expenditure on the Regulations Programme increasing to R3,22 million from R1,45 million in 2024/25.

Table 2: Programme Spending Trends (Financial year 2022/23 to 2025/26)

Programme	2022/23	2023/24	2024/25	2025/26
Administration	R18 342 010	R19 524 808	R21 093 019	R22 868 043
CPD	R3 991 074	R3 874 660	R4 074 917	R2 928 950
CMP	R2 190 440	R3 836 211	R2 837 497	R3 158 136
ICT	R1 629 766	R3 207 525	R1 852 898	R3 494 236
Regulations	R50 299	R1 569 450	R1 452 402	R3 220 042

CHALLENGES EXPERIENCED AND RESOLVED

Bad Debt Management

SACNASP continues to experience challenges in the collection of outstanding annual fees from registered professionals. During the year under review, the organisation significantly strengthened its debt collection and account management processes.

Trade receivables older than 120 days reduced from R9,1 million in the 2024/25 financial year, to R5,1 million in the 2025/26 financial year, reflecting a marked improvement in debt management and collection effectiveness.

Bad debt expenses increased to R5,6 million in the 2025/26 financial year, attributable to the reassessment and write-off of long-outstanding accounts considered irrecoverable, in line with sound accounting policies and prudent financial management practices.

Table 3: Bad Debt Expense (Financial year 2022/23 to 2025/26)

Item	2022/23	2023/24	2024/25	2025/26
Bad Debts	R4 131 562	R3 174 318	R2 344 782	R5 621 345

REGISTRATION TURNAROUND TIMES

The Council continued to prioritise enhancing registration processes as a key enabler of stakeholder confidence and organisational effectiveness. During the reporting period, attention was directed towards strengthening institutional capability, improving process efficiency, and advancing digital transformation initiatives to support a more responsive and sustainable registration system. While these interventions contributed to improvements in certain areas, challenges relating to registration turnaround times persisted, particularly during periods of high application volumes.

The Council remains committed to implementing measures to improve service delivery, enhance the stakeholder experience, and ensure the timely processing of registration applications.

CYBER SECURITY

During the 2025/26 financial year, SACNASP further expanded its ICT investment to improve cyber resilience, digital governance, and information security capabilities. ICT programme expenditure increased substantially to support these critical interventions and advance organisational resilience against evolving cyber threats. Strengthening cyber defence measures remains a strategic priority, essential to safeguarding data integrity, maintaining stakeholder trust, and fostering a culture of continuous improvement and organisational resilience.

DISCONTINUED KEY ACTIVITIES

Despite financial and operational pressures during the year under review, SACNASP did not discontinue any of its activities, nor reduce any of its approved performance targets. The organisation remained fully committed to delivering on all strategic objectives and obligations across its portfolio of programmes.

NEW AND PROPOSED KEY ACTIVITIES

SACNASP remains committed to activities identified through the 2025/30 Strategic Plan. New activities that will be addressed in the 2026/27 financial year include:

- 1. A SACNASP eLearning Academy:** Launch a SACNASP eLearning Academy to support the professionalisation of the public sector through structured learning pathways for natural scientists in government. The Academy will initially focus on strengthening competence, ethical practice, leadership, and science-informed governance within the public service, before expanding to support all scientists registered on the SACNASP database through accessible, competency based lifelong learning programmes aligned to their respective fields of practice.
- 2. Voluntary Associations Candidate Mentor Programme:** The Voluntary Associations (VA) Candidate Mentoring Phase (CMP) Programme will be relaunched during the year to strengthen support for candidate natural scientists. The programme aims to improve mentorship, workplace exposure, and professional development opportunities through collaboration with VAs and industry stakeholders. The relaunch forms part of SACNASP's broader strategy to enhance the professional registration pipeline, support transformation within the natural sciences sector, and improve registration outcomes for aspiring professionals.

SUPPLY CHAIN MANAGEMENT

SACNASP operates a functional and fully compliant Supply Chain Management (SCM) process, aligned with approved policies and procedures. All suppliers and service providers are required to be registered on the National Treasury's Central Supplier Database (CSD) prior to engagement.

The organisation maintained full compliance with all SCM processes and systems during the 2025/26 financial year, with no unsolicited bid proposals received during the period. In recognition of the growing number of strategic projects, particularly in ICT modernisation, regulatory reform, and professional development, SACNASP intends to further strengthen and expand its SCM capacity to ensure the organisation remains adequately resourced, competitively positioned, and operationally effective in the periods ahead.

AUDIT REPORT MATTERS IN THE PREVIOUS YEAR

There were no significant audit findings in the Audit Report for the 2024/25 financial year.

OUTLOOK AND FUTURE PLANS TO ADDRESS FINANCIAL CHALLENGES

In response to the evolving financial landscape and emerging challenges, SACNASP has proactively developed a comprehensive strategy aimed at ensuring long-term sustainability and organisational resilience. Key initiatives include strengthening the ICT Unit to enhance operational efficiency, digital capability, and service delivery; finalising and implementing the revised Organisational Design (OD) to improve structural alignment and workforce effectiveness; and enhancing stakeholder engagement through deepened local and international collaborations to secure diversified and sustainable funding streams.

In addition, the National Scientific Professions (NSP) Bill continues to progress through the legislative process under the stewardship of the Department of Science, Technology and Innovation (DSTI). SACNASP remains engaged in this process to support its successful advancement. Through these targeted interventions, SACNASP is committed to effectively navigating current financial constraints while positioning the organisation for sustained growth, increased impact, and continued service excellence.

EVENTS AFTER THE REPORTING DATE

No significant events occurred after the reporting date.

ACKNOWLEDGEMENTS

I wish to express my deepest gratitude to the Minister of Science, Technology & Innovation, Prof Blade Nzimande, the Deputy Minister, Dr Nomalungelo Gina, the Director-General, Dr Mlungisi Cele, and the dedicated staff of the DSTI for their steadfast support and collaboration. I also extend my sincere thanks to the President of Council, Dr Magezi Mabaso, Council members, our committed staff, and all registered scientists and partners. Your collective dedication and contributions are foundational to our achievements. Together, we will continue to nurture a vibrant and dynamic scientific community that propels progress and delivers meaningful, lasting impact for society.



Dr Matshidiso Matabane, Pr.Sci.Nat

Acting Chief Executive Officer

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 Thorton Dibb Rossal Ubucule Incorporated.
- The Annual Report is complete, accurate and free from any omissions.
- The Annual Report has been prepared in accordance with the guidelines on the Annual Report as issued by National Treasury.
- The Annual Financial Statements (Part E) have been prepared in accordance with the International Finance Reporting Standards for Small and Medium-sized Entities applicable to the public entity.

The Accounting Authority is responsible for the preparation of the Annual Financial Statements and 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 2026.



Dr Magezi Mabaso, Pr. Sci. Nat

President of Council

31 July 2026



Dr Matshidiso Matabane, Pr. Sci. Nat

Acting Chief Executive Officer

31 July 2026

6. STRATEGIC OVERVIEW



6.1 VISION

Ethical mastery, environmental stewardship, and excellence in the Natural Scientific Professions for a transformed and thriving society.



6.2 MISSION

To professionalise the natural sciences through registration, regulation, and continuous professional development, while promoting the role and contribution of natural science professionals to national development.



6.3 VALUES

SACNASP is committed to the core values of professionalism, innovation, resilience, inclusivity, and partnerships.

7. CONSTITUTIONAL LEGISLATIVE AND OTHER MANDATES

7.1 EXECUTIVE MANDATE

Under the leadership of the Minister of Science, Technology and Innovation, and mandated by the Natural Scientific Professions Act (Act No. 27 of 2003), as amended by the Science, Technology Laws Amendment Act (Act No. 7 of 2014), relevant legislation and various policies, SACNASP provides for the registration of natural science professionals and regulates their professional conduct to ensure accountability.

7.2 LEGISLATIVE MANDATE

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

SACNASP was established as a juristic person in 1982 by an Act of Parliament, the Natural Science Professionals Act (No. 55 of 1982), which has subsequently evolved into the directives of the Natural Scientific Professions (NSP) Act (Act No. 27 of 2003) as amended by the Science, Technology Laws Amendment Act (Act No. 7 of 2014). The Council is therefore mandated as the Accounting Authority to implement the provisions of the NSP Act under the oversight of its Executive Authority, the Minister of Science, Technology, and Innovation.

In terms of the NSP Act, it is a statutory requirement that persons practising in any of the fields of practice listed in Schedule I of the Act must be registered with the Council in any of the prescribed categories (Section 18):

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

7.3 DRAFT AMENDMENT BILL

The Natural Scientific Professions Bill is aimed at enhancing clarity and ensuring the Act's continued relevance in the professionalisation of the natural sciences. The proposed amendments in the Natural Scientific Professions Bill include several key improvements to strengthen the regulatory framework, as outlined below:

Providing clarity on the mandatory nature of registration

- Identifying individuals to whom registration applies,
- Redefining the term "practice" in its contextual framework,
- Clarifying the application and scope of the Act, and
- Ensuring consistency in how these elements are expressed throughout the Act.

Bolstering the regulatory mandate of SACNASP and providing powers to the Minister

- Strengthening the regulatory component for effective oversight of unregistered natural science professionals by the Council.
- Providing for regulations that enable the Minister to gazette new fields of practice and registration categories.
- Enhancing SACNASP's responsiveness to evolving professional needs, transdisciplinary education, transformation, and inclusivity.
- Aligning with the objectives of the decadal plan and the National Development Plan.

Alignment and benchmarking with other government entities

The NSP Act (Act No. 27 of 2003) would be repealed, and a new Act would bring the registration and regulation of natural science professionals in line with the current legislative environment and best practices within Government.

The Draft Amendment Bill was published for public comment in the Government Gazette on 16 March 2026, (Government Gazette No. 54325 16-3, Science, Technology and Innovation).

7.4 IMPLEMENTATION OF THE DECADAL PLAN 2022-2030

The entities of the Department of Science, Technology and Innovation (DSTI) are required to support the implementation of the STI White Paper on Science, Technology and Innovation through the Decadal Plan 2022-2030, which highlights the critical role of science, technology, and innovation in driving the country's economic development. The Decadal Plan identifies three main priority areas:

- Modernisation of the agricultural, manufacturing, and mining sectors.
- Development of new growth opportunities, particularly within the digital and circular economies.
- Expansion of large-scale research and innovation programmes in health and energy.

SACNASP contributes significantly to these national development priorities by ensuring a competent, ethical, and professional scientific workforce. It supports the modernisation agenda in agriculture, manufacturing, and mining by promoting high professional standards and competencies that are essential for innovation and technological progress. Key fields of practice within SACNASP's database that directly align with these priorities include Agricultural Science, Extension Science, Earth Science, and Geological Science.

In addition, SACNASP continues to collaborate actively with key sector stakeholders to enhance capacity building and professional development within the natural sciences. Notably, Memoranda of Understanding (MoUs) have been established with the Gauteng Department of Agriculture and Rural Development (GDARD) and the Institute for the Future of Work (IFoW). These strategic partnerships align with the DSTI's newly adopted mantra of placing science, technology and innovation at the centre of government, education, industry, and society, while strengthening SACNASP's contribution to developing the scientific pipeline and supporting the objectives of the Decadal Plan 2022-2030.

7.5 ALIGNMENT WITH THE MEDIUM-TERM DEVELOPMENT PLAN (MTDP)

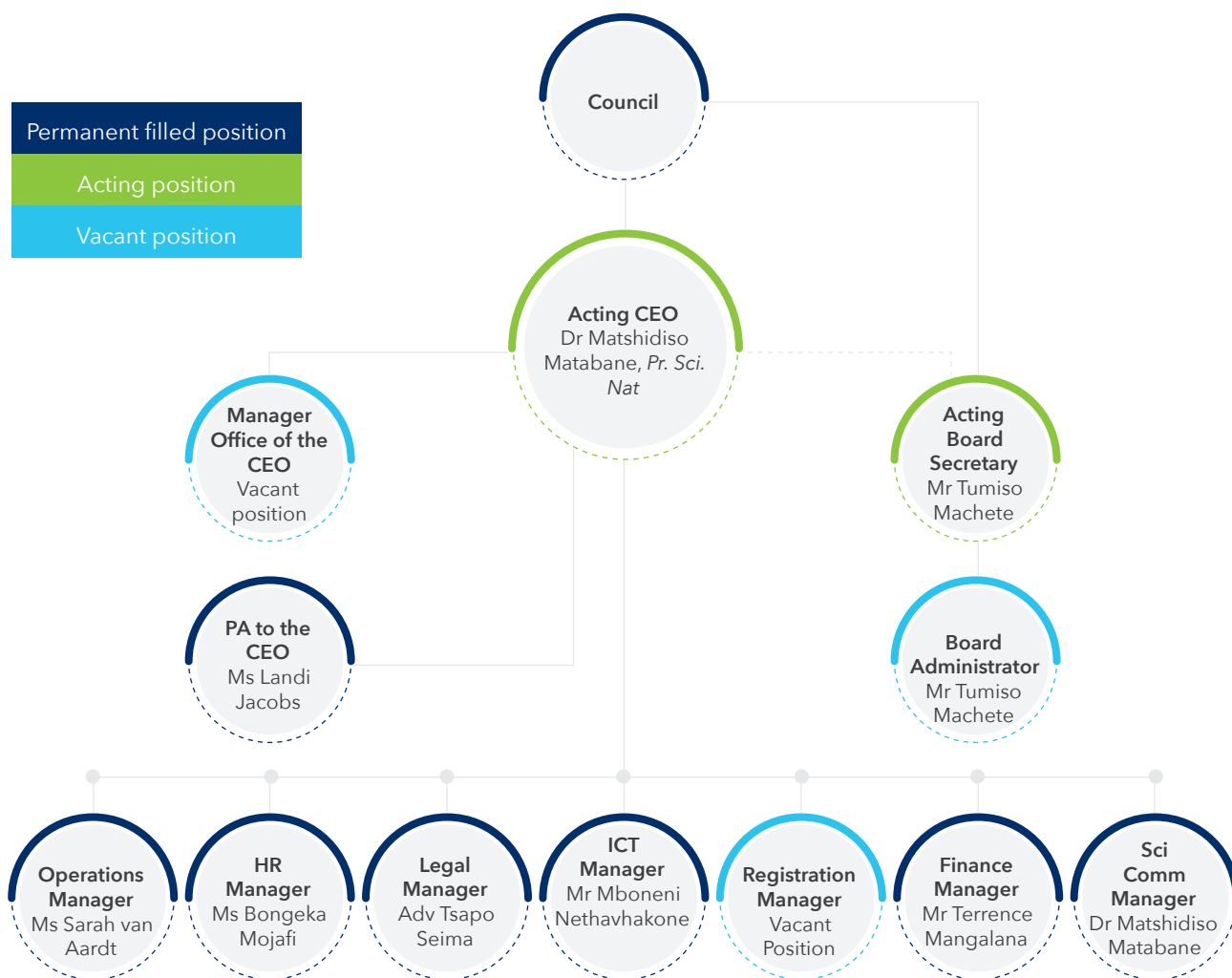
SACNASP, through its new Strategic Plan 2025/30, has aligned its strategic direction with the Medium-Term Development Plan (MTDP), demonstrating adaptive, responsive, and forward-looking leadership. This alignment ensures that SACNASP remains closely connected to current national priorities while continuing to uphold strong governance, ethical practice, and high professional standards within the scientific community.

Through more agile and evidence-based planning, SACNASP is strengthening its institutional capacity to respond to emerging developments in science, technology, and innovation. This positions the organisation to better support the evolving needs of the scientific workforce and to play a more effective role in advancing South Africa's broader socio-economic and developmental objectives.

Table 4: SACNASP alignment to the MTDP

MTDP Priority	Aligned SACNASP Strategic Objectives	Description of Alignment
Inclusive Growth and Job Creation	• Life-long learning programmes • Strategic partnerships and collaborations	Supports economic inclusion by strengthening professional development, enabling upskilling, and forming partnerships that drive sector-wide job creation
Poverty Reduction and Reducing the Cost of Living	• Increase in registered professionals and process efficiency • High ethical and professional standards	Enhances access to formal employment opportunities and ensures professional quality, contributing to income security and public trust in scientific services
A Capable, Ethical, and Developmental State	• Life long learning programmes • Science communication and engagement	Builds institutional capacity through continuous professional growth and improves governance through informed public engagement and visibility of the scientific sector

8. ORGANISATIONAL STRUCTURE



8.1 SACNASP COUNCIL

Council from 1 September 2024 to 30 September 2025

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

Prof Raseelo J Moitsheki, <i>Pr.Sci.Nat</i>
Prof Ntebogeng Sharon Mokgalaka-Fleischmann, <i>Pr.Sci.Nat</i>
Dr Sagren Moodley (Minister's Representative)
Ms Leanda-Marsha Mtshali
Prof Azwindini Muronga
Prof Desmond Musetsho, <i>Pr.Sci.Nat</i>
Prof Sanushka Naidoo (did not take up appointment)
Mr Bishop Ngobeli
Mr Mpho Sekgala
Dr Johan Strauss, <i>Pr.Sci.Nat</i>
Dr Stephanus E Terblanche, <i>Pr.Sci.Nat</i> (deceased)
Dr Juanita van Heerden, <i>Pr.Sci.Nat</i>
Dr Phillia R. Vukea (resigned December 2023)
Ms Thulile Zondi (did not take up appointment)

Council from 1 October 2025 to 31 March 2026

Dr Magezi K Mabaso, <i>Pr.Sci.Nat</i> (President)
Prof Ntebogeng Sharon Mokgalaka-Fleischmann, <i>Pr.Sci.Nat</i> (Vice President)
Prof Sonali Das, <i>Pr.Sci.Nat</i>
Prof Roseanne Diab, <i>Pr.Sci.Nat</i> (deceased)
Prof Inger N Fabris-Rotelli, <i>Pr.Sci.Nat</i>
Mr Dumisani Gift Hlongwane, <i>Pr.Sci.Nat</i>
Dr Ashley Johnson
Prof Peaceful L Mabeta
Dr Tatenda Mapeto, <i>Pr.Sci.Nat</i>
Ms Nontombi Maseko
Dr Mona Ben Matiwane, <i>Pr.Sci.Nat</i>
Mr Sello Simon Modupe
Prof Raseelo J Moitsheki, <i>Pr.Sci.Nat</i>
Dr Vusi Mshayisa <i>Pr.Sci.Nat</i>
Prof Azwindini Muronga
Dr Nkhanedzeni Baldwin Nengovhela, <i>Pr.Sci.Nat</i>
Mr Bishop Ngobeli
Dr Harrison Pienaar, <i>Pr.Sci.Nat</i>
Mr Dechlan Liech Pillay
Ms Malebo Sefula
Dr Sifiso Siwela, <i>Pr.Sci.Nat</i>
Prof Vanessa Steenkamp, <i>Pr.Sci.Nat</i>
Prof Esté van Marle-Köster, <i>Pr.Sci.Nat</i>

It is with deep sadness that we record the passing of Prof Roseanne Diab in January 2026. Prof Diab was a valued member of Council, whose dedication and service made a meaningful contribution to the organisation and its broader community.

8.2 SACNASP STAFF (AS OF 31 MARCH 2026)

Dr Matshidiso Matabane, <i>Pr.Sci.Nat</i> , (ACEO)
Mr Tumiso Machete
Mr Terrence Mangalana
Ms Bongeka Mojafi
Mr Mboneni Nethavhakone
Adv. Tsapo Seima
Ms Sarah van Aardt
Ms Yolanda Jacobs
Mr Phutiane Letsoalo, <i>Pr.Sci.Nat</i>
Mr Pontsho Mamabolo
Ms Thabelo Manenzhe
Mr Puckson Mhlongo
Ms Hellen Mkhabela
Ms Lientjie Mogano
Mr Tobi Mzobe <i>Pr.Sci.Nat</i>
Mr Phutiane Seanego, <i>Pr.Sci.Nat</i>
Ms Stella Baloyi
Ms Lungile Buthelezi,
Ms Lerato Hlongwane
Ms Aviwe Khewana
Ms Agnes Ledwaba
Ms Khanyisa Lukwe
Ms Vuyiswa Mahlangu
Ms Caroline Matseke
Ms Suzan Pitso
Ms Boitumelo Semenya.
Ms Relice Maidula (intern)



PART B

PERFORMANCE INFORMATION

1. AUDITORS' REPORT PREDETERMINED OBJECTIVES

Pending conclusion of the audit.

2. SITUATIONAL ANALYSIS

2.1 SERVICE DELIVERY ENVIRONMENT

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



Figure 1 SACNASP Mandate

Register

During the 2025/26 financial year, a total of 3 623 applications were submitted for registration. Of these, 3 241 applicants (including upgrades and additional fields of practice) were successfully registered, while 302 applications were declined. The primary reason for declining applications was insufficient science content in the applicants' qualifications.

In terms of demographic representation, 62% of newly registered scientists were female. The racial distribution of registrations was as follows: Black (85%), White (9%), Asian (3%), and Coloured (2%). Additionally, 9% of the natural science professionals registered during the year were persons with disabilities, as defined under employment equity legislation. As of the end of the 2025/26 financial year, the total number of natural science professionals registered on the SACNASP registration database stood at 21 215.

Table 5: Natural science professionals on the SACNASP database as of 31 March 2026 by category

Category	Total
Professional	8 793
Certificated	2 580
Candidate	9 842
TOTAL	21 215

Enable

Continuing Professional Development (CPD) ensures that natural science professionals stay current with scientific advances, enhance their skills, and maintain high standards of competence and ethics throughout their careers. Currently, 58% of natural science professionals on the SACNASP database participate in CPD. Of those who engage in CPD, 76% are youth, 53% are women, and 20% are persons living with disabilities. SACNASP's key challenge is to engage persons living with disabilities in lifelong learning through CPD activities. Participation by persons living with disabilities remains an area requiring significant improvement. While a modest increase was observed during the period under review, further analysis will be undertaken in the 2026/27 financial year to better understand underlying factors. SACNASP will engage with the Department of Women, Youth and Persons with Disabilities (DWYPD) to align initiatives with national disability inclusion priorities and explore opportunities for collaboration.

Advise

The *Skills and Competencies Required for Future Natural Science Professionals amid Societal Grand Challenges* report was completed. The report examines the evolving skill needs of natural science practitioners in South Africa, aligning professional capabilities with national and global sustainability, innovation, and development challenges.



The findings highlight five critical domains:-

- (1) Interdisciplinary and systems thinking** – integrating knowledge across fields to solve complex problems.
- (2) Data and digital literacy** – applying data analytics, modeling, and geospatial tools.
- (3) Sustainability and ethical practice** – aligning science with social justice and environmental stewardship.
- (4) Communication and collaboration** – engaging diverse stakeholders and communities.
- (5) Entrepreneurship and innovation** – leveraging scientific knowledge for value creation and societal benefit.

Furthermore, SACNASP published **two** advisory notes, which serve as guidance documents that interpret regulations and help scientists apply them correctly in real-world situations:

- Preparing for the Implementation of the Identification of Work (IoW)
- Professionalisation and Registration of Individuals Performing Natural Scientific Work

Regulate

- SACNASP regulates the natural scientific profession by registering natural science professionals, enforcing a code of conduct, and ensuring ongoing professional development through the CPD programme. It sets and maintains standards of competence and ethics, investigates professional misconduct, and promotes accountability to safeguard public interest and uphold the integrity of the natural scientific profession in South Africa.
- In the period under review, SACNASP published its first practice notes in order to build public trust and safeguard the profession and the environment.

Institutional Review

SACNASP has made significant progress in fulfilling the recommendations of the Institutional Review, which was completed in December 2023.

The key recommendations are tabulated below, and progress is monitored through the Strategic Projects Committee.

Table 6: List of recommendations from the Institutional Review

1. Legal
1.1. Ensure the Bill is submitted to Parliament as soon as possible.
1.2. Ensure equal representation of VAs when Board members are reduced to a maximum of 16 (new Bill).
1.3. Consequences for instances of misconduct should be made known, as is done by other professional bodies.
1.4. Finalise the delineation-of-work issue between the South African Veterinary Council (SAVC) and SACNASP.
2. Registration
2.1. The Core Competencies Framework must be workshopped with the VAs.
2.2. Ensure procedures cover the registration of scientists with interdisciplinary degrees.
2.3. SACNASP needs to continue to streamline, modernise, and manage the process of registering natural science professionals. Some comments received from registered scientists indicate dissatisfaction with certain processes and interactions with the Secretariat.
2.4. Increase SACNASP's value proposition through VAs.
2.5. Promote the benefits of registration, with an emphasis on students.
2.6. Strengthen SACNASP's relationship with HEIs, VAs, and all relevant stakeholders within the National System of Innovation (NSI).
3. Lifelong learning
3.1. Encourage VAs to undertake more lifelong learning activities and support the roll-out of the CMP programme.
3.2. Provide training on the CPD portal and the acquisition of credits.
3.3. Ensure greater recognition of mentors.
4. Finance
4.1. Consider alternative fee models.
5. General
5.1. Include a detailed dashboard of achievements in the Annual Report.

2.2 ORGANISATIONAL ENVIRONMENT

2.2.1 Staff Capacity Challenges

During the period under review, SACNASP continued to operate effectively and demonstrated resilience despite limited staffing in some critical positions. The organisation also remained actively engaged in strengthening its human capital base, with ongoing efforts to attract and retain skilled and qualified personnel. The key areas of focus identified include:-

- Managing staff turnover while continuing to maintain operational continuity and institutional knowledge.
- Enhancing the organisation's attractiveness to skilled professionals within the context of current remuneration structures.
- Strengthening succession planning to build internal capacity and develop the necessary skills within the organisation for long-term sustainability.

2.2.2 Work study exercise and Organisational Design

SACNASP is undertaking a comprehensive organisational design project to develop a fit-for-purpose organisational structure, supported by an appointed service provider. The project was structured across four distinct phases, namely:-

- Phase 1: Organisational structure development
- Phase 2: Salary benchmarking and job grading
- Phase 3: Career progression model development
- Phase 4: Change management processes

Phases 1 to 3 have been successfully completed. Phase 4 will be undertaken following the approval of the proposed organisational structure and compensation framework.

2.3 KEY POLICY AND LEGISLATIVE CHANGES

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

3. PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

The Annual Report 2025/26 records performance and achievements against the newly approved 2025-2030 Strategic plan.

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

1. SO-OG 1: To increase the number of registered natural science professionals, ensure greater retention, and enhance the efficiency of the registration process.
2. SO-OG 2: To ensure high professional and ethical standards for natural science professionals
3. SO-OG 3: To advance the professional development and transformation of the natural scientific professions through lifelong learning programmes.
4. SO-OG 4: To enhance and promote the contribution of the natural scientific professions through science communication and engagement.
5. SO-OG 5: To foster strategic partnerships and collaboration to advance the natural scientific professions.

3.2 ACHIEVEMENTS AGAINST THE ANNUAL PERFORMANCE PLAN

SO-OG 1: To increase the number of registered natural science professionals, ensure greater retention, and enhance the efficiency of the registration process.

SACNASP recorded an increase in professional registrations during the reporting period, reflecting growing recognition of SACNASP registration within the natural sciences sector. This upward trend demonstrates strengthened compliance with statutory requirements, increased professionalisation of the sector, and enhanced confidence in the regulatory framework governing natural scientific practice in South Africa.

SACNASP's marketing and science engagement initiatives play a critical role in attracting individuals to register by increasing awareness of the value, relevance, and credibility of the natural scientific profession. Through targeted school outreach programmes such as the SheSTEAM Summit and the NSTF Brilliants Programme, SACNASP creates early exposure to science careers and promotes the importance of professional recognition among learners and educators.

Engagements with universities, career fairs, and research platforms further strengthen this pipeline by directly engaging students and emerging scientists on the benefits of professional registration, ethical practice, and career development.

In addition, SACNASP's webinars, public dialogues, advisory publications, and strategic partnerships enhance the organisation's visibility and position it as a thought leader within the science, technology, and innovation sector. These initiatives communicate the importance of professionalisation, regulatory compliance, and continuous professional development, while also demonstrating the broader societal impact of natural scientists. Collectively, these marketing and engagement activities build trust in the profession, strengthen SACNASP's brand presence, and encourage more individuals to pursue registration as part of a recognised and future-focused professional community.

Furthermore, improved turnaround times support SACNASP's marketing and stakeholder engagement objectives by enhancing the overall registration experience for applicants and reinforcing confidence in the organisation's efficiency and responsiveness. Faster processing of applications reduces administrative delays and enables students, graduates, and professionals to obtain professional recognition more quickly, which is particularly important for employment opportunities, career progression, and compliance requirements.

Strategic Objective 1: To increase the number of registered natural science professionals, ensure greater retention, and enhance the efficiency of the registration process.

Impact: Achieve 75% new registrations by 2030 that will strengthen sector regulation, improve accountability, and uphold professional integrity. Streamlining the registration process and enhancing retention will ensure a more efficient, diverse, and capable natural science workforce, driving sector growth and national development.

Table 7 Performance against Strategic Objective 1 (2025/26)

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2023/24	2024/25	2025/26	Actual Achievement	Deviation	Comments
Increased registration of natural scientists	Number of new registered natural scientists pr annum	2 665	3 141	2 400	2 714	+314	Achieved
Ensured retention of registered natural science professionals	Percentage of registered natural science professionals renewing their annual registration per annum	56%	84%	80%	97%	+17%	Achieved
Reduced turnaround time for processing complete applications	Average days to process complete applications per annum	NA New target 2025-30 Strategic Plan	NA	90-180 days	92 days	No deviation. The achieved turnaround time of 92 days falls within the approved target range of 90-180 days	Achieved

SO-OG 2: To ensure high professional and ethical standards for natural science professionals.

During the reporting period, SACNASP advanced professional governance through the development and publication of Practice Notes. These notes provide concise guidance to registered natural science practitioners on legal compliance, ethical conduct, and professional standards. The initiative forms part of SACNASP's broader strategy to strengthen professionalisation, improve regulatory clarity, and support consistent best practice across the natural science professions.

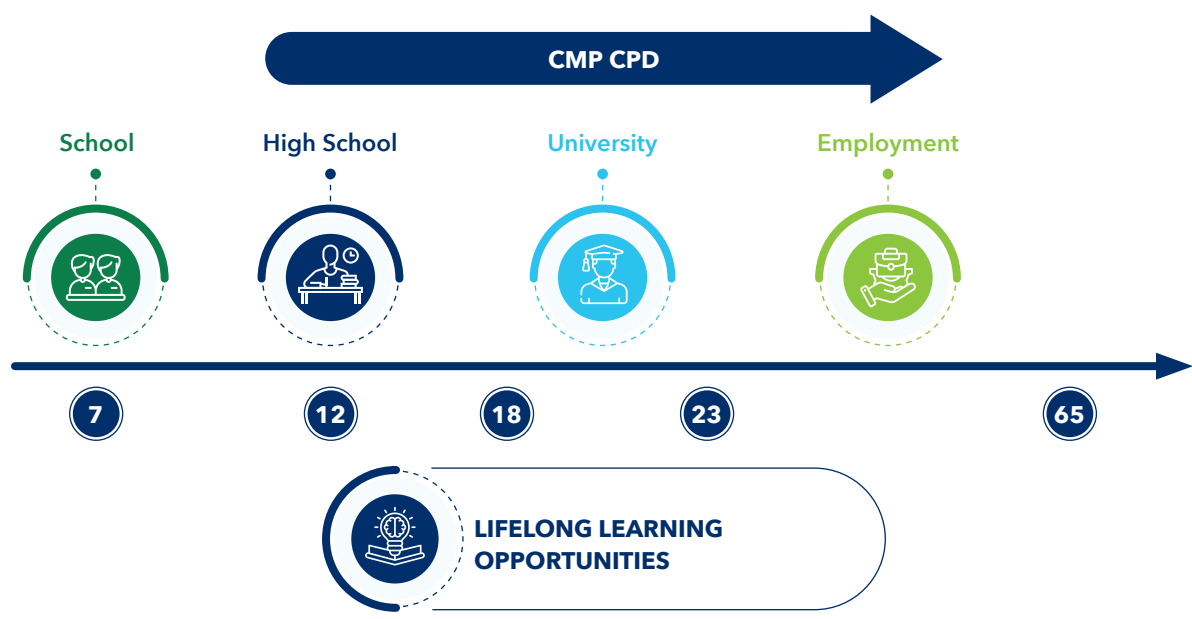
Strategic Objective 2: To ensure high professional and ethical standards for natural science professionals.

Impact: Building public trust and safeguarding the profession and environment by delivering ten annual educational campaigns and issuing practice notes on ethical conduct and professionalism, ensuring a highly ethical and accountable workforce.

Table 8 Performance against Strategic Objective 2 (2025/26)

Outcome	Output Indicator	Actual Performance	Actual Performance	Planned Annual Target			
		2023/24	2024/25	2025/26	Actual Achievement	Deviation	Comment
Enhanced professional and ethical conduct of natural science professionals	Number of educational campaigns conducted on ethical conduct and professionalism per annum	N/A New target 2025-30 Strategic Plan	N/A	2	2	0	Achieved
	Number of Practice Notes on science matters issued per annum	N/A New target 2025-30 Strategic Plan	N/A	2	2	0	Achieved

SO-OG 3: Strategic Objective 3A: To advance the professional development and transformation of the natural scientific professions through lifelong learning programmes.



Strategic Objective 3A: To advance the professional development and transformation of the natural scientific professions through lifelong learning programmes.

Impact: By FY2029/30, CPD programme participation will increase by 15%, reaching 70% of registered natural science professionals. This will empower professionals with up-to-date skills, drive innovation, elevate standards, and promote inclusivity, transformation, and greater opportunities for underrepresented groups.

Table 9 Performance against Strategic Objective 3a (2025/26)

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2023/24	2024/25	2025/26	Actual Achievement	Deviation	Comment
Increased participation of registered natural science professionals in the Continuing Professional Development (CPD) programme	Percentage of registered natural science professionals participating in the CPD programme per annum	50%	53%	58%	58%	0	Achieved Participation is the percentage of scientists in the database who have logged in and updated their profile. Additionally, a total of 102 events were validated on the SACNASP CPD platform, largely from recognised voluntary associations,

Strategic Objective 3B: To advance the professional development and transformation of the natural scientific professions through lifelong learning programmes.

Impact: Equip 80% of registered women, youth, and persons with disabilities in the natural scientific professions with current skills and enhance industry standards through lifelong learning programmes, while driving inclusivity, diversity, and professional transformation.

Table 10 Performance against Strategic Objective 3b (2025/26)

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Actual Target			
		2023/24	2024/25	2025/26	Achievement	Deviation	Comment
Increased participation of designated groups through a targeted lifelong learning programme	Percentage of women natural science professionals participating in a lifelong learning programme per annum	NA New target 2025-30 Strategic Plan	NA	50%	53%	+3%	Achieved
	Percentage of young natural science professionals (18-35 years) participating in lifelong learning programmes per annum	NA New target 2025-30 Strategic Plan	NA	50%	76%	+16%	Achieved
	Percentage of people with disabilities participating in lifelong learning programmes per annum	NA New target 2025-30 Strategic Plan	NA	50%	20%	-30%	Not achieved The reported figure is affected by incomplete disclosure of disability information.

Strategic Objective 4: To enhance and promote the contribution of the natural scientific professions through science communication and engagement.

Impact: Strengthen the influence of the natural scientific professions in national development through the dissemination of ten advisory notes and newsletters

Table 11 Performance against Strategic Objective 4 (2025/26)

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Actual Target			
		2023/24	2024/25	2025/26	Achievement	Deviation	Comment
Enhanced influence and role of the natural scientific professions in key and relevant areas of national development	Number of advisory notes published per annum	NA New target 2025-30 Strategic Plan	NA	2	2	0	Achieved

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Actual Target			
		2023/24	2024/25	2025/26	Achievement	Deviation	Comment
Enhanced science-aware and science-engaged citizenry	Number of science engagement events per annum	14	11	10	10	0	Achieved
	Number of newsletters published on science engagement initiatives per annum	NA New target 2025-30 Strategic Plan	NA	4	3	-1	Partially achieved

SO-OG 5: To foster strategic partnerships and collaboration to advance the natural scientific professions.

Inclusive empowerment of 100 professionals and students over five years is important because it directly strengthens South Africa's human capital pipeline in a targeted and sustainable way. By equipping young natural scientists with relevant, future-oriented skills, the initiative helps bridge critical skills gaps in key sectors where shortages often limit economic growth and service delivery. This initiative ensures sustained mentorship, practical exposure, and iterative learning rather than short-term training alone. This increases participants' employability, entrepreneurial potential, and leadership capacity. This type of capacitation and empowerment contributes to broader national development goals by supporting inclusive economic growth, reducing inequality, and strengthening South Africa's capacity to compete in a rapidly evolving global economy.

Strategic Objective 5: To foster strategic partnerships and collaboration to advance the natural scientific professions.

Impact: Inclusive empowerment of one hundred professionals and students over five years, enhancing their skills, fostering innovation, and advancing South Africa's development goals.

Table 12 Performance against Strategic Objective 5 (2025/26)

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2023/24	2024/25	2025/26	Achievement	Deviation	Comment
Increased global exposure, skills development, and capacity building for professionals, students, and learners, contributing to a competitive and innovative workforce now and in the future	Number of professionals, students, and learners benefiting from international mobility initiatives, including training, internships, conferences, and exchange opportunities	NA New target 2025-30 Strategic Plan	NA	10	10	0	Achieved

3.3 LINKING PERFORMANCE WITH BUDGETS

Table 13: Linking Performance and Budget

Programme/activity/objective	2025/2026			2024/2025		
	Budget	Actual Expenditure	(Over)/Under Expenditure	Budget	Actual Expenditure	(Over)/Under Expenditure
	R	R	R	R	R	R
DSTI Project: Continuing Professional Development Programme	2 672 000	2 543 540	128 460	3 270 000	4 303 498	1 033 498
DSTI Project: Development of Candidate Mentoring Phase Programme	800 000	3 069 096	-2 269 096	3 042 000	2 996 665	45 335
DSTI Project: Information Technology Platform	3 000 000	3 872 122	-872 122	2 371 000	1 956 835	414 165
DSTI Project: Regulations	2 300 000	3 586 794	-1 286 794	1 317 000	1 533 874	-216 874
DSTI Project: International Collaboration	1 228 000	1 214 428	13 572	-	-	-
Total	10 000 000	14 285 980	-4 285 980	10 000 000	10 790 872	-790 872

Sources of Revenue	2025/2026			2024/2025		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R	R	R	R	R	R
Revenue (Scientists – All fees)	23 833 236	24 339 208	-505 972	22 261 824	20 908 447	1 353 377
DSTI Project Income	10 000 000	14 285 980	-4 285 980	10 000 000	10 790 872	-790 872
SETA's, NRF-SAASTA and other partners	629 000	-	629 000	-	215 444	-215 444
Interest income	1 252 284	1 032 389	219 895	842 520	1 217 498	-374 978
Total	35 714 520	39 657 577	-3 943 057	33 104 344	33 132 261	-27 917

4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

4.1 ICT REVIEW

At SACNASP, the ICT function has continued to make strong progress in enhancing the organisation's digital capability, security posture, and operational efficiency. These advancements form part of the ICT function's broader focus on strengthening technology governance, improving service resilience, and enabling secure and efficient digital operations across the organisation.

4.1.1 Cloud and Endpoint Management

The centralised Microsoft Azure platform has strengthened enterprise-wide monitoring of systems, networks, and security, ensuring improved performance, scalability, and high service availability (99.9%). The optimisation of Microsoft Intune has further enhanced endpoint security, compliance, and the efficiency of device management.

4.1.2 Cybersecurity Enhancements

SACNASP has implemented key cybersecurity initiatives to strengthen resilience against evolving threats. These include advanced email security through DMARC and related protocols, a structured email security awareness programme, and a next-generation antivirus solution with EDR/XDR capabilities. In addition, Remote Monitoring and Management

(RMM) tools have improved real-time oversight of ICT assets, while a robust backup solution for Microsoft 365 ensures data protection and business continuity.

4.1.3 ICT Business Analysis Project

SACNASP successfully completed an ICT business analysis initiative, which provided a comprehensive assessment of current systems, processes, and organisational requirements. This exercise has established a clear roadmap for digital transformation, informing key initiatives such as the integrated unified system and strengthening overall ICT strategic alignment.

4.1.4 Challenges and Areas of Focus

SACNASP continues to build on its strong ICT foundation, with a key focus on implementing an integrated, unified system to streamline operations and improve service delivery. The process to appoint a suitable service provider for this initiative is currently underway. Similarly, the development of ICT policies and standard operating procedures (SOPs) is in progress, with procurement processes underway to acquire a suitable service provider to support the formalisation and alignment of governance frameworks. The Sage implementation project is nearing completion and is expected to further enhance financial management, reporting accuracy, and system integration across the organisation.

4.2 REGISTRATION DEPARTMENT REPORT

During the 2025/26 financial year, the Registrations Department received a total of 3 623 applications, encompassing new registrations, additional fields of practice, and upgrades. Of these, 2 714 new natural scientists were successfully registered. The Registrations Department experienced a significant influx of applications in Agricultural Science, leading to prolonged processing times. Additionally, applicants in Environmental Science, Ecological Science, and Conservation Science experienced delays in the processing of their applications.

Table 14: Year-on-Year Registration of New Scientists

2021/22	2022/23	2023/24	2024/25	2025/26
1 820	2 150	2 665	3 141	2 714

Transformation remains a key priority in advancing diversity and inclusivity within the natural scientific profession. During the 2025/26 financial year, women accounted for 62% of all new registrations, representing a positive shift towards greater gender representation and demonstrating the growing participation of women in the natural sciences (Figure 2). While the overall gender profile of new registrants is encouraging, continued efforts are underway to ensure equitable participation across all fields of practice, particularly those that have historically had lower levels of female representation. Targeted stakeholder engagement, awareness initiatives, and collaboration with academic institutions and employers will remain important in advancing transformation objectives.

Overall, the 2025/26 registration trends indicate positive progress towards a more inclusive and diverse natural sciences profession, reinforcing the role of professional registration in supporting transformation, professional recognition, and the development of scientific capacity in South Africa.

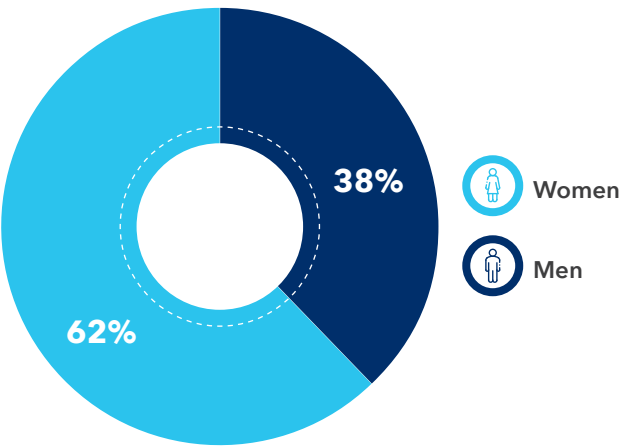


Figure 2: New Registrations by Gender for the financial year 2025/26

The demographic profile of new registrations during the 2025/26 financial year (Figure 3) reflects continued progress in advancing transformation within the natural sciences profession. Black applicants accounted for most of the new registrants, representing approximately 85%. This was followed by White applicants (9%), Asian applicants (3%), Coloured applicants (2%), and a small proportion of applicants whose demographic information was undisclosed (1%). Although transformation targets continue to be achieved, opportunities remain to broaden participation and increase registration across all sectors of the natural sciences profession. Focused awareness and stakeholder engagement initiatives will continue to promote the value of professional registration, improve access to registration pathways, and encourage greater uptake among underrepresented groups. These efforts will support the development of a more diverse, inclusive, and representative scientific community.

Overall, the 2025/26 registration trends indicate positive progress towards achieving a transformed and representative professional community, while reinforcing the role of professional registration in supporting professional development, recognition, and scientific excellence.

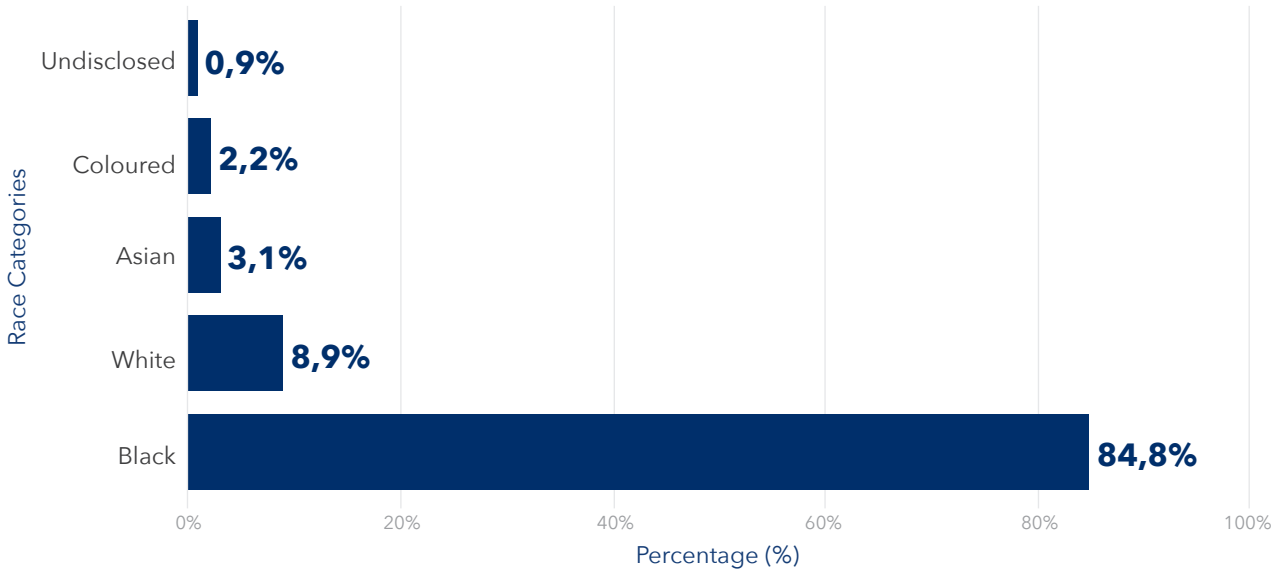


Figure 3: New registrations by race for the financial year 2025/26

The age profile of new registrants for the 2025/26 financial year indicates strong participation by early- and mid career natural science professionals. Early-career natural scientists, aged 20-29 years, accounted for the largest proportion of new registrations (47,1%), followed closely by those aged 30-39 years (41,1%). Together, these age groups represented 88,2% of all new registrations, highlighting the continued attractiveness of professional registration to emerging professionals entering and establishing themselves within the natural sciences sector.

The age distribution supports the strategic objective of growing the natural sciences profession by attracting younger professionals into the registration pipeline and demonstrates the importance of continued engagement with natural science students, graduates, early career scientists, and higher education institutions to encourage professional registration as a key component of career development and professional recognition.

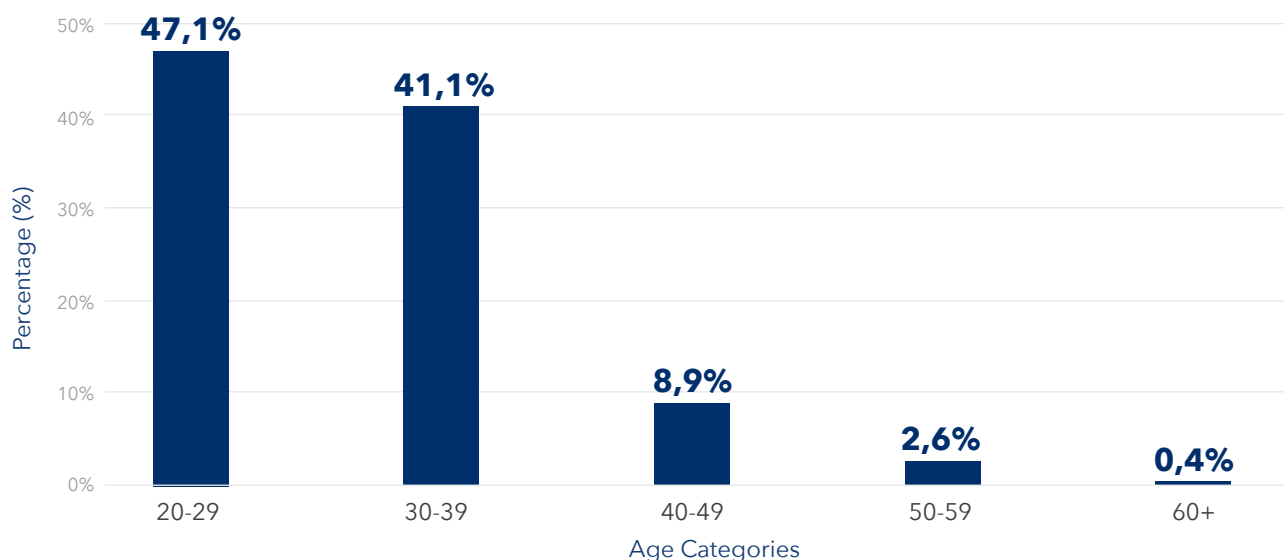


Figure 4: New Registrations by Age for the financial year 2025/26

SACNASP continues to demonstrate progress in addressing challenges related to demographic transformation, particularly in terms of persons living with disabilities (9%). An increasing number of scientists registering with the Council come from previously disadvantaged groups and include more young professionals.

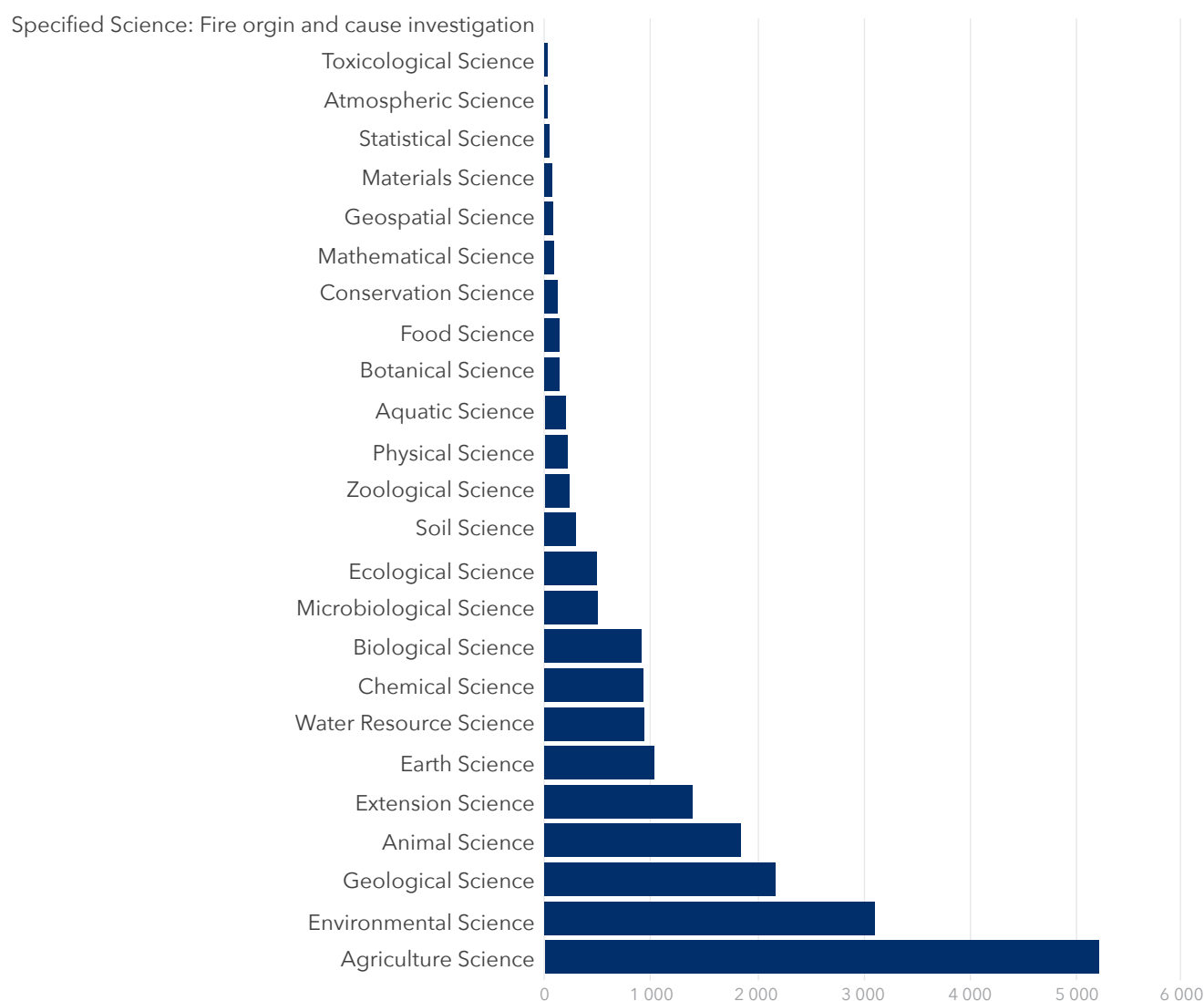


Figure 5: Registration per Field of Practice

The dominant fields of practice, namely Agricultural Science, Environmental Science, Geological Science, Animal Science, and Extension Science, continue to account for the majority of professional registrations. This trend reflects sustained demand for professional registration in fields that play a critical role in food security, environmental management, natural resource development, and agricultural extension services. It also supports the strategic objective of increasing the number of registered natural science professionals while demonstrating strong retention and participation in established high-demand fields of practice.

In contrast, fields such as Specified Science: Fire Origin and Cause Investigation, Toxicological Science, Atmospheric Science, Statistical Science, and Materials Science recorded the lowest registration numbers. While these disciplines are generally characterised by smaller practitioner bases and specialised areas of practice, they present opportunities for targeted growth. Focused awareness campaigns, stakeholder engagement, and collaboration with relevant professional communities will be important in promoting the value of registration and increasing uptake within these fields.

Overall, the registration profile remains aligned with the strategic objective of strengthening the natural science profession. Continued efforts to improve the efficiency of the registration process, enhance stakeholder collaboration, and promote the benefits of professional registration will support broader participation and sustainable growth across all fields of practice, particularly those that are currently underrepresented.

4.3 SCIENCE COMMUNICATION AND ENGAGEMENT REPORT

One of SACNASP's strategic objectives is to enhance and promote the contribution of the natural scientific profession through science communication and engagement. SACNASP recognises that a scientifically literate and actively engaged society is essential for South Africa's development.

During the 2025/26 financial year, SACNASP reviewed its science engagement strategy to ensure alignment with the approved Strategic Plan and the DSTI's adopted mantra on placing science, technology, and innovation (STI) at the centre of government, education, industry, and society. The revised strategy is underpinned by the principles of transformation, inclusivity, and collaboration, in line with the 2019 White Paper on Science, Technology and Innovation and the Decadal Plan. The strategy adopts an integrated school-to-profession approach that supports the early cultivation of interest in science and promotes continuous engagement between the scientific community and society. In doing so, SACNASP contributes to building a sustainable pipeline of competent and socially responsive natural scientists equipped to support national development priorities.

4.3.1 SheSTEAM initiative

The SheSTEAM Summit 2026 advanced SACNASP's transformation agenda by expanding access to meaningful science engagement opportunities for 293 learners and strengthening the capacity of 30 educators. Central to this achievement was the strategic collaboration with the African Research Collaborative (ARC), the Eastern Cape Department of Education, and Walter Sisulu University (Komani Campus), which enabled a coordinated, scalable, and sustainable model for science engagement within the schooling system.

Through these partnerships, the programme effectively integrated learner engagement with educator development, creating a sustained and extended impact beyond the Summit and into classroom practice. This collaborative approach contributed to enhanced science literacy, increased interest in scientific careers, and the development of critical skills within the natural sciences. The initiative further supported transformation by broadening participation among young women and learners from underrepresented communities, underscoring the critical role of partnerships in building an inclusive, skilled, and future-ready scientific workforce.



Photo 1: Young learners engaging with SheSTEAM

4.3.2 NSTF Brilliants Programme: Supporting Academic Excellence and Youth Development

SACNASP continues to support youth development by sponsoring the National Science and Technology Forum (NSTF) Brilliants Programme. The programme recognises top-performing Grade 12 learners who achieved 90% or higher in Physical Science and Mathematics and have enrolled for studies in science, engineering, or medical fields.

During the reporting period, SACNASP, in partnership with DSTI and South32, sponsored this flagship initiative. Through this collaboration, SACNASP contributed to promoting academic excellence and encouraging high-performing learners to pursue careers in the natural sciences and related fields. The programme contributes to strengthening the pipeline of future scientists by supporting and recognising exceptional talent at an early stage.

It further reinforces SACNASP's commitment to advancing scientific excellence, fostering innovation, and promoting the development of a skilled, ethical, and future-ready scientific workforce, while enhancing the organisation's visibility within the broader science, technology, and innovation ecosystem.



Photo 2: SACNASP leadership with the Brilliant Programme students during the NSTF Awards

4.3.3 Engagements with Higher Education Institutions

During the reporting period, SACNASP actively engaged with higher education institutions by participating in career fairs, research events, and industry-focused platforms. These engagements included events hosted by the Tshwane University of Technology, University of Pretoria, University of the Free State, University of South Africa, and the University of KwaZulu-Natal.

These platforms provided valuable opportunities to engage with undergraduate and postgraduate students, as well as academic stakeholders, on professional registration, emphasise the importance of ethical and competent scientific practice, and to highlight the role of the Council in regulating the profession. Through these engagements, SACNASP strengthened linkages between academia and the professional environment, supported career development, and helped build a pipeline of future natural scientists, while enhancing its visibility within the higher education and research community.

4.4 PROFESSIONAL DEVELOPMENT AND CAPACITY BUILDING

4.4.1 Webinars

During the 2025/26 financial year, SACNASP made significant progress towards achieving its institutional impact and outcomes through the hosting of targeted webinars and strategic stakeholder engagements. These initiatives advanced the integration of science, technology, and innovation (STI) into practice, strengthened professional capacity within the natural sciences, and promoted ethical conduct, regulatory compliance, and knowledge exchange. In addition, these initiatives enhanced SACNASP's visibility, strengthened partnerships across government, academia, and international organisations, and contributed to national priorities related to innovation, professionalisation, and institutional capacity building.

Annual Key Events, Progress and Outcomes:

- a. SACNASP hosted a webinar on Intellectual Property (IP) and Commercialisation, in partnership with DSTI and NIPMO, which strengthened capacity in IP management and the commercialisation of research outputs. The engagement supported the translation of scientific research into commercially viable innovations, contributing to innovation-led economic growth.
- b. SACNASP hosted a webinar on the Legal and Compliance Practice Note on report signing, which enhanced understanding of legal and ethical responsibilities among natural scientists and promoted regulatory compliance and professional accountability within the profession.
- c. SACNASP implemented its Memorandum of Understanding (MoU) with the City of Cape Town through a knowledge-sharing engagement, strengthening public-sector partnerships and advancing the professionalisation of the municipal technical workforce.
- d. SACNASP participated in a high-level FAO webinar on strengthening institutional collaboration for agrifood systems transformation, contributing to capacity building, leadership development, and collaborative approaches to sustainable and inclusive food systems.

These initiatives strengthened SACNASP's role as a regulator and thought leader, enhanced professional capacity and ethical practice within the natural scientific profession, and supported the advancement of science-based solutions to national and sectoral challenges, in line with the 2024-2029 MTDP.

4.4.2 National, Regional and International Dialogues

During the reporting period under review, SACNASP made notable progress towards achieving its institutional impact and outcomes through active participation in key national, regional, and international dialogues. These engagements advanced the integration of science, technology, and innovation (STI) into policy and development frameworks, strengthened SACNASP's positioning at the science-policy interface, and enhanced its visibility across multiple platforms. Furthermore, these efforts promoted professionalisation, ethical conduct, and scientific integrity within the natural scientific profession, while fostering strategic partnerships and collaboration in alignment with the 2024-2029 MTDP.

- a. SACNASP's participation in the 4th United Nations Conference on Financing for Development (FfD4) strengthened its global visibility and influence in advocating for science, technology, and innovation (STI) as a driver of sustainable development, while reinforcing its role in integrating science into policy and development processes.

- b. SACNASP's participation in the 2025 FANRPAN Regional Multi-Stakeholder Policy Dialogue demonstrated leadership in advancing science-based approaches to sustainable food systems, promoting the professionalisation of the natural sciences, and strengthening regional collaboration.
- c. SACNASP's participation in the Science Forum South Africa (SFSA), held in November 2025, strengthened its thought leadership through engagement on future skills requirements in the natural scientific professions. In collaboration with Enterprises University of Pretoria, SACNASP presented and discussed its Future Skills Report, highlighting the need for interdisciplinary skills, digital capabilities, and stronger alignment between education, professional development, and labour market demands. This initiative reinforced SACNASP's role in advancing skills development and workforce readiness.
- d. SACNASP's participation in the 2025 Annual Future of Work (IFOW) Dialogues contributed to global discourse on research and development policy alignment, innovation ecosystems, and the future of work, supporting evidence-based policymaking and enhancing its thought leadership.

Collectively, these engagements enhanced SACNASP's recognition as a thought leader in science-policy engagement, strengthened its influence across national, regional, and international platforms, and advanced the integration of STI into development agendas.

They also contributed to building strategic partnerships, supporting evidence-based decision-making, and reinforcing professional standards, thereby contributing to broader outcomes of inclusive economic growth, sustainable development, and institutional capacity building.

4.5 PUBLICATIONS AND KNOWLEDGE DISSEMINATION

As part of its science engagement mandate and in alignment with its Annual Performance Plan (APP), SACNASP developed and published two advisory notes to strengthen the professionalisation of the natural sciences sector.

- a. The first advisory note, *"Advisory Note on the Professionalisation and Registration of Individuals Performing Natural Scientific Work,"* provided clear and practical guidance on registration requirements, regulatory compliance, and the importance of professional recognition. It serves as a key resource for employers across the public and private sectors, supporting adherence to professional standards and the development of a regulated and professionalised workforce.
- b. The second advisory note, *"Advisory Note to Registered Natural Scientists: Preparing for the Implementation of the Identification of Work (IoW),"* focused on preparing registered professionals for the implementation of IoW by outlining expectations, responsibilities, and compliance considerations regarding the scope of professional work.

These publications function as key science communication tools, enhancing awareness of regulatory frameworks, strengthening professional practice, and elevating the visibility of the natural scientific community. Through these initiatives, SACNASP continues to promote the effective communication and application of scientific knowledge within professional and policy environments.

4.6 STAKEHOLDER ENGAGEMENTS AND PARTNERSHIPS

SACNASP recognises the importance of strategic partnerships in advancing its mandate and strengthening the professionalisation of the natural scientific sector. During the reporting period, SACNASP expanded its stakeholder footprint by formalising key Memoranda of Understanding (MoUs) and Memoranda of Agreement (MoAs) with public-sector and academic institutions, aimed at enhancing collaboration, capacity building, and knowledge exchange.

- a. SACNASP signed a Memorandum of Understanding (MoU) with the City of Cape Town at the 3rd Built Environment Professionalisation Workshop and Signing Ceremony, held on 29 September 2025. This partnership marks a milestone in strengthening professionalisation within the public sector and supporting natural scientists within municipalities through mentorship, professional development, and shared expertise.
- b. A MoA was signed between SACNASP and the Gauteng Department of Agriculture, Rural Development and Environment (GDARD) during the reporting period under review. This collaboration aims to jointly implement initiatives that drive long-term economic growth, enhance environmental resilience, and foster social empowerment within the Gauteng Province.
- c. SACNASP strengthened its strategic positioning by formalising a partnership with the Institute for the Future of Work (IFoW), at the Tshwane University of Technology (TUT). The collaboration, established through a signed MoU, strengthens SACNASP's brand as a forward-looking professional body committed to future-focused skills development within the natural sciences.



Photo 3: Signing ceremony between SACNASP and IFoW, and the City of Cape Town.

4.7 INTERNATIONAL ENGAGEMENTS

4.7.1 DSTI-CAST cooperation and SACNASP's international engagements with China

SACNASP strengthened its international profile through a series of strategic engagements with the People's Republic of China, under the cooperation framework between the Department of Science, Technology and Innovation (DSTI) and the China Association for Science and Technology (CAST). These engagements supported SACNASP's positioning within international science cooperation platforms and advanced implementation of collaboration areas linked to the DSTI-CAST Memorandum of Understanding (MoU).

a. Ministerial Visit to China: 6-12 June 2025

SACNASP participated in the Ministerial Visit to the People's Republic of China led by the Minister of Science, Technology and Innovation, Prof. Blade Nzimande, from 6 to 12 June 2025. The visit formed part of a broader Science, Technology and Innovation (STI) cooperation mission involving key institutions from South Africa's National System of Innovation. The programme included bilateral engagements with Chinese science and innovation institutions, including the China Association for Science and Technology (CAST) and the China International Science and Technology Exchange Centre (CISTE), and culminated in participation in the Second Belt and Road Conference on Science and Technology Exchange held in Chengdu on 11-12 June 2025. The mission advanced bilateral STI cooperation and created a platform for SACNASP to deepen its international partnerships and contribution to science diplomacy.



Photo 4: Minister of Science, Technology and Innovation, Prof. Blade Nzimande, with the South African delegation during the official visit to Beijing, China.

b. China-South Africa People-to-People Exchange Activities

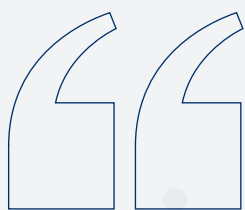
China-South Africa People-to-People Exchange Activities, Changsha: 20-23 October 2025. As part of the DSTI-CAST cooperation programme, SACNASP led and coordinated South Africa's participation in the China-South Africa People-to-People Exchange Activities held in Changsha, Hunan, from 20 to 23 October 2025. The programme brought together scientists, engineers, young researchers, and policymakers from both countries to engage on interdisciplinary innovation, professional pathways, and shared development challenges. It included plenary engagements, the China-South Africa Young Scientist Roundtable, and sector-focused exchange activities. SACNASP played a central coordinating role in supporting South Africa's multidisciplinary delegation and facilitating cross-border knowledge exchange.

Following the Changsha programme, SACNASP participated in the World Science and Technology Development Forum (WSTDF) in Beijing as part of the South African delegation. The forum convened international science leaders, policymakers, and institutions to deliberate on science, technology and innovation in support of sustainable development, emerging technologies, and international cooperation. SACNASP's participation reinforced its growing visibility within international science systems and its contribution to dialogues on science governance, skills development, and cross-border collaboration.

Science Forum South Africa Nexus Approach Workshop: 25 November 2025. SACNASP co-hosted an interactive Nexus Approach Workshop with the Tshwane University of Technology's Institute for the Future of Work during Science Forum South Africa on 25 November 2025. The workshop focused on the interconnections between water, energy, food, climate, and health, and applied this systems-based approach to a South Africa-China innovation case study. The session was framed around empowering youth and women through smart agro-water innovation and reflected the practical opportunities for collaboration emerging from the SACNASP-CISTE cooperation line under the DSTI-CAST MoU.

4.7.2 Participation at the 4th United Nations Conference on Financing for Development (FFD4)

The DSTI, together with its entities, including SACNASP, participated in the Fourth International Conference on Financing for Development (FFD4), held from 30 June to 3 July 2025 in Seville, Spain. Hosted at the FIBES Sevilla Exhibition and Conference Centre, the conference brought together governments, international and regional organisations, financial institutions, civil society, the private sector, and the United Nations system to consider financing solutions for sustainable development. SACNASP's participation, as part of the South African delegation, contributed to broader DSTI engagements on the role of science, technology and innovation in advancing sustainable development and international cooperation.



"BY EQUIPPING YOUNG NATURAL SCIENTISTS WITH RELEVANT, FUTURE-ORIENTED SKILLS, THE INITIATIVE HELPS BRIDGE CRITICAL SKILLS GAPS IN KEY SECTORS WHERE SHORTAGES OFTEN LIMIT ECONOMIC GROWTH AND SERVICE DELIVERY."



PART C

GOVERNANCE

1. INTRODUCTION

The Council and Management remain committed to maintaining the highest standards of corporate governance, accountability, transparency, and ethical conduct. We are satisfied that appropriate governance structures, policies, and procedures are in place and continue to operate effectively across the organisation.

These governance frameworks support sound decision-making, effective risk management, regulatory compliance, and the achievement of the organisation's strategic objectives. Regular reviews are undertaken to ensure that governance practices remain relevant, robust, and aligned with applicable legislative requirements and recognised best-practice principles.

The Council is confident that the organisation has established and maintained effective oversight mechanisms, clear lines of accountability, and a strong control environment that promotes responsible stewardship and sustainable organisational performance.

2. RISK MANAGEMENT

The Council's approach to risk management focuses on identifying, assessing, managing, and monitoring all significant risks across its operations. While operational risks cannot be completely eliminated, the Council aims to minimise them through robust infrastructure, effective controls, reliable systems, and adherence to ethical standards within defined procedures and limits.

Since the appointment of an internal auditor in 2022, internal auditing has become an integral part of SACNASP's risk management framework. The organisation's risk register is reviewed and updated quarterly, with oversight provided by the Audit, Risk, and ICT Committee.

Table 15: Risk Register 2025/26

Risk Area / Theme	Key Control Improvement Actions	Action Plan Date	Progress Summary
Registration Efficiency and Automation	Develop SOPs for Registration Committees and Sub-Committees	Q1 2026/27	SOP work is underway and this is part of the project to update the SACNASP policies
	Deploy automated workflows and improved stakeholder systems	Ongoing automation	The procurement of a unified ICT system is underway to streamline and automate the registration process
	ICT Business Analysis review	Ongoing activity in line with the 2025/30 Strategic Plan	Business analysis has been concluded - the recommendation was the unified ICT system
	ICT enhancements: secure digital certificates, website upgrade, cloud infrastructure	Q2 2026/27	A process has been initiated to secure a digital certificate solution Microsoft Azure Cloud infrastructure is operational with the core system running on it
Stakeholder Engagement & Retention	Strengthen stakeholder engagement with VAs, government and sector partners	Ongoing; quarterly reporting	Strategic engagements are progressing Employer Champion, SheSTEAM and student initiatives are underway

Risk Area / Theme	Key Control Improvement Actions	Action Plan Date	Progress Summary
	Enhance professional development	Ongoing	SheSTEAM is underway
	Grow collaboration initiatives (SheSTEAM, Student Chapters, Conference)		A successful activation was held on 14 February 2026 Student enrolment is conducted at events such as career days and HEI engagements
	Develop a retention strategy and assess the feasibility of free Professional Indemnity Insurance (PII) for registered natural scientists		SACNASP is improving its value proposition to retain registered scientists This includes Advisory Notes on science matters, webinars and science communication activities, enhanced CPD activities and sponsorship of VA events Offering Professional Indemnity Insurance to scientists free of charge is pending the availability of funds and a team is working on the feasibility hereof
Ethics, Conduct & Enforcement	Annual educational campaigns on ethical conduct	Annual / Quarterly	This forms part of the Annual Performance Plan and is reported quarterly
	Collaboration with enforcement stakeholders	Subject to agreement by relevant stakeholders	SACNASP initiated discussions with SAPS, DPSA, MISA and all spheres of government (provincial, national and local)
	Strengthening compliance and Code of Conduct implementation	Annual/Quarterly	Two practice notes are issued annually
	Issuing practice notes (10 over a strategic period)	Two practice notes issued annually	A practice note - <i>Mandatory obligation to report any unprofessional or improper conduct against natural science professionals</i> was published in Q4 FY2025/26
Professional Development & CPD	Modernise CPD platform (mobile access, QR verification)	Q2 2026/27	CPD modernisation was initiated
	Develop CPD framework for SACNASP Academy	Q1 2026/27	The Academy concept is under development
	Finalise Professional Development Strategy	Q1 2026/27	The professional development strategy is being developed
	Expand CMP to >500 mentees by 2029/30	Q1 2026/27	CMP growth is progressing and a new CMP call will be made in Q1 of FY2026/27

Risk Area / Theme	Key Control Improvement Actions	Action Plan Date	Progress Summary
Inclusion of Designated Groups	Partner with DWYPD and other stakeholders	31 March 2026 Quarterly reporting	Partnerships are being advanced; inclusion programmes are ongoing Engagement with ASSAf is scheduled for Q1 FY2026/27
	Promote participation of designated groups in lifelong learning	Q1 FY2026/27	A proposal for the inclusion of persons living with disabilities is to be developed A survey is to be published
	Establishment of a natural science Student Chapter and develop a constitution	FY2026/27	Student activities are active, including career days and activations at HEIs.
	Implement SheSTEAM and Employer Champion Programme (ECP) activities The programme supports employers in promoting professional registration, continuous professional development, and ethical scientific practice among their workforces By working directly with industry partners, SACNASP is embedding professional standards within organisational systems and supporting the ongoing development of scientific capability SACNASP has partnered with UVU Bio as an initial step in this programme	Events to be held throughout the year	SheSTEAM active ECP will be rolled out to other employers
Science Engagement & Public Awareness	Institutionalise flagship SACNASP Conference and Awards	Annual / Ongoing	Ten science engagement events and advisory notes per year are in progress
	Implement outreach initiatives (science fairs, clubs, advisory notes)		A dedicated task team will be established to plan, coordinate, and successfully deliver all aspects of the conference
	Annual SheSTEAM and science engagement events	Quarterly	Regular engagements held for SheSTEAM and science engagement (SFSA2025).
International Partnerships & Global Mobility	CRM module	CRM by Q1 2026/27	CRM development has been investigated as part of the Business Analysis process

Risk Area / Theme	Key Control Improvement Actions	Action Plan Date	Progress Summary
	Strengthen CAST, SADC, AU, EU and BRICS partnerships	Ongoing	Mobility initiatives are included in the Strategic Plan and Annual Performance Plan
	Implement mobility initiatives for 100 beneficiaries (2025-2030)		
	Increase DSTI-aligned international visibility		Strong participation in DSTI/ CAST platforms

3. FRAUD AND CORRUPTION

SACNASP maintains a zero-tolerance approach to fraud, corruption, and unethical conduct. Allegations of fraud, corruption, or professional misconduct may be reported directly to the Legal Department or through the independent whistleblowing hotline, which enables confidential and anonymous reporting.

All reported matters are assessed and investigated in accordance with established policies and procedures. Where allegations relate to professional misconduct, they are referred to the Professional Conduct Committee for consideration and appropriate action. These mechanisms support accountability, transparency, and ethical conduct across the organisation.

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

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

4. MINIMISING CONFLICT OF INTEREST

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

5. CODE OF CONDUCT

In 2022, SACNASP reviewed and gazetted a new code of conduct that registered natural science professionals must adhere to in their obligation to protect the public, the profession, and the environment. This code of conduct remains until the new Bill is promulgated.

With respect to the public interest and the environment:

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

With respect to integrity and dignity:

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

With respect to competency:

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

With respect to operating outside the boundaries of South Africa:

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

6. HEALTH, SAFETY AND ENVIRONMENTAL ISSUES

The Safety, Health, and Environment (SHE) Committee, chaired by the Operations Manager, meets quarterly to discuss issues of health and safety. Key issues are the open-plan space at the office requiring enhancement, non-functional lifts in the facility, and inadequate air conditioning provided by the landlord.

7. PORTFOLIO COMMITTEE PRESENTATIONS

SACNASP met with the Parliamentary Portfolio Committee on Science, Technology and Innovation on 9 September 2025, to provide a presentation on its 2025/26 Annual Performance Plan and the new 2025-30 Strategic Plan.

The Portfolio Committee asked SACNASP to outline its ICT safeguards for protecting sensitive scientist data, the role and impact of CPD in maintaining professional competence, how the Council promotes science awareness in communities, and how it measures the effectiveness of CPD initiatives. It also requested clarity on how global geopolitical tensions affect SACNASP's international collaborations, and what contingency plans are in place should the requested baseline funding not be secured.

The new SACNASP Council met Parliamentary Portfolio Committee on Science, Technology, and Innovation on October 21st, 2025, to present the 2024/25 Annual Reports and Audit Outcomes.

The Portfolio Committee asked how SACNASP would monitor consequence management for natural scientists who fail to register and/or comply to ensure that it is applied correctly. Clarity was also sought on the decline in operational expenditure, travel to China and career tracking of young scientists, and affordability and access to registration.

The SACNASP Council and management met with the Minister of Science, Technology and Innovation on 30 January 2026. The meeting with the Minister focused on positioning science, technology, and innovation (STI) as a central driver of South Africa's socio-economic development within a challenging global and local context. Discussions highlighted the need to respond to global polycrises such as climate change, technological disruption, and widening inequality, while aligning the entity's work with national policy priorities and the Department of Science, Technology and Innovation's (DSTI) mandate.

8. STANDING COMMITTEE ON PUBLIC ACCOUNTS (SCOPA) RESOLUTIONS

There were no SCOPA resolutions.

9. EXECUTIVE AUTHORITY

SACNASP's Executive Authority is the Minister of Science, Technology and Innovation. The 2025/26 Annual Performance Plan on which this report is based was tabled in Parliament on 25 March 2025.

10. COUNCIL COMMITTEES

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

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

There are five committees of Council:

- **The Registrations Committee (RCO)**, and its sub-committees the **Qualifications Assessment Committee (QAC)**, and the **Critical Skills Review Committee (CSRC)** which support the core functions of SACNASP.
- **Audit and Risk Committee and ICT (A&RCo and ICT)** – to assist the Council by ensuring all financial systems and controls are in place.
- **HR and Remuneration Committee (HR&RemCo)** – to provide oversight and support to the HR Department.
- **Professional Conduct Committee (PCC)** – to ensure compliance with the Natural Scientific Professions Act.

Sub Committee the Investigation Committee:

- **Strategic Projects Committee (SPC)** – to consider matters of strategic importance to the Council and provide recommendations on how it should address these matter

11. COUNCIL MEMBERS

Council Members from 1 September 2021 to 30 September 2025
Nominated by the Voluntary Associations
Prof K A Nephawe, <i>Pr.Sci.Nat</i> (Chairperson)
Prof V Steenkamp, <i>Pr.Sci.Nat</i> (Deputy Chairperson)
Mr R N L Baartjes, <i>Pr.Sci.Nat</i>
Prof J L R Coetzer, <i>Pr.Sci.Nat</i>
Dr K D Musetsho, <i>Pr.Sci.Nat</i>
Prof R Diab, <i>Pr.Sci.Nat</i>
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 (resigned 01/09/2022)
Prof S Das, <i>Pr.Sci.Nat</i>
Prof R J Moitsheki, <i>Pr.Sci.Nat</i>
Prof I N Fabris-Rotelli, <i>Pr.Sci.Nat</i>
Dr J Strauss, <i>Pr.Sci.Nat</i>
Dr M B Matiwane, <i>Pr.Sci.Nat</i>
Dr S E Terblanche, <i>Pr.Sci.Nat</i> (deceased)
Nominated by the State
Dr S Moodley (DSTI representative)
Dr P R Vukea (resigned 31/12/2023)
Mr M Sekgala
Dr M K Mabaso, <i>Pr.Sci.Nat</i>
Nominated by the Public
Ms M P Masemola (CA) SA
Prof N S Mokgalaka-Fleischmann, <i>Pr.Sci.Nat</i>
Mr S C Jewell
Dr T E Lephoto, <i>Pr.Sci.Nat</i>
Prof P L Mabeta
Ms L-M Mtshali

Council Members from 1 October 2025 to 30 September 2029
Nominated by the Voluntary Associations
Prof S Das, <i>Pr.Sci.Nat</i>
Prof R Diab, <i>Pr.Sci.Nat</i> (deceased January 2026)
Prof I N Fabris-Rotelli, <i>Pr.Sci.Nat</i>
Dr Tatenda Mapeto, <i>Pr.Sci.Nat</i>
Dr M B Matiwane, <i>Pr.Sci.Nat</i>

Council Members from 1 October 2025 to 30 September 2029								
Prof R J Moitsheki, <i>Pr.Sci.Nat</i>								
Dr Vusi Mshayisa <i>Pr.Sci.Nat</i>								
Prof A Muronga								
Mr B Ngobeli								
Dr Harrison Pienaar, <i>Pr.Sci.Nat</i>								
Mr Sifiso Siwela, <i>Pr. Sci. Nat</i>								
Prof Esté van Marle-Köster, <i>Pr.Sci.Nat</i>								
Prof V Steenkamp, <i>Pr.Sci.Nat</i>								
Nominated by the State								
Dr M K Mabaso, <i>Pr.Sci.Nat</i> (President)								
Mr Dumisani Gift Hlongwane, <i>Pr.Sci.Nat</i>								
Dr Ashley Johnson								
Ms Nontombi Maseko								
Mr Dechlan Liech Pillay								
Dr Nkhanedzeni Baldwin Nengovhela, <i>Pr.Sci.Nat</i>								
Nominated by the Public								
Prof N S Mokgalaka-Fleischmann, <i>Pr. Sci. Nat</i> (Vice President)								
Prof P L Mabeta								
Mr Sello Simon Modupe								
Ms Malebo Sefula								

12. COUNCIL COMMITTEE MEETINGS

Table 16: Attendance Register of Council and Committee Meetings 1 April 2025 to 30 September 2025

Council Member	Representing	Council	EXCO	A&RCo	HR & RemCO	PCC	SPC	Reg Co
Prof K A Nephawe	VA	4	6	0	0	0	1	0
Prof V Steenkamp	VA	4	2	0	0	0	4	0
Mr R N L Baartjes	VA	3	0	0	2	4	0	0
Dr G Cilliers	VA	0	0	0	0	0	0	0
Prof J L R Coetzer	VA	4	0	2	0	0	0	1
Prof S Das	VA	3	0	0	2	0	0	0
Prof R Diab	VA	4	8	0	0	0	2	0
Prof I N Fabris-Rotelli	VA	4	0	1	0	0	0	0
Mr S C Jewell	Public	3	7	0	0	2	0	0
Dr T E Lephoto	Public	4	0	0	0	0	0	0
Dr M K Mabaso	State	3	0	0	0	4	0	0
Prof P L Mabeta	Public	2	7	0	2	0	0	0
Ms M P Masemola	Public	3	7	0	0	0	0	0
Dr M B Matiwane	VA	3	0	0	2	0	0	0

Council Member	Representing	Council	EXCO	A&RCo	HR & RemCO	PCC	SPC	Reg Co
Prof R J Moitsheki	VA	3	0	3	0	0	0	0
Prof N S Mokgalaka-Fleischmann	Public	4	0	0	0	0	2	5
Dr S Moodley	DSTI	0	0	0	0	0	0	0
Ms L-M Mtshali	Public	1	0	2	0	1	0	0
Prof A Muronga	VA	1	0	0	1	0	2	0
Dr K D Musetsho	State	4	6	0	0	0	0	6
Prof S Naidoo (resigned)	VA	0	0	0	0	0	0	0
Mr B Ngobeli	VA	2	0	0	1	0	0	0
Mr M Sekgala	State	0	0	0	0	0	0	0
Dr J Strauss	VA	0	0	0	0	0	0	0
Dr S E Terblanche (deceased)	VA	0	0	0	0	0	0	0
Dr P R Vukea (resigned December 2023)	State	0	0	0	0	0	0	0
Prof J van Heerden	State	2	0	0	0	0	0	0
Mr T Rasenyalo	Co-opted PCC	0	0	0	0	2	0	0

Table 17: Attendance register of Council and committee meetings 1 October 2025 - 31 March 2026

Council Member	Representing	Council	EXCO	A&RCo	HR & RemCO	PCC	SPC	Reg Co
Dr M K Mabaso, <i>Pr.Sci.Nat</i> (President)	State	5	5	0	0	0	2	0
Prof N S Mokgalaka-Fleischmann, <i>Pr. Sci. Nat</i> (Vice President)	Public	4	4	0	0	0	1	0
Prof S Das, <i>Pr. Sci. Nat</i>	VA	5	0	0	3	0	0	0
Prof R Diab, <i>Pr.Sci.Nat</i>	VA	3	1	0	0	0	1	0
Prof I N Fabris-Rotelli, <i>Pr.Sci.Nat</i>	VA	4	0	4	0	0	0	0
Dr Tatenda Mapeto, <i>Pr.Sci. Nat</i>	VA	3	0	0	0	0	1	0
Dr M B Matiwane, <i>Pr.Sci. Nat</i>	VA	5	0	0	3	0	0	0
Prof R J Moitsheki, <i>Pr.Sci. Nat</i>	VA	5	0	0	0	0	2	0
Dr Vusi Mshayisa <i>Pr.Sci. Nat</i>	VA	5	0	0	0	0	2	0
Prof A Muronga	VA	1	0	0	0	0	1	0
Mr B Ngobeli	VA	5	0	0	0	1	0	0
Dr Harrison Pienaar, <i>Pr.Sci. Nat</i>	VA	4	4	0	0	1	0	0
Mr Sifiso Siwela, <i>Pr.Sci.Nat</i>	VA	4	3	0	2	0	0	0

Council Member	Representing	Council	EXCO	A&RCo	HR & RemCO	PCC	SPC	Reg Co
Prof Esté van Marle-Köster <i>Pr.Sci.Nat</i>	VA	4	0	0	0	0	0	5
Prof V Steenkamp, <i>Pr.Sci. Nat</i>		2	4	0	0	0	0	5
Mr Dumisani Gift Hlongwane, <i>Pr.Sci.Nat</i>	State	4	0	0	3	0	0	0
Dr Ashley Johnson	State	0	0	1	0	0	0	0
Ms Nontombi Maseko	State	3	0	0	0	2	0	0
Mr Dechlan Liech Pillay	State	3	0	4	0	0	0	0
Dr Nkhanedzeni Baldwin Nengovhela, <i>Pr.Sci.Nat</i>	State	3	0	0	0	1	0	0
Prof P L Mabeta	Public	3	4	0	1	0	0	0
Mr Sello Simon Modupe	Public	4	4	4	0	0	0	0
Ms Malebo Sefula	Public	4	0	0	0	0	0	0

13. COMMITTEE REPORTS

13.1 REGISTRATIONS COMMITTEE

Role of the Committee

The Registrations Committee plays a central role in ensuring the integrity and quality of the natural scientific profession by overseeing the evaluation of registration applications. The Committee comprises the Chairs of the Professional Advisory Committees (PACs), each bringing subject matter expertise from their respective scientific disciplines. The Registrations Committee ensures that all applicants meet SACNASP's rigorous standards for professional registration. The Qualifications Assessment Committee (QAC) is a sub-committee responsible for assessing natural science qualifications obtained outside South Africa.

The QAC ensures that international qualifications are equivalent and appropriate for professional registration and evaluates South African qualifications for endorsement as registrable with SACNASP. In addition, the Critical Skills Review Committee (CSRC), also a sub-committee of the Registrations Committee, evaluates applications from foreign professionals seeking Critical Skills letters, contributing to South Africa's efforts to attract globally needed scientific expertise. Collectively, these committees ensure that SACNASP's regulatory decisions are informed, fair, and aligned with national and professional imperatives.

Registration Committee and Sub-Committee Members

All committee members serve with a commitment to uphold SACNASP's values of integrity, excellence, and accountability. Their diverse expertise and active participation are instrumental in achieving SACNASP's strategic and operational goals.

Chairpersons of Registration Committee and sub-committees

Full Names	Committee
Dr K D Musetsho, <i>Pr.Sci.Nat</i>	Registration Committee (RegCom)
Prof N S Mokgalaka-Fleischmann, <i>Pr.Sci.Nat</i>	Qualification Assessment Committee (QAC)
Dr G Botha, <i>Pr.Sci.Nat</i>	Critical Skills Committee (CSRC)
Effective 6 November 2025	
Full Names	Committee
Prof V Steenkamp, <i>Pr.Sci.Nat</i>	Registration Committee (RegCom)
Prof E van Marle-Köster <i>Pr.Sci.Nat</i>	Qualification Assessment Committee (QAC)
Dr Matiwane, <i>Pr.Sci.Nat</i>	Critical Skills Committee (CSRC)

Professional Advisory Committee (PAC) Chairpersons and Deputy Chairpersons per field of practice

Fields of Practice	PAC Chairperson	Deputy Chairperson
1. Agricultural Science	Dr Rudzani Mathobo	Mr Phendukani Hlatshwayo
2. Animal Science	Dr Mahlako Makgahlela	Dr Ockert Einkamerer
3. Aquatic Science	Dr Tatenda Dalu	Mr Byron Grant
4. Atmospheric Science	Ms Rene Von Gruenewaldt	Dr Theresa Leigh Bird
5. Biological Science	Dr Kirsten Lucas	Prof Jansen van Rensburg
6. Conservation Science	Mr Declan Hofmeyr	Mr Dieter Kassier (interim)
7. Earth Science	Dr George Henry	Dr Craig Smith and Dr Tania Marshall
8. Botanical Science	Ms Catharina Venter	Ms Charleen Smuts
9. Chemical Science	Ms Suzanne Finney	
10. Materials Science	Ms Suzanne Finney	
11. Microbiological Science	Dr Kirsten Lucas	Prof Jansen van Rensburg
12. Geological Science	Dr George Henry	Dr Craig Smith and Dr Tania Marshall
13. Ecological Science	Ms Katherine Taggart	Mr Dieter Kassier
14. Environmental Science	Ms Jacolette Adam	Dr Khathutshelo Tshipala
15. Extension Science	Dr René Bastian	Mr Mark Anthony
16. Food Science	Dr Gerda Botha	Prof Arno Hugo
17. Geospatial Science	Dr Romano Lottering	Dr Eric Mashimbye
18. Mathematical Science	Prof Ebrahim Momoniat	
19. Soil Science	Prof Pardon Muchaonyerwa	Dr Gerhard Nortje
20. Specified Science: Fire Origin and Cause Investigation	Prof Joseph Asante	Mr Andre De Beer
21. Physical Science	Prof Joseph Asante	
22. Statistical Science	Prof Roelof Coetzer	Prof Yigorani Chhana
23. Toxicological Science	Prof Vanessa Steenkamp	Dr Charleen Andraos
24. Water Resources Science	Mr Dewald van Staden	Mr Sibusiso Dlamini
25. Zoological Science	Dr Maud Bonato	Mr Mokgatla Jerry Molepo

Number of Meetings

During the 2025/26 financial year, SACNASP's key governance structures remained highly active in delivering on their mandates to uphold professional standards and support national development priorities within the natural scientific profession.

Table 18: Number of Registration Committee and Sub-committee Meetings held during the 2025/26 Financial Year

Committees and Sub-committees	Number of Meetings
Registration Committee	10
QAC	5
CSRC	8

Strategic Overview of Registration Committee Outcomes

A total of 3 623 applications were evaluated. Of these, 3 241 were approved, including upgrades and additional fields of practice, demonstrating strong alignment with SACNASP's registration requirements. A total of 302 applications were declined due to insufficient natural science content in the applicants' qualifications. The rejection rate raises concerns about the quality and recognition of certain natural science programmes offered by Higher Education Institutions (HEIs), which signals a need for clearer qualification benchmarks and enhanced support to guide applicants toward successful registration.

Table 19: Registration Outcomes Recorded by the Committee (2025/26)

Date of meeting	Total number of applications	Total number of applications approved	Total number of applications rejected
7 May 2025	650	577	60
11 June 2025	546	490	40
9 July 2025	446	400	37
13 August 2025	562	486	57
10 September 2025	291	251	35
13 November 2025	383	355	16
21 January 2026	267	247	20
12 February 2026	174	160	14
12 & 30 March 2026	304	275	23
Total	3 623	3 241	302

**The remaining 80 applications were referred to the Registration Department for further processing*

Qualifications Assessment Committee Report

During the reporting period, 85 foreign applications were evaluated against SACNASP's registration requirements to determine their suitability for professional registration. Following the assessment process, 68 applications were approved, contributing to the growth of registered natural science professionals and supporting the Council's mandate to uphold professional standards within the sector.

Table 20: Number of Applications Considered at QAC Meetings 2025/26

Meeting Date	Applications Received	Applications Approved	Applications Rejected	Registration Categories		
				Professional Natural Scientist	Certificated Natural Scientist	Candidate Natural Scientist
9 April 2025	23	15	6	10	2	3
6 June 2025	19	17	2	10	3	4
30 July 2025	20	18	2	12	0	6
10 November 2025	14	11	2	9	1	1
5 February 2026	9	7	1	1	2	4
Total	85	68	13	42	8	18

**Four applications required additional documentation, clarification, or verification before a final decision can be made*

Critical Skills Review Committee Report

In alignment with national immigration policy, the Department of Home Affairs (DHA) published an updated Critical Skills List in the Government Gazette on 3 October 2023, in accordance with the Immigration Act (Act No. 13 of 2022) and its accompanying regulations. As stipulated in the revised legislation, individuals applying for a Critical Skills Visa are required to obtain a confirmation of skills and qualifications letter from a relevant professional body, Council, or board. This entity must be formally recognised by the South African Qualifications Authority (SAQA), as outlined in Regulation 18(5)(a) or, where applicable, Regulation 18(5)(b).

This confirmation process ensures that applicants possess the qualifications and competencies aligned with the skills deemed critical for South Africa's socio-economic development, as identified by the DHA. For the 2025/26 Financial year, SACNASP received 39 applications for the issuance of confirmation letters in support of critical skills visa applications. Of these, 31 applications were approved. Among the approved cases:

- 16 were issued to Professional Natural Scientists
- 15 were issued to certificated Natural Scientists

This process plays a critical role in ensuring that only appropriately qualified individuals are recognised for immigration under the critical skills category, thereby supporting South Africa's strategic skills needs and development goals.

Table 21: Number of Applications Considered at CSRC Meetings in 2025/26 per Registration Category

Meeting Dates	Applications Received	Number Approved	Applications Rejected	Registration Categories	
				Professional Natural Scientist	Certificated Natural Scientist
12 June 2025	8	7	0	3	4
10 July 2025	3	1	2	0	1
14 August 2025	7	6	1	4	2
11 September 2025	6	6	0	3	3
19 November 2025	2	1	1	0	1
22 January 2026	3	2	0	1	1

Meeting Dates	Applications Received	Number Approved	Applications Rejected	Registration Categories	
				Professional Natural Scientist	Certificated Natural Scientist
13 February 2026	6	4	1	3	1
13 March 2026	4	4	0	2	2
Total	39	31	5	16	15

*Three applications required additional documentation, clarification, or verification before a final decision can be made.

Prof Vanessa Steenkamp, Pr.Sci.Nat., Chairperson: Registrations Committee

13.2 PROFESSIONAL CONDUCT COMMITTEE REPORT

Table 1 Members of the Committee (including any non-SACNASP/Council Members) 1 April 2025 to 30 September 2025

Mr S C Jewell (Chairperson)
Mr N Baartjes, Pr.Sci.Nat
Dr M K Mabaso, Pr.Sci.Nat
Ms L-M Mtshali
Dr G Cilliers, Pr.Sci.Nat
Mr T Rasenyalo (Legal department, DSTI)
External Legal Counsel representative (RW Attorneys)

Members of the Committee (including any non-SACNASP/Council Members) 1 October 2025 to 31 March 2026

Dr H Pienaar Pr. Sci. Nat (Chairperson)
Mr B Ngobeli, Pr.Sci.Nat
Prof R J Moitsheki, Pr.Sci.Nat
Dr N B Nengovhela, Pr.Sci.Nat
Ms N Maseko

Executive Summary

The Professional Conduct Committee (PCC) was established under Section 17 of the Natural Scientific Professions Act, No. 27 of 2003 (NSP Act). The role of the PCC is to oversee SACNASP's complaints management and disciplinary processes in accordance with Sections 28 to 34 of the NSP Act, 2003, and in line with the SACNASP Code of Conduct, with which registered natural science professionals must comply.

During the 2025/26 reporting period, the PCC has actively fulfilled its strategic mandate. Following the conclusion of the five-year tenure of the previous PCC, which ended on 30 September 2025, a handover report was received from the outgoing committee, and a newly constituted PCC was appointed and commenced duties with effect from 1 October 2025. The new Committee has since continued to oversee SACNASP's complaints management and disciplinary processes in accordance with the NSP Act and in line with the SACNASP Code of Conduct.

Meetings of the PCC

During the reporting period, the outgoing Committee convened on 30 April 2025 and 6 August 2025, and the newly constituted PCC convened twice during the current reporting period, on 18 November 2025 and 4 March 2026, to oversee SACNASP's complaints management and disciplinary processes in accordance with the NSP Act and in line with the SACNASP Code of Conduct.

Complaints and Disciplinary Matters

i. *Legal Challenge to SACNASP's Jurisdiction*

A legal challenge to SACNASP's jurisdiction to discipline professionals in the absence of an Identification of Work document was heard in the High Court. Judgement was handed down on 28 January 2026 and was granted in favour of SACNASP with costs. The Court confirmed that Sections 28(3) and 30(1) explicitly bind registered persons to the Code of Conduct, regardless of whether specific work types have been promulgated under Section 27.

ii. *The PCC attended to fourteen (14) other substantiated cases during the reporting period, including cases related to:*

- *Professional or improper conduct.*
- *Unethical conduct.*
- *Unregistered persons.*
- *The use of fraudulent certificates.*

iii. *Whistleblower Reporting*

Advance Call continues to serve as the official whistleblowing service provider.

During the reporting period, two (2) whistleblower complaints were processed through the hotline services. One complaint involved allegations of unprofessional conduct against a registered professional, while the second concerned an individual allegedly practising without registration. Efforts are ongoing to enhance anonymous reporting mechanisms, including the requirement for supporting documentation to validate complaints.

Strategic and Operational Developments

i. *Natural Science Professions (NSP) Bill*

The PCC actively tracked the progress of the NSP Bill, with key developments and amendments including, but not limited to, the Cabinet discussing the NSP Bill at its meeting held on 5 December 2025. The Bill was approved for public participation and was gazetted on 16 March 2026 for a period of 60 days.

ii. *Guidelines for Practice Notes*

Guidelines for the implementation of Practice Notes to address matters pertaining to professional conduct were approved by the Council of SACNASP in 2024. A Practice Note regarding Mandatory Obligation to Report any Unprofessional or Improper Conduct against Natural Science Practitioners has been developed. The PCC recommended the draft Practice Note to EXCO for Council approval. Additionally, a Practice Note on Signing Authority was approved by Council on 27 August 2025, and a webinar was held on 29 September 2025 to communicate the Practice Note to scientists.

iii. *Investigating Committee Structure*

Following the PCC resolution on 30 April 2025 and subsequent approval by EXCO and Council on 28 May 2025, the composition of the Investigating Committee has been formally amended. The Committee now consists of a minimum of three registered scientists in good standing, with the Legal Manager or an internal legal representative designated by the Legal Manager forming part of the Investigating Committee to assist in legal and compliance matters. This structure is now operational.

iv. *SACNASP Policy Review*

The Compliance Framework and Regulatory Compliance Dashboard were approved by the Audit and Risk Committee on 25 July 2025 and subsequently by Council in August 2025.

v. *Complaints Process Enhancements*

Proposed revisions to the SACNASP Complaints Affidavit and Checklist were refined to improve clarity, procedural soundness, and reduce litigation risks. The Code of Conduct is scheduled to be tabled at a future meeting for review and possible refinement, having regard to the finalisation of the NSP Bill.

Governance and Compliance

The PCC reviewed and adopted the handover report from the outgoing Committee in November 2025. The PCC Terms of Reference (ToR) were reviewed and amended in March 2026. Section 3.9.2 was amended to remove the specific reference to DSTI nomination while retaining access to legal expertise, and to recognise the PCC's role in overseeing the development of Practice Notes. The PCC also refined the SACNASP Complaints Affidavit and Checklist to improve complaint management. Progress reports were submitted regularly, covering PCC legal costs, complaint statuses, and litigation tracking.

Conclusion

The PCC has executed its oversight mandate with diligence, addressing key litigious matters, successfully defending its jurisdiction in the High Court matter, refining internal procedures, including the composition of investigating committees, and reinforcing SACNASP's ethical framework. The forthcoming reporting cycle will prioritise the processing of public comments on the gazetted NSP Bill, the finalisation of the Identification of Work framework to mitigate regulatory gaps identified in matters involving unregistered persons, and the implementation of the new Mandatory Reporting Practice Note.

Dr H Pienaar *Pr. Sci. Nat.*, Chairperson: Professional Conduct Committee

13.3 STRATEGIC PROJECTS COMMITTEE REPORT

Members of the Committee

The SPC comprises seven members:

Members of the Committee (including any non-SACNASP/Council members) 1 April 2025 to 30 September 2025
Prof R Diab, <i>Pr.Sci.Nat</i> (Chairperson)
Dr J Strauss, <i>Pr.Sci.Nat</i>
Prof A Muronga
Dr T E Lephoto, <i>Pr.Sci.Nat</i>
Dr P Vukea (resigned December 2023)
Prof N Mokgalaka-Fleischmann <i>Pr. Sci. Nat</i>
Prof K A Nephawe, <i>Pr.Sci.Nat</i>
Prof V Steenkamp, <i>Pr.Sci.Nat</i>

Members of the committee (including any non-SACNASP/Council members) 1 October 2025 to 31 March 2026
Prof N Mokgalaka-Fleischmann (Chairperson), <i>Pr.Sci.Nat</i>
Prof A Muronga
Dr V Mshayisa, <i>Pr.Sci.Nat</i>
Dr T Mapeto, <i>Pr.Sci.Nat</i>
Dr M Mabaso, <i>Pr.Sci.Nat</i>

Number of Meetings

During the reporting period, the outgoing SPC convened on 14 May and 21 July 2025, concluding its term with two scheduled meetings. Following its reconstitution, the newly appointed SPC convened twice during the current reporting period, on 24 November 2025 and 25 February 2026. These meetings ensured continuity in oversight and decision-making, thereby supporting the effective execution of the Committee's mandate and maintaining momentum in its programme of work.

Strategic and Operational Developments

- Key achievements during the reporting period included the approval of the Strategic Plan and Annual Performance Plan, which provided a clear framework for the implementation of the Council's strategic objectives. Two advisory notes were published to provide guidance to stakeholders on matters relating to professional registration and professional practice. In addition, SACNASP undertook 10 science engagement and awareness initiatives aimed at promoting the natural sciences profession, enhancing stakeholder engagement, and increasing awareness of the value and benefits of professional registration.
- In terms of section 27(1) of the Natural Scientific Professions Act, 2003, Council is required to consult with all recognised Voluntary Associations (VAs) on the identification of the types of natural scientific work that may be performed by registered persons, and to submit its recommendations to the Director-General for consideration and determination. In fulfilment of this statutory obligation, SACNASP continues to engage with recognised VAs in the development and review of the Identification of Work (IoW) framework. This process is undertaken in alignment with broader regulatory requirements, including due consideration of Competition Commission guidelines. Consultations and technical engagements are ongoing, particularly in respect of outstanding fields of practice, to ensure a comprehensive and compliant IoW framework.
- Engagements with the South African Veterinary Council (SAVC) regarding veterinary/para-veterinary and non-veterinary procedures remained ongoing during the reporting period. Progress was delayed due to the transition between successive SAVC Councils, following the expiry of the previous Council's term and the subsequent appointment of a new Council on 26 January 2026. The matter is currently before the SAVC Council for consideration, and SACNASP continues to engage with the SAVC while awaiting formal feedback to advance consultations on the matter.

Prof N Mokgalaka-Fleischmann *Pr. Sci. Nat.*, Chairperson: Strategic Projects Committee

14. AUDIT, RISK AND ICT COMMITTEE REPORT

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

15. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

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

Table 22: Application of Relevant Code of Good Practice (B-BBEE Certificate Levels 1-8)

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



“SACNASP IS FIRMLY **COMMITTED TO THE APPLICATION OF SOUND CORPORATE GOVERNANCE PRINCIPLES** THAT PROMOTE **ETHICAL LEADERSHIP**, ACCOUNTABILITY, AND THE EFFECTIVE STEWARDSHIP OF PUBLIC RESOURCES.”



PART D HUMAN RESOURCE MANAGEMENT

HUMAN RESOURCE COMMITTEE REPORT

Members of the Committee (including any Non-SACNASP/Council Members) 1 April 2025 to 30 September 2025	
Prof Peaceful L Mabeta (Chairperson)	
Mr Bishop Ngobeli	
Prof Sonali Das, <i>Pr.Sci.Nat</i>	
Dr Mona Ben Matiwane, <i>Pr.Sci.Nat</i>	
Mr Mpho Sekgala	
Members of the Committee 1 October 2025 to 31 March 2026	
Prof Peaceful L Mabeta (Chairperson)	
Prof Sonali Das, <i>Pr.Sci.Nat</i>	
Dr Mona Ben Matiwane, <i>Pr.Sci.Nat</i>	
Mr Sifiso Siwela, <i>Pr.Sci.Nat</i>	
Mr Dumisani Gift Hlongwane, <i>Pr.Sci.Nat</i>	

1. INTRODUCTION

OVERVIEW OF HR MATTERS AT THE PUBLIC ENTITY

During the 2025/2026 financial year, the Human Resources (HR) Unit continued to provide strategic and operational support to SACNASP in pursuit of its organisational mandate and strategic objectives. The HR Unit focused on strengthening organisational capability, improving governance and institutional effectiveness, and ensuring that human capital practices remained responsive to the evolving needs of the organisation.

The year under review was characterised by organisational transformation initiatives aimed at enhancing operational efficiency, improving employee experience, and building a sustainable workforce. HR continued to support business continuity through the implementation of people-centred interventions, employee relations management, recruitment and retention initiatives, employee wellness programmes, and policy development processes. Emphasis was placed on creating a fit-for-purpose organisational environment capable of supporting SACNASP's long-term strategic direction.

HR PRIORITIES FOR THE YEAR UNDER REVIEW AND THEIR IMPACT

During the 2025/2026 period, the HR Unit prioritised and successfully completed a comprehensive organisational design project aimed at enhancing organisational effectiveness and sustainability. The project included the development of a fit-for-purpose organisational structure, salary benchmarking and job grading exercises, and the design of a career progression model to support employee growth and retention. The outcomes of the project have been finalised and are awaiting implementation.

The HR Unit also continued to focus on strengthening workforce planning, improving talent attraction and retention strategies, reviewing HR policies and procedures, enhancing employee wellness initiatives, and supporting performance management processes aligned with organisational objectives. These initiatives contributed towards improved organisational alignment, strengthened governance, enhanced employee engagement, and positioned SACNASP to better respond to current and future operational requirements.

2. OVERVIEW OF HUMAN RESOURCES

2.1 WORKFORCE PLANNING FRAMEWORK AND STRATEGIES TO ATTRACT AND RECRUIT A SKILLED AND CAPABLE WORKFORCE

The HR Unit continued to implement workforce planning initiatives aimed at ensuring that SACNASP attracts, develops, and retains a skilled and capable workforce aligned with the organisation's strategic objectives. Recruitment processes were undertaken to fill several critical vacancies, thereby strengthening organisational capacity and supporting service delivery requirements.

As part of its workforce planning efforts, SACNASP successfully completed a comprehensive organisational design project to assess the organisation's current and future workforce needs. The project included the development of a fit-for-purpose organisational structure, salary benchmarking and job grading exercises, and the design of a career progression model. The outcomes of the project provide a framework for enhancing organisational effectiveness, addressing capacity requirements, and supporting employee retention and career development. The implementation of the project recommendations is planned for a future period.

To strengthen the talent pipeline and support workforce sustainability, SACNASP continued to establish and maintain partnerships with higher education institutions and professional bodies to facilitate internship and workplace-based learning opportunities. Through these initiatives, interns were recruited across various disciplines and provided with structured on-the-job training and development opportunities, contributing to skills development and creating a pipeline of potential future talent.

These interventions collectively support the organisation's ability to respond to evolving workforce requirements while promoting organisational sustainability, skills development, and institutional capability.

2.2 EMPLOYEE PERFORMANCE MANAGEMENT FRAMEWORK

The Employee Performance Management Framework continued to support the alignment of individual performance objectives with SACNASP's strategic goals and operational priorities. Through the implementation of performance agreements, regular performance reviews, and ongoing performance discussions, the framework promoted accountability, employee development, and continuous improvement across the organisation.

During the reporting period, the HR Unit continued to provide guidance and support to managers and employees to ensure the effective implementation of performance management processes and the clear alignment of individual performance objectives with organisational outcomes. Performance planning, monitoring, and review activities were conducted in accordance with the approved framework, enabling the organisation to assess performance achievements and identify development needs.

In addition, SACNASP initiated a review of its Performance Management Policy to strengthen and enhance the effectiveness of the performance management system. The review aims to ensure that the policy remains relevant, supports a high-performance culture, and aligns with organisational requirements and best practices.

The performance management framework remains a key mechanism for driving organisational performance, fostering employee accountability, and supporting continuous learning and development.

2.3 EMPLOYEE WELLNESS PROGRAMMES

Employee wellness remained a priority during the 2025/2026 Financial year, with the organisation continuing to implement initiatives aimed at promoting employee health, wellbeing, and organisational resilience. Wellness interventions included employee wellness awareness programmes, psychosocial support services, health and wellness campaigns, and employee engagement initiatives.

Employees continued to have access to confidential counselling and wellness support services, while awareness sessions and wellness activities were implemented to promote mental, emotional, and physical wellbeing. The organisation also continued to encourage work-life balance and employee support initiatives to enhance overall employee morale and productivity.

These interventions contributed positively towards employee wellbeing, staff engagement, and the promotion of a supportive and healthy working environment.

2.4 POLICY DEVELOPMENT

The HR Unit continued to review and strengthen HR policies and procedures to ensure legislative compliance, good governance, and alignment with organisational priorities. Policy review processes focused on enhancing consistency, improving operational efficiency, and ensuring that HR practices remain responsive to the evolving organisational environment.

2.5 KEY ACHIEVEMENTS

During the 2025/2026 financial year, the HR Unit achieved several significant milestones in support of organisational effectiveness and strategic transformation. Key achievements included progress in the organisational design project, including organisational structure reviews, salary benchmarking, and job grading initiatives.

Additional achievements included the continued implementation of employee wellness programmes, support provided for organisational change management readiness activities, the review of HR policies, and the strengthening of workforce planning and recruitment processes. The HR Unit also continued to support organisational governance and operational efficiency through the effective management of core HR functions and employee relations matters.

2.6 CHALLENGES FACED BY THE PUBLIC ENTITY

Despite the progress made during the reporting period, the organisation continued to experience several HR-related challenges. These included capacity constraints within key functional areas, which impacted operational efficiency and increased workload pressures on existing employees.

The resignation of employees occupying critical roles also posed challenges in maintaining organisational continuity and retaining institutional knowledge. In addition, the organisation continued to experience challenges related to attracting and retaining specialised skills due to market competitiveness, remuneration constraints, and limited career growth opportunities in certain areas.

These challenges highlighted the importance of implementing sustainable workforce planning, organisational development, and employee retention strategies.

2.7 FUTURE HR PLANS AND GOALS

Looking ahead, the HR Unit will prioritise the finalisation and implementation of the comprehensive organisational design project, including the adoption of a fit-for-purpose organisational structure, implementation of salary benchmarking and job grading outcomes, and the rollout of a career progression model.

The organisation will also focus on strengthening change management initiatives to support organisational transformation and employee readiness. Additional priorities include enhancing talent attraction and retention strategies, continuing the review and development of HR policies, strengthening employee wellness and engagement programmes, and improving organisational capability through targeted learning and development initiatives.

The HR Unit will continue to support the creation of a high-performance, accountable, inclusive, and sustainable organisational culture aligned with SACNASP's strategic objectives.

Prof P Mabeta, Chairperson: HR and Remuneration Committee

3. HUMAN RESOURCE OVERSIGHT STATISTICS

The following tables provide a detailed account of personnel-related expenditure, staffing levels, training investment, vacancies, turnover, equity representation, and disciplinary action. All financial figures are aligned with the Annual Financial Statements.

3.1 PERSONNEL-RELATED EXPENDITURE

3.1.1 Personnel cost by programme/activity/objective

Programme / Activity / Objective	Total expenditure for the entity (R'000)	Personnel expenditure (R'000)	Personnel expenditure as a % of total	Number of employees	Average personnel cost per employee (R'000)
Employee cost (including DSTI)	38 161 59	16 086 311	42	28	574 511

3.1.2 Personnel cost by salary band

Level	Personnel expenditure (R'000)	% of total personnel cost	Number of employees	Average cost per employee (R'000)
Lower skilled	0	0	0	0
Skilled	3 332 885	21	10	333 289
Highly skilled - Production	2 583 436	16	5	516 687
Highly skilled - Supervision	2 839 415	18	6	437 236
Senior and Top Management	7 330 576	46	7	1 047 225
TOTAL	16 086 311		28	574 511

3.1.3 Salaries, overtime, homeowners' allowance and medical aid by programme

Programme	Salaries		Overtime		Homeowners		Medical Aid	
	Amount	Salaries as a % of personnel cost	Amount	Overtime as a % of personnel cost	Amount	Homeowners as a % of personnel cost	Amount	Medical aid as a % of personnel cost
Employ costs (including DSTI)	R16 086 311	42	0	0	0	0	R670 315	4
TOTAL	R16 086 311	42	0	0	0	0	R670 315	4

3.1.4 Salaries, overtime, homeowners' allowance and medical aid by salary band

Programme	Salaries		Overtime		Homeowners		Medical aid	
Salary band	Amount	Salaries as a % of personnel costs	Amount	Overtime as a % of personnel costs	Amount	Homeowners as a % of personnel costs	Amount	Medical Aid as a % of personnel costs
Lower skilled	0	0	0	0	0	0	0	0
Skilled	R3 332 885	21	0	0	0	0	R233 180	1
Highly skilled Production	R2 583 436	16	0	0	0	0	R122 350	1

Programme	Salaries		Overtime		Homeowners		Medical aid	
Salary band	Amount	Salaries as a % of personnel costs	Amount	Overtime as a % of personnel costs	Amount	Homeowners as a % of personnel costs	Amount	Medical Aid as a % of personnel costs
Highly skilled Supervision	R2 839 415	18	0	0	0	0	R39 145	0
Senior and Top Management	R7 330 576	46	0	0	0	0	R275 640	2
TOTAL	R16 086 311						R670 315	

3.2 EMPLOYMENT AND VACANCIES

3.2.1 Employment and vacancies (by programme)

Programme/Activity	Number of vacancies	Number of posts filled	Vacancy rate	Number of employees in addition to the establishment
SACNASP employees	10	26	28%	36

3.2.2 Employment and vacancies (by salary band)

Programme/Activity	Number of posts on approved establishment	Number of posts filled	Vacancy rate	Number of employees in addition to the establishment
N/A				

3.2.3 Employment and vacancies (by critical position)

Programme/Activity	Number of posts on approved establishment	Number of posts filled	Vacancy rate	Number of employees in addition to the establishment
Board Secretary, CEO, Registrations Manager, Manager in office of CEO.	4	6	40%	10

3.3 FILLING OF POSTS

3.3.1 SMS (Senior Management Service post information) as of 31 March 2026

SMS level	Total number of SMS posts	Number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
DG / HOD	N/A				
Senior Manager	N/A				

3.3.2 SMS (Senior Management Service post information) as of 30 September 2025

SMS level	Total number of SMS posts	Number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
DG / HOD	N/A	N/A	N/A	N/A	N/A
Senior Manager	N/A	N/A	N/A	N/A	N/A

3.3.3 Advertising and filling of SMS posts for the period 1 April 2025 to 31 March 2026

SMS level	Advertising	Filling of posts	
	Number of vacancies per level advertised in the 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months, but filled in 12 months
DG / HOD	N/A	N/A	N/A
Senior Manager	N/A	N/A	N/A

3.3.4 Reasons for not having complied with the filling of funded vacant SMS - advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2025 to 31 March 2026

Reasons for vacancies not filled within 6 months
N/A

Reasons for vacancies not filled within 12 months
N/A

3.3.5 Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 1 April 2025 to 31 March 2026

Reasons for vacancies not advertised within 6 months
N/A

Reasons for vacancies not advertised within 6 months
N/A

3.4 JOB EVALUATION

3.4.1 Job evaluation by salary band for the period 1 April 2025 to 31 March 2026

Salary band	Number of posts	Number of jobs evaluated	% of posts evaluated	Posts upgraded		Posts downgraded	
				Number	%	Number	%
Top Management	0	0	0	0		0	0
Senior Management	0	0	0	0		0	0
Professional	0	0	0	0		0	0
Skilled	0	0	0	0		0	0
Semi-skilled	0	0	0	0		0	0
Unskilled	0	0	0	0		0	0
TOTAL	0	0	0	0		0	0

3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded

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

3.4.3 Employees with salary levels higher than those determined by the evaluation and reasons for the deviation

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Total number of employees whose salaries exceed the level determined by the job evaluation				
0%				

3.4.4 Profile of employees who have higher salary levels than those determined by the job evaluation by occupation

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

3.5 EMPLOYMENT CHANGES

3.5.1 Annual turnover rate

Salary band	Start of year	Appointments	Terminations	End of year	Turnover rate
Top Management	01/04/2025	0	1	31/03/2026	
Senior Management	0	0	0	0	0
Professional	01/04/2025		1	31/03/2026	
Skilled		0	0		0
Semi-skilled		0	0		0
Unskilled		0	0		0
TOTAL		0	2		

3.5.2 Annual turnover by critical occupation

Critical occupation	Start of year	Appointments	Terminations	End of year	Turnover rate
Chief Executive Officer	01/04/2025	0	1	31/03/2026	
TOTAL		0	1		

3.5.3 Reasons for leaving

Reason	Number	% of total
Death	0	
Resignation	2	8%
Dismissal	0	
Retirement	0	
Ill health	0	
Contract expiry	0	
Other	0	
Total	0	
Number of employees who left as a % of the total workforce	8%	

3.5.4 Promotions by critical occupation

Occupation	Employees 1 April 2025	Promotion to another salary level	Salary level promotions as a % of employees	Progressions to another notch	Notch progression as a %
N/A					

3.5.5 Promotions by Salary Band

Salary level	Employees 1 April 2025	Promotion to another salary level	Salary level promotions as a % of employees	Progressions to another notch	Notch progression as a %
N/A					

3.6 EMPLOYMENT EQUITY

3.6.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as of 31 March 2026

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	3	0	0	0	2	0	0	1	6
Professionally qualified and experienced specialists and mid-management	4	0	0	0	3	0	0	1	8
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2	0	0	0	5	0	0	0	7
Semi-skilled and discretionary decision-making	0	0	0	0	5	0	0	0	5
Unskilled and defined decision-making	0	0	0	0	0	0	0	0	0
Total	9	0	0	0	15	0	0	2	26

3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as of 31 March 2026

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	3	0	0	0	2	0	0	1	6
Professionally qualified and experienced specialists and mid-management	4	0	0	0	3	0	0	1	8
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2	0	0	0	5	0	0	0	7
Semi-skilled and discretionary decision-making	0	0	0	0	5	0	0	0	5
Unskilled and defined decision-making	0	0	0	0	0	0	0	0	0
Total	9	0	0	0	15	0	0	2	26

3.6.3 Recruitment for the period 1 April 2025 to 31 March 2026

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

3.6.4 Promotions for the period 1 April 2025 to 31 March 2026

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

3.6.5 Terminations for the period 1 April 2025 to 31 March 2026

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

3.6.6 Disciplinary action for the period 1 April 2025 to 31 March 2026

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Suspensions	1	0	0	0	2	0	0	0	3
Total	1	0	0	0	2	0	0	0	3

3.6.7 Skills development for the period 1 April 2025 to 31 March 2026

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	1	0	0	0	0	0	0	0	1
Professionals	0	0	0	0	0	0	0	0	0
Technicians and associate professionals	0	0	0	0	0	0	0	0	0
Clerks	N/A	0	0	0	0	0	0	0	0
Service and sales workers	N/A	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	N/A	0	0	0	0	0	0	0	0
Craft and related trades workers	N/A	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	N/A	0	0	0	0	0	0	0	0
Elementary occupations	N/A	0	0	0	0	0	0	0	0
Total	1	0	0	0	0	0	0	0	1
Employees with disabilities	0	0	0	0	0	0	0	0	0

3.7 SIGNING OF PERFORMANCE AGREEMENTS

3.7.1 Signing of performance agreements by SMS members as on 31 May 2025

SMS level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/ Head of Department	N/A			
Salary Level 16	N/A			
Salary Level 15	N/A			
Salary Level 14	N/A			
Salary Level 13	N/A			
Total				

3.7.2 Reasons for not having concluded performance agreements for all SMS members as on 31 March 2026

Reasons
N/A

3.7.3 Disciplinary steps taken against SMS members for not having concluded performance agreements as on 31 March 2026

Reasons
N/A

3.8 PERFORMANCE REWARDS

3.8.1 Performance rewards by race, gender and disability for the period 1 April 2025 to 31 March 2026

Race and gender	Beneficiary profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African	23	25	89	733 516	31 892
Male	7	9	36	264 066	37 724
Female	16	16	64	469 450	29 341
Asian	1	1	4	23 349	23 249
Male	0	0	0	0	0
Female	1	1	100	23 349	23 349
Coloured	0	0	0	0	0
Male	0	0	0	0	0
Female	0	0	0	0	0
White	2	2	7	81 426	40 713
Male	0	0	0	0	0
Female	2	2	100	81 426	40 713
Total	26	28			

3.8.2 Performance rewards by salary band for personnel below Senior Management Service for the period 1 April 2025 to 31 March 2026

Salary band	Beneficiary profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (levels 1-2)	0	0	0	0	0	0
Skilled (level 3-5)	10	10	40	179 893	17 989	5
Highly skilled production (level 6-8)	5	5	32	145 764	29 153	6
Highly skilled supervision (level 9-12)	6	5	28	125 443	25 089	4
Total	21	20		451 100		

3.8.3 Performance Rewards by critical occupation for the period 1 April 2025 to 31 March 2026

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Chief Executive Officer	1	1	100	116 688 21	116 688 21
Total	1	1			

3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2025 to 31 March 2026

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

3.9 FOREIGN WORKERS

3.9.1 Foreign workers by salary band for the period 1 April 2025 to 31 March 2026

Salary band	1 April 2025		31 March 2026		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0		0		0	
Highly skilled Production (Level 6-8)	0		0		0	
Highly skilled Supervision (Level 9-12)	0		0		0	
Contract (Level 9-12)	0		0		0	
Contract (Level 13-16)	0		0		0	
Total	0		0		0	

3.9.2 Foreign workers by major occupation for the period 1 April 2025 to 31 March 2026

Major occupation	1 April 2025		31 March 2026		Change	
	Number	% of total	Number	% of total	Number	% Change
N/A						

3.10 LEAVE UTILISATION

3.10.1 Sick leave for the period 1 January 2025 to 31 December 2025

Salary band	Total days	% days with medical certification	Number of employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated cost (R'000)
Lower Skills (Level 1-2)	0	0	0	0	0	0
Skilled (Levels 3-5)	88	67	10	35,71	8,80	
Highly skilled Production (Levels 6-8)	31	14	5	17,86	6,20	
Highly skilled Supervision (Levels 9 - 12)	34	14	6	21,43	5,67	
Top and Senior management (Levels 13-16)	89	52	7	25	12,71	
Total	242	147	28	100	8,64	

3.10.2 Disability leave (temporary and permanent) for the period 1 January 2025 to 31 December 2026

Salary band	Total days	% days with medical certification	Number of employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated cost (R'000)
Lower skilled (Levels 1-2)	0					
Skilled (Levels 3-5)	0					
Highly skilled production (Levels 6-8)	0					
Highly skilled supervision (Levels 9-12)	0					
Senior management (Levels 13-16)	0					
Total	0					

3.10.3 Annual Leave for the period 1 January 2025 to 31 December 2025

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)	0	0	0
Skilled (Levels 3-5)	191	10	19.10
Highly skilled production (Levels 6-8)	104	5	20.80
Highly skilled supervision (Levels 9-12)	91	6	15.17
Senior management (Levels 13-16)	115	7	16.43
Total	509	28	18.18

3.10.4 Capped leave for the period 1 January 2025 to 31 December 2026

Salary band	Total days of capped leave taken	Number of employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2026
Lower skilled (Levels 1-2)	0			
Skilled (Levels 3-5)	0			
Highly skilled production (Levels 6-8)	0			
Highly skilled supervision (Levels 9-12)	0			
Senior management (Levels 13-16)	0			
Total	0			

3.10.5 Leave payouts for the period 1 April 2025 to 31 March 2026

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2025/26 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2025/26	0	0	0
Current leave payout on termination of service for 2025/26	133 570,26	2	66 785,13
Total			

3.11 HIV/AIDS & HEALTH PROMOTION PROGRAMMES

3.11.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
N/A	

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

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

3.12 LABOUR RELATIONS

3.12.1 Collective agreements for the period 1 April 2025 to 31 March 2026

Subject matter	Date
N/A	
Total number of collective agreements	None

3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2025 to 31 March 2026

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

3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2025 to 31 March 2026

Type of misconduct	Number	% of total
N/A		

3.12.4 Grievances logged for the period 1 April 2025 to 31 March 2026

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

3.12.5 Disputes logged with Councils for the period 1 April 2025 to 31 March 2026

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

3.12.6 Strike actions for the period 1 April 2025 to 31 March 2026

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

3.12.7 Precautionary suspensions for the period 1 April 2025 to 31 March 2026

Number of people suspended	3
Number of people whose suspension exceeded 30 days	3
Average number of days suspended	60 days
Cost of suspension(R'000)	370 100,60

3.13 SKILLS DEVELOPMENT

3.13.1 Training needs identified for the period 1 April 2025 to 31 March 2026

Occupational category	Gender	Number of employees as of 1 April 2025	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female					
	Male	1		1		1
Professionals	Female	0		0		0
	Male					
Technicians and associate professionals	Female	0				
	Male	0				
Clerks	Female	N/A				
	Male	N/A				
Service and sales workers	Female	N/A				
	Male	N/A				
Skilled agriculture and fishery workers	Female	N/A				
	Male	N/A				
Craft and related trades workers	Female	N/A				
	Male	N/A				
Plant and machine operators and assemblers	Female	N/A				
	Male	N/A				
Elementary occupations	Female	N/A				
	Male	N/A				
Subtotal	Female	N/A				
	Male	N/A				
Total		1		1		1

3.13.2 Training provided for the period 1 April 2025 to 31 March 2026

Occupational category	Gender	Number of employees as of 1 April 2025	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female		0	0		0
	Male		0	1		1
Professionals	Female		0	0		0
	Male		0	0		0
Technicians and associate professionals	Female		0	0		0
	Male		0	0		0
Clerks	Female		0	0		0
	Male		0	0		0
Service and sales workers	Female		0	0		0
	Male		0	0		0
Skilled agriculture and fishery workers	Female		0	0		0
	Male		0	0		0
Craft and related trades workers	Female		0	0		0
	Male		0	0		0
Plant and machine operators and assemblers	Female		0	0		0
	Male		0	0		0
Elementary occupations	Female		0	0		0
	Male		0	0		0
Subtotal	Female		0	0		0
	Male		0	0		0
Total			0	1		0

3.14 INJURY ON DUTY

3.14.1 Injury on duty for the period 1 April 2025 to 31 March 2026

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

3.15 UTILISATION OF CONSULTANTS

The following tables relate to information on the utilisation of consultants in the department. In terms of the Public Service Regulations, "consultant" means a natural or juristic person or a partnership who or which provides in terms of a specific contract on an ad hoc basis any of the following professional services to a department against remuneration received from any source:

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

3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2025 to 31 March 2026

Project title	Total number of consultants that worked on project	Duration (workdays)	Contract value in Rand
N/A			

Total number of projects	Total individual consultants	Total duration (workdays)	Total contract value in Rand
N/A			

3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDI) for the period 1 April 2025 to 31 March 2026

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

3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2025 to 31 March 2026

Project title	Total number of consultants that worked on project	Duration (workdays)	Donor and contract value in Rand
N/A			

Total number of projects	Total individual consultants	Total duration (workdays)	Total contract value in Rand
N/A			

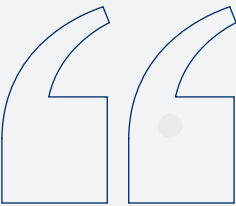
3.15.4 Analysis of consultant appointments using donor funds, in terms of Historically Disadvantaged Individuals (HDI) for the period 1 April 2025 to 31 March 2026

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

13.16.1 Severance Packages

3.16.1 Granting of employee-initiated severance packages for the period 1 April 2025 to 31 March 2026

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



"OUR PEOPLE REMAIN OUR GREATEST ASSET, AND WE ARE COMMITTED TO CREATING AN ENVIRONMENT WHERE THEY CAN GROW, PERFORM, AND CONTRIBUTE MEANINGFULLY TO THE ACHIEVEMENT OF SACNASP'S STRATEGIC OBJECTIVES."



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	Dr. M.K. Mabaso <i>Pr. Sci. Nat</i> Dr. A. Johnson Dr. H. Pienaar <i>Pr. Sci. Nat</i> Ms. N. Maseko Dr. T. Mapeto <i>Pr. Sci. Nat</i> Prof. P.L. Mabeta Prof. R.J. Moitsheki <i>Pr. Sci. Nat</i> Dr. V. Mshayisa <i>Pr. Sci. Nat</i> Prof. A. Muronga Prof. V. Steenkamp <i>Pr. Sci. Nat</i> Mr. B. Ngobeli Prof. R. Diab <i>Pr. Sci. Nat</i> (Deceased)	Prof. N.S. Mokgalaka-Fleishmann <i>Pr. Sci. Nat</i> Mr. D.L. Pillay Prof. S. Das <i>Pr. Sci. Nat</i> Prof. I.N. Fabris-Rotelli <i>Pr. Sci. Nat</i> Mr. D.G. Hlongwane <i>Pr. Sci. Nat</i> Prof. E. van Marle-Korster <i>Pr. Sci. Nat</i> Dr. M.B. Matiwane <i>Pr. Sci. Nat</i> Mr. S.S. Modupe Dr. N.B. Nengovhela <i>Pr. Sci. Nat</i> Mr. S. Siwela <i>Pr. Sci. Nat</i> Ms M. Sefula
Registered office	Suite L1 - L5 Enterprise Building The Innovation Hub 1 Mark Shuttleworth Street Pretoria 0087	
Business address	Suite L1 - L5 Enterprise Building The Innovation Hub 1 Mark Shuttleworth Street Pretoria 0087	
Postal address	Private Bag X540 Silverton Pretoria 0127	
Bankers	Nedbank Limited	
Auditors	Thornton Dobb Rossal Ubucule Chartered Accountants (SA) Registered Auditors	
Council secretary	Mr. T. Machete (Acting Council Secretary)	
Legal advisor	Adv. T. Seima	
Company registration	Natural Scientific Professions Act, No.27 of 2003, as amended	
Tax reference number	9808825146	
Level of assurance	These annual financial statements will be audited in compliance with the applicable requirements of the Natural Scientific Professions Act, No.27 of 2003 (NSP Act No.27 of 2003), as amended.	
Preparer	The annual financial statements were internally compiled by: Mr. T. Mangalana, Finance Manager	
Published	31 July 2026	
Acting Chief Executive Officer	Dr. M. Matabane <i>Pr. Sci. Nat</i>	

INDEX

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

Council Members' Responsibilities and Approval	89
Audit, Risk and ICT Committee Report	90
Independent Auditor's Report	92
Council Members' Report.....	94
Statement of Financial Position	96
Statement of Comprehensive Income	97
Statement of Changes in Equity	98
Statement of Cash Flows	99
Accounting Policies	100
Notes to the Annual Financial Statements.....	104
The following supplementary information does not form part of the annual financial statements and is unaudited:	
Detailed Income Statement.....	114

COUNCIL MEMBERS' RESPONSIBILITIES AND APPROVAL

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

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

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

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

The Council members have reviewed the Council's cash flow forecast for the year to 31 March 2027 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 92 to 93.

The annual financial statements set out on pages 96 to 114, which have been prepared on the going concern basis, were approved by the Council on 31 July 2026 and were signed on its behalf by:

Approval of annual financial statements



Dr. M.K. Mabaso Pr. Sci. Nat
President



Dr. M. Matabane Pr. Sci. Nat
Acting Chief Executive Officer

AUDIT, RISK AND ICT COMMITTEE REPORT

1. Audit, Risk and ICT Committee Members

This report is provided by the Audit, Risk and ICT Committee appointed in respect of the 2024/2025 financial year of the South African Council for Natural Scientific Professions.

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

Council Member	Attendance
Incoming members	
Mr. S.S. Modupe	4/4
Mr D.L. Pillay	1/4
Ms. M. Sefula	0/4
Prof. I.N. Fabris-Rotelli <i>Pr. Sci. Nat</i>	3/4
Dr. A. Johnson	3/4
Outgoing members	
Ms. M.P. Masemola CA (SA)	3/3
Prof. R.J.L. Coetzer <i>Pr. Sci. Nat</i>	2/3
Ms. L.M. Mtshali	2/3
Prof. I.N. Fabris-Rotelli <i>Pr. Sci. Nat</i>	2/3
Prof. R.J. Moitsheki <i>Pr. Sci. Nat</i>	3/3

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

The Audit, Risk and ICT Committee met 7 times during the 2025/2026 financial year. Of these meetings, 3 were held during the term of the outgoing Committee and 4 during the term of the newly appointed Committee following the end of the previous Committee's term on 30 September 2025. The newly appointed Committee comprises both newly appointed members and members serving a second term of office.

2. Audit, Risk and ICT Committee Responsibilities

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

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

3. The Effectiveness of Internal Control and Risk Management

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

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

4. External Audit

Thornton Dibb Rossal Ubucule Chartered Accountants was appointed by the Council as the external auditors for 2026 financial year.

The committee is satisfied that Thornton Dibb Rossal Ubucule Chartered Accountants is independent of the Council.

5. Integrated Annual Report

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

6. Annual Financial Statements

The committee reviewed the results of 31 March 2026 annual financial statements and made recommendations to the Council for its approval.

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

On behalf of the Audit, Risk and ICT Committee



Mr. S.S. Modupe
Chairperson



INDEPENDENT AUDITOR'S REPORT

To the Council of The South African Council for Natural Scientific Professions Opinion

We have audited the annual financial statements of The South African Council for Natural Scientific Professions on pages 96 to 114, which comprise the statement of financial position as at 31 March 2026, and the statement of comprehensive income, the statement of changes in equity, and the statement of cash flows for the year then ended; and notes to the annual financial statements, including a summary of significant accounting policies.

In our opinion, the annual financial statements present fairly, in all material respects, the financial position of The South African Council for Natural Scientific Professions as at 31 March 2026, and its financial performance and cash flows for the year then ended, in accordance with the IFRS for SMEs Accounting Standard as issued by the International Accounting Standards Board and the requirements of the Natural Scientific Professions Act (Act no. 27 of 2003).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Annual Financial Statements section of our report. We are independent of the company 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 my opinion.

Other Information

The council are responsible for the other information. The other information comprises the information included in the document titled "The South African Council for Natural Scientific Professions annual financial statements for the year ended 31 March 2026", which includes the Council's Report as required by the Natural Scientific Professions Act (Act no. 27 of 2003) and the supplementary information as set out on page 90 to 91. The other information does not include the annual financial statements and our auditor's report thereon.

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

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

Responsibilities of the Member for the Annual Financial Statements

The council are responsible for the preparation and fair presentation of the annual financial statements in accordance with the IFRS for SMEs Accounting Standard as issued by the International Accounting Standards Board and the requirements of the Natural Scientific Professions Act (Act no. 27 of 2003), and for such internal control as the council determines is necessary to enable the preparation of annual financial statements that are free from material misstatement, whether due to fraud or error.

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

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

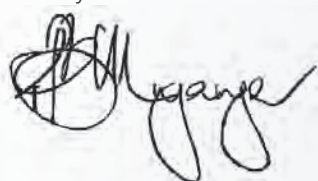
Our objectives are to obtain reasonable assurance about whether the annual financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee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

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

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

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

31 July 2026



TBRU Incorporated
Chartered Accountants (SA)
Registered Auditors

Per: Busisiwe Mnganga
Chartered Accountants (SA)
Registered Auditor
IRBA Number: 426954

31 July 2026

Suite 55, 4th Floor
158 Jan Smuts Avenue
Rosebank
2196

COUNCIL MEMBERS' REPORT

The Council members have pleasure in submitting their report on the annual financial statements of South African Council for Natural Scientific Professions for the year ended 31 March 2026.

1. Incorporation

The Council was incorporated on 28 November 2003.

2. Nature of business

The South African Council For Natural Scientific Professions is responsible for the registration and regulation 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 of 2003, (Act No.27 of 2003), as amended.
- 2.3 Exercise control over the standard of conduct of professional natural scientists.
- 2.4 Monitor the standard of education and training of natural scientists.
- 2.5 Set standards for the recognition of education and training of natural scientists.
- 2.6 Ensure that prospective registrants meet the educational standards and work experience required for registration.

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

3. Review of financial results and activities

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

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

4. Council members

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

Council members	Office
Dr. M.K. Mabaso <i>Pr. Sci. Nat</i>	President
Prof. N.S. Mokgalaka-Fleishmann <i>Pr. Sci. Nat</i>	Vice President
Dr. A. Johnson	Member
Mr. D.L. Pillay	Member
Dr. H. Pienaar <i>Pr. Sci. Nat</i>	Member
Prof. S. Das <i>Pr. Sci. Nat</i>	Member
Ms. N. Maseko	Member
Prof. I.N. Fabris-Rotelli <i>Pr. Sci. Nat</i>	Member
Dr. T. Mapeto <i>Pr. Sci. Nat</i>	Member
Mr. D.G. Hlongwane <i>Pr. Sci. Nat</i>	Member
Prof. P.L. Mabeta	Member
Prof. E. van Marle-Korster <i>Pr. Sci. Nat</i>	Member
Prof. R.J. Moitsheki <i>Pr. Sci. Nat</i>	Member
Dr. M.B. Matiwane <i>Pr. Sci. Nat</i>	Member

Council members	Office
Dr. V. Mshayisa <i>Pr. Sci. Nat</i>	Member
Mr. S.S. Modupe	Member
Prof. A. Muronga	Member
Dr. N.B. Nengovhela <i>Pr. Sci. Nat</i>	Member
Prof. V. Steenkamp <i>Pr. Sci. Nat</i>	Member
Mr. S. Siwela <i>Pr. Sci. Nat</i>	Member
Mr. B. Ngobeli	Member
Ms M. Sefula	Member
Prof. R. Diab <i>Pr. Sci. Nat</i> (Deceased)	Member

The new Council members were inaugurated on 17 October 2025.

Prof. Roseanne Diab passed away in January 2026 during her tenure as a member of Council. The organisation records its sincere appreciation for her valuable contribution, dedication, and service to the organisation and the broader community.

5. Events after the reporting period

The Council members are not aware of any material event which occurred after the reporting date and up to the date of this report.

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.

The Council is aware of pending legislative developments, notably the review and anticipated revision of the SACNASP Act through the proposed SACNASP Bill. While these changes may have implications for the Council's future operations, they remain subject to the formal legislative process and parliamentary approval. Accordingly, the potential impact on the Council's activities will be assessed once the revised legislation is enacted.

7. Auditors

Thornton Dobb Rossal Ubucule were appointed in office as external auditors by the Council for the year ended 31 March 2026.

8. Council secretary

Mr. T. Machete (Acting Council Secretary).

9. President

The annual financial statements set out on pages 96 to 114, which have been prepared on the going concern basis, would be approved by Council on 31 July 2026, and were signed on its behalf by:



Dr. M.K. Mabaso *Pr. Sci. Nat* President

31 July 2026

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2026

<i>Figures in Rand</i>	Note(s)	2026	2025 Restated
Assets			
Non-Current Assets			
Property, plant and equipment	3	333,757	248,266
Intangible assets	4	15,674	42,394
		349,431	290,660
Current Assets			
Trade and other receivables	5	18,726,896	20,978,427
Cash and cash equivalents	7	21,556,484	21,498,870
Deposit receivable	6	206,499	206,499
		40,489,879	42,683,796
Total Assets		40,839,310	42,974,456
Equity and Liabilities			
Equity			
Accumulated surplus		9,330,409	7,909,983
Liabilities			
Current Liabilities			
Trade and other payables	8	7,349,077	7,687,822
Deferred income	9	23,635,051	26,739,188
Provisions	10	524,773	637,463
		31,508,901	35,064,473
Total Equity and Liabilities		40,839,310	42,974,456

STATEMENT OF COMPREHENSIVE INCOME

<i>Figures in Rand</i>	Note(s)	2026	2025 Restated
Revenue	11	24,340,411	20,908,447
DSTI Project Income	12	14,285,608	10,790,872
CHIETA Funding Income	12	-	215,444
Total revenue		38,626,019	31,914,763
Operating expenses		(38,237,982)	(31,820,368)
Operating surplus	13	388,037	94,395
Investment revenue	15	1,032,389	1,217,498
Surplus for the year		1,420,426	1,311,893

STATEMENT OF CHANGES IN EQUITY

Figures in Rand

	Retained income	Total equity
Balance at 01 April 2024	6,598,090	6,598,090
Total comprehensive income for the year	1,311,893	1,311,893
Balance at 01 April 2025 (Restated)	7,909,983	7,909,983
Total comprehensive income for the year	1,420,426	1,420,426
Balance at 31 March 2026	9,330,409	9,330,409

STATEMENT OF CASH FLOWS

<i>Figures in Rand</i>	Note(s)	2026	2025 Restated
Cash flows from operating activities			
Cash receipts from customers		36,186,582	29,370,552
Cash paid to suppliers and employees		(36,635,566)	(32,636,453)
Cash used in operations	18	(448,984)	(3,265,901)
Interest received		1,032,389	1,217,498
Net cash from operating activities		583,405	(2,048,403)
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(477,966)	(209,532)
Purchase of other intangible assets	4	(47,825)	-
Net cash from investing activities		(525,791)	(209,532)
Total cash movement for the year		57,614	(2,257,935)
Cash at the beginning of the year		21,498,870	23,756,804
Total cash at end of the year	7	21,556,484	21,498,869

ACCOUNTING POLICIES

1. Basis of preparation and summary of significant accounting policies

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

These accounting policies are consistent with the previous period.

1.1 Significant judgements and sources of estimation uncertainty Critical judgements in applying accounting policies

Management are required to make critical judgements in applying accounting policies from time to time. The judgements, especially those involving estimations, have the most significant effect on the amounts recognised in the annual financial statements.

1.2 Property, plant and equipment

Property, plant and equipment are tangible items held for use in SACNASP's regulatory and administrative activities and are expected to be used over more than one financial period.

(i) Recognition and measurement

Items of property and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses. Costs include expenditure that is directly attributable to the acquisition of asset.

Any other costs directly attributable to bringing the assets to a working condition for their intended use when the council has an obligation to remove the asset or restore the site, an estimate of the costs dismantling and removing the items and restoring the site on which they are located and capitalised borrowing costs.

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

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

(ii) Subsequent costs

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

(iii) Depreciation

Items of property, plant and equipment are depreciated from the date they are available 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. Depreciation is provided using the straight-line method to write down the cost, less estimated residual value over the useful life of the property, plant and equipment as follows:

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

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

1.3 Intangible assets

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

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

Research and development costs are recognised as an expense in the period incurred. Amortisation is provided to write down the intangible assets, on a straight-line basis, as follows:

Item	Useful life
Computer software	3 years

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

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

1.4 Financial instruments Initial measurement

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

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

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

Financial instruments at amortised cost

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

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

Financial instruments at fair value

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

Trade and other receivables

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

Trade and other payables

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

Cash and cash equivalents

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

1.5 Leases

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

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.

1.10.1 Annual Membership Fees.

Annual membership fees are invoiced in advance and provide members with continuous access to regulatory and professional services over a 12-month period, revenue from annual membership fees is recognized on a straight-line basis over the membership period, as the services are rendered evenly over time.

Any portion of membership fees received in advance for services not yet rendered at the reporting date is recognised as deferred income under current liabilities.

1.10.2 Other Fees (Application, Critical Skills, Qualification, CPD Validation, Reinstatement and Upgrade Fees)

These are non once-off fees charged for administrative and evaluative services. Revenue from these services is recognised at the point in time when the service is rendered or substantially completed.

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

Annual Financial Statements for the year ended 31 March 2026

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

2. Changes in accounting policy

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

3. Property, plant and equipment

	2026			2025		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Furniture and fixtures	888,157	(867,721)	20,436	725,202	(712,983)	12,219
IT equipment	1,485,202	(1,171,881)	313,321	1,170,191	(934,144)	236,047
Total	2,373,359	(2,039,602)	333,757	1,895,393	(1,647,127)	248,266

Reconciliation of property, plant and equipment - 2026

	Opening balance	Additions	Depreciation	Closing balance
Furniture and fixtures	12,219	162,955	(154,738)	20,436
IT equipment	236,047	315,011	(237,737)	313,321
	248,266	477,966	(392,475)	333,757

Reconciliation of property, plant and equipment - 2025

	Opening balance	Additions	Depreciation	Closing balance
Furniture and fixtures	20,899	30,710	(39,390)	12,219
IT equipment	212,050	178,822	(154,825)	236,047
	232,949	209,532	(194,215)	248,266

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

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

4. Intangible assets

	2026			2025		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	936,828	(921,154)	15,674	889,002	(846,608)	42,394

Reconciliation of intangible assets - 2026

	Opening balance	Additions	Amortisation	Closing balance
Computer software	42,394	47,825	(74,545)	15,674

Reconciliation of intangible assets - 2025

	Opening balance	Amortisation	Closing balance
Computer software	121,333	(78,939)	42,394

5. Trade and other receivables

Figures in Rand

	2026	2025
Trade receivables	22,590,481	24,805,095
Provision for bad debts allowance	(3,863,585)	(3,826,668)
	18,726,896	20,978,427

Trade receivables with credit balances amounting to R1 748 355 (2025: R1 573 848) have been moved and reclassified under Trade payables. Refer to note 8.

Included in Trade receivables above are Trade payables with debit balances amounting to R366 995.60 (2025: R0). 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

	2026	2025
0 - 30 days	17,442,188	16,235,470
31 - 60 days	(142,143)	(210,495)
61 - 90 days	(131,136)	(111,999)
91 - 120 days	(123,391)	(237,757)
120+ days	5,177,967	9,129,876
	22,223,485	24,805,095

Annual Financial Statements for the year ended 31 March 2026

6. Deposit receivable

Figures in Rand

	2026	2025
Deposits on leases and other	206,499	206,499

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

7. Cash and cash equivalents

Figures in Rand

	2026	2025
Cash and cash equivalents consist of:		
Cash on hand	28	28
Bank balances	5,231,426	3,117,986
Short-term deposits	16,325,030	18,380,856
	21,556,484	21,498,870

Included in short-term deposits is an amount of R4 148 555 (2025: R8 188 046) received from DSTI for the DSTI project. Refer to note 9.1.

8. Trade and other payables

Figures in Rand

	2026	2025
Trade payables	3,311,386	3,686,677
Unallocated deposits	1,051,770	961,334
VAT	2,333,361	2,358,532
SAASTA Grant - National Science Week	9,997	9,997
CHIETA Funding	(104,444)	(104,444)
Accrued expenses	694,312	723,031
Operating lease liability	52,695	52,695
	7,349,077	7,687,822

Aging on debtors with credit balances

0 - 30 days	133,110	280,602
31 - 60 days	(37,273)	(77,933)
61 - 90 days	(45,593)	(20,803)
91 - 120 days	(36,635)	(30,090)
120 days+	(1,797,964)	(1,725,624)
	(1,784,355)	(1,573,848)

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

VAT is declared on payment basis, therefore the VAT liability will reduce as and when we receive payment for annual registration fees.

Included in Trade payables above are Trade receivables with credit balances amounting to R1 784 355 (2025: R1 573 848). Refer to note 5.

Trade payables with debit balances amounting to R366 995.60 (2025: R0) have been moved and reclassified under Trade receivables. Refer to note 5.

9. Deferred income

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

<i>Figures in Rand</i>	2026	2025
9.1 DSTI Project Funding	4,148,555	8,188,046
9.2 Fees invoiced in advance	19,486,496	18,551,142
	23,635,051	26,739,188

9.1 DSTI Funding

The 2027/29 Medium-Term Expenditure Framework (MTEF) allocation for SACNASP is R37,879 million, broken down as:

- R12,075 million for the 2026/27 financial year (FY),
- R12,618 million for the 2027/28 FY, and
- R13,186 million for the 2028/29 FY.

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

<i>Figures in Rand</i>	2026	2025
DSTI Project Funding		
Opening balance	8,188,045	8,630,236
Deposit received	10,000,000	10,000,000
Interest received	246,117	348,682
DSTI Project movement	(13,955,714)	(10,217,714)
VAT	(329,894)	(573,159)
Closing balance	4,148,554	8,188,045

Included in the above balance is an amount of R2 137 500 (2025: R5 355 108) 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 March for the ensuing year.

Annual Financial Statements for the year ended 31 March 2026

10. Provisions

Reconciliation of provisions - 2026

	Opening balance	Utilised during the year	Total
Provisions for leave	637,463	(112,690)	524,773

Reconciliation of provisions - 2025

	Opening balance	Utilised during the year	Total
Provisions for leave	588,209	49,254	637,463

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.

11. Revenue

Figures in Rand

	2026	2025
Annual fees	18,548,568	16,077,684
Application fee	3,486,206	2,520,748
Critical skills fee	90,435	22,447
Upgrading fee	735,749	711,965
Reinstating fee	1,228,870	1,214,237
Qualification fee	211,583	278,366
CPD validation	39,000	83,000
	24,340,411	20,908,447

Excluded in the annual fees are Staff and Council members.

12. Other income

Figures in Rand

	2026	2025
CHIETA Funding Income	-	215,444
DSTI Project Income	14,285,608	10,790,872
	14,285,608	11,006,316

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

The income received from CHIETA is to promote career and skills development in Science, Technology, Engineering, Arts, and Mathematics among educators and learners. This funding is purpose-restricted, and income is recognized as the entity incurs expenses in line with the grant's objectives.

13. Operating surplus

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

Operating lease charges

<i>Figures in Rand</i>	2026	2025
Lease rentals on operating lease		
• Contractual amounts	2,178,219	2,027,882
Amortisation on intangible assets	74,545	78,939
Auditors remuneration	140,400	643,195
Bad debts	5,627,675	2,344,782
Council Travel	260,369	69,245
Depreciation on property, plant and equipment	392,475	194,215
DSTI Project: Continuing Professional Development Programme	2,928,950	4,074,917
DSTI Project: Development of Candidate Mentoring Phase	3,158,136	2,837,497
DSTI Project: Information Technology Platform	3,494,236	1,852,898
DSTI Project: Regulations	3,220,042	1,452,402
Employee costs	10,876,790	11,178,351

Included in the employee cost is the ex gratia bonuses, company contributions to the medical aid, retirement annuity and group life cover.

14. Depreciation, amortisation and impairments

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

<i>Figures in Rand</i>	2026	2025
Depreciation		
Property, plant and equipment	392,475	194,215
Amortisation		
Intangible assets	74,545	78,939
Total depreciation, amortisation and impairments		
Depreciation	392,475	194,215
Amortisation	74,545	78,939
	467,020	273,154

Annual Financial Statements for the year ended 31 March 2026

15. Investment revenue

Figures in Rand

	2026	2025
Interest revenue		
Interest received from investment	898,057	1,114,442
Interest received from bank	134,332	103,056
	1,032,389	1,217,498

16. Taxation

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

17. Operating lease

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

Figures in Rand

	2026	2025
Future minimum lease payments		
- Within one year	-	1,933,148
- In second to fifth year	-	322,191
	-	2,255,339

SACNASP entered into a two year operating lease with The Innovation Hub for the rental of offices commencing from June 2024 to May 2026. In terms of the lease agreement, the lease payments are subject to an annual escalation of 7%

18. Cash used in operations

Figures in Rand

	2026	2025
Surplus for the year	1,420,426	1,311,893
Adjustments for:		
Depreciation and amortisation	467,020	273,154
Interest received	(1,032,389)	(1,217,498)
Increase in provisions	(112,690)	49,254
Changes in working capital:		
Increase in Trade and other receivables	2,251,531	(6,367,971)
Increase in Trade and other payables	(338,745)	653,999
Increase in Deferred income	(3,104,137)	2,031,268
	(448,984)	(3,265,901)

19. Related parties

Relationships

Entities with significant influence	Department of Science, Technology and Innovation
Members of key management	Council members
Partnership	South African Agency For Science and Technology Advancement (SAASTA)
	Chemical Industries Education and Training Authority (CHIETA)
	China Association for Science and Technology (CAST)
	Environmental Assessment Practitioners Association of South Africa (EAPASA)
Associates	Voluntary Associations (VA's)

Figures in Rand

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

Related party balances**Amounts included in deferred income regarding related parties**

Department of Science, Technology and Innovation

4,148,555

8,188,045

Amounts included in Trade and Other Payables regarding related parties

Chemical Industries Education and Training Authority (CHIETA)

(104,444)

(104,444)

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

Related party balances**Honoraria fees - Outgoing members**

Prof. K.A. Nephawe *Pr. Sci. Nat*

90,082

198,650

Mr. S.C. Jewell

31,486

76,004

Mr. N.L. Baartjes *Pr. Sci. Nat*

21,720

83,614

Prof. R. Coetzer *Pr. Sci. Nat*

21,898

45,612

Prof. K.D. Musetsho *Pr. Sci. Nat*

46,674

85,223

Ms. M.P. Masemola CA (SA)

30,939

73,816

Ms. L.M. Mtshali

8,688

39,096

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

15,204

43,440

Dr. T.E. Lephoto *Pr. Sci. Nat*

8,688

13,032

Honoraria fees - Incoming members

Prof. N.S. Mokgalaka-Fleishmann *Pr. Sci. Nat*

57,324

70,550

Mr. S.S. Modupe

36,161

-

Prof. R. Diab *Pr. Sci. Nat* (Deceased)

50,452

73,285

Mr. S. Siwela *Pr. Sci. Nat*

23,733

-

Dr. V. Mshayisa *Pr. Sci. Nat*

15,827

-

Prof. E. van Marle-Koster *Pr. Sci. Nat*

9,044

-

Dr. T. Mapeto *Pr. Sci. Nat*

9,044

-

Dr. H. Pienaar *Pr. Sci. Nat*

24,302

-

Prof. I.N. Fabris-Rotelli *Pr. Sci. Nat*

31,120

34,752

Prof. S. Das *Pr. Sci. Nat*

28,948

28,236

Prof. P.L. Mabeta

51,355

43,971

Dr. M.B. Matiwane *Pr. Sci. Nat*

50,420

21,720

Prof. R.J. Moitsheki *Pr. Sci. Nat*

28,770

36,924

Prof. A. Muronga

15,471

26,064

Prof. V. Steenkamp *Pr. Sci. Nat*

70,433

39,096

Non-council Members*

476,294

514,716

1,254,077**1,547,801**

Annual Financial Statements for the year ended 31 March 2026

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

*Non-council members refer to individuals who are not appointed to the SACNASP Council but are engaged by the Council to perform specific functions such as quality evaluations and critical skills assessments of applicants seeking registration. These individuals possess relevant expertise in natural scientific disciplines and are remunerated for their professional services.

During the financial year, there was a transition in Council membership following the expiry of the previous Council term on 30 September 2025. Consequently, the honoraria disclosed includes fees paid to outgoing Council members whose term ended during the year, incoming Council members appointed for the new term, as well as members reappointed for a second term of office.

Figures in Rand**Critical skills visa assessment fee**

Council Members

Non-council Members

	2026	2025
Council Members	21,116	-
Non-council Members	43,176	30,000
	64,292	30,000
Evaluation fees		
Council Members	500	600
Non-council Members	179,950	183,150
	180,450	183,750

20. Key personnel emoluments**Executive****2026**Dr. N.H Obokoh *Pr.Sci.Nat* (Resigned:06 February 2026)

Emoluments	Disability insurance and Retirement contributions	Total
1,766,760	72,670	1,839,430

2025Dr. N.H Obokoh *Pr.Sci.Nat*

Emoluments	Disability insurance and Retirement contributions	Total
1,802,414	81,401	1,883,815

21. Prior period errors

During the current financial year, management identified that a supplier invoice relating to the prior financial year had not been recognised in the accounting records. As a result, the related expense, input VAT and trade and other payables were omitted from the prior year's financial statements.

The error has been corrected retrospectively in accordance with Section 10 of the IFRS for SMEs Accounting Standard by restating the affected comparative balances and adjusting the opening balance of retained earnings where applicable.

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

Figures in Rand**Statement of Financial Position**

Trade and Other Payables

Vat Receivable

Statement of Comprehensive Income

Auditors Remuneration

2026	2025
-	(586,080)
-	76,445
-	-
-	(509,635)

22. Commitments**Figures in Rand**

DSTI Project: Continuing Professional Development Programme

DSTI Project: Development of Candidate Mentoring Phase

DSTI Project: Information Technology Platform

DSTI Project: Regulations

2026	2025
340,000	856,088
1,035,000	-
-	1,300,300
762,500	3,198,720
2,137,500	5,355,108

Annual Financial Statements for the year ended 31 March 2026

DETAILED INCOME STATEMENT

<i>Figures in Rand</i>	<i>Note(s)</i>	2026	2025
Revenue	11	24,340,411	20,908,447
DSTI Project Income	12	14,285,608	10,790,872
CHIETA Funding Income	12	-	215,444
Investment revenue	15	1,032,389	1,217,498
Total revenue		39,658,408	33,132,261
Operating expenses			
Advertising		233,671	452,212
Auditors remuneration		140,400	643,195
Bad debts		5,627,675	2,344,782
Bank charges		739,121	512,459
Catering and meetings		185,487	65,784
Cleaning		3,905	4,272
Computer expenses		139,820	126,132
Council travel		260,369	69,245
DSTI Project: Continuing Professional Development Programme		2,928,950	4,074,917
DSTI Project: Development of Candidate Mentoring Phase		3,158,136	2,837,497
DSTI Project: Information Technology Platform		3,494,236	1,852,898
DSTI Project: Regulations		3,220,042	1,452,402
DSTI Project: International Collaboration		1,052,531	-
Depreciation, amortisation and impairments		467,020	273,154
Employee costs		10,876,790	11,178,351
Honoraria		1,495,375	1,761,551
HR Services		130,556	127,446
Insurance		254,824	104,671
Lease rentals on operating lease		2,178,219	2,027,882
Legal and Professional Conduct related expenses		190,603	828,969
Office expenses		73,981	70,305
Benchmarking and work study		942,525	199,939
Printing and stationery		29,368	6,898
Promotions National Science Week		60,000	-
Repairs and maintenance		61,698	15,136
CHIETA expenses		-	215,444
Subscriptions		47,303	49,575
Telephone and fax		78,383	82,719
Training		63,252	28,030
Transport and freight		103,742	66,677
Professional conduct expenses		-	347,826
Total operating expenses		38,237,982	31,820,368
Surplus for the year		1,420,426	1,311,893

This supplementary information presented does not form part of the annual financial statement and is unaudited



science, technology
& innovation

Department:
Science, Technology and Innovation
REPUBLIC OF SOUTH AFRICA

SACNASP
South African Council for Natural Scientific Professions
Integrity in science