

SACNASP

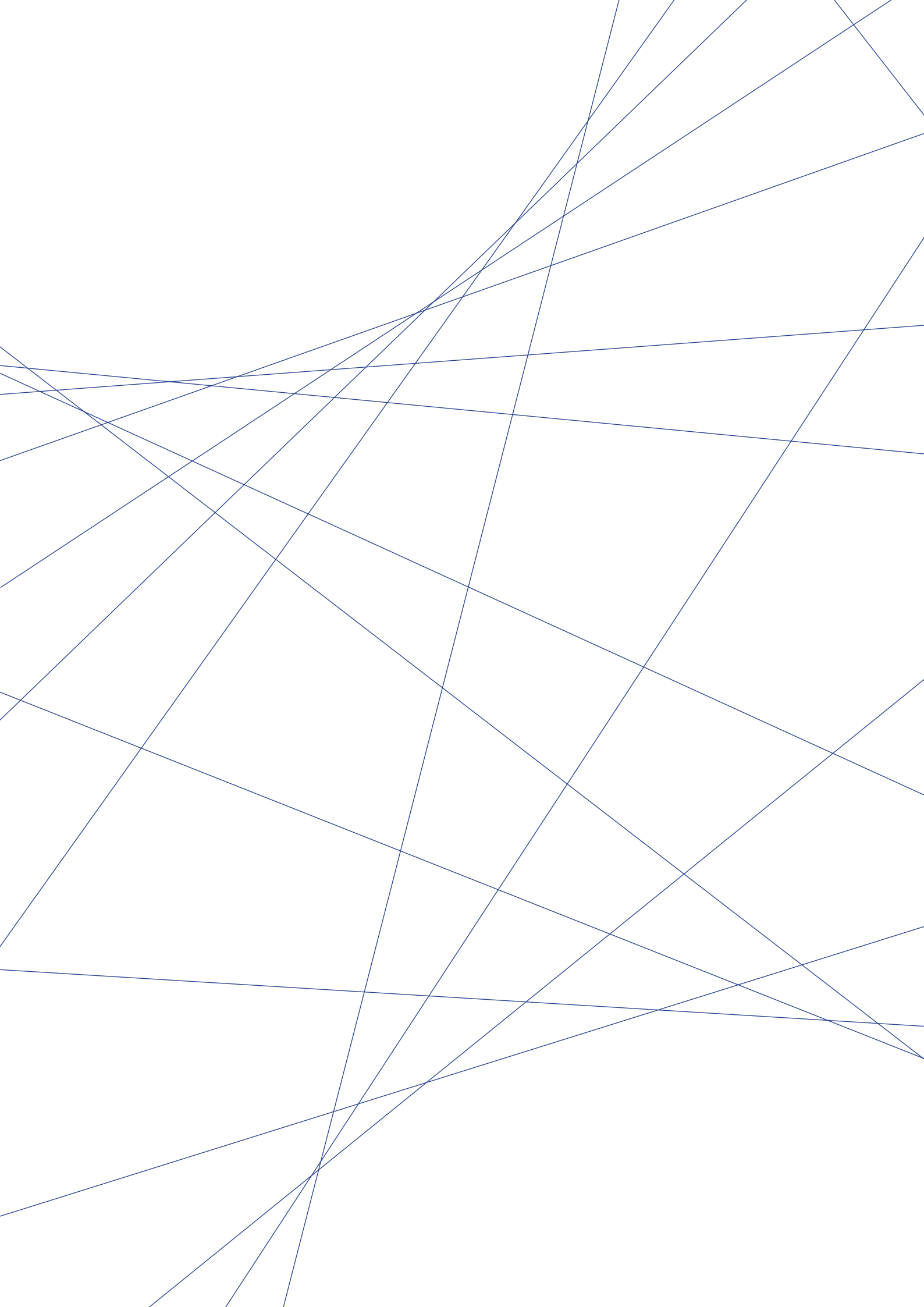
South African Council for Natural Scientific Professions

ANNUAL REPORT 2018/19



science
& technology

Department:
Science and Technology
REPUBLIC OF SOUTH AFRICA



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Part A:

General Information

1 Contact information

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Web	www.sacnasp.org.za
External Auditors	Morar Incorporated
Bank	Nedbank Limited
Council Secretary	Ms D Fisher

2 List of abbreviations

A&RCo	Audit and Risk Committee
ASSAf	Academy of Science South Africa
AU	African Union
CEO	Chief Executive Officer
CHE	Council for Higher Education
CMP	Candidate Mentor Programme
COGTA	Department of Cooperative Governance and Traditional Affairs
CorrISA	Corrosion Institute of South Africa
CPD	Continuing Professional Development
CSIR	Council for Scientific and Industrial Research
CSC	Critical Skills Committee
ECSA	Engineering Council of South Africa
DAFF	Department of Agriculture, Forestry and Fisheries
DEA	Department of Environmental Affairs
DHA	Department of Home Affairs
DHET	Department of Higher Education and Training
DPW	Department of Public Works
dti	Department of Trade and Industry
DPME	Department of Planning, Monitoring and Evaluation
DST	Department of Science and Technology
DWS	Department of Water and Sanitation
EISED	Economic Sector, Employment and Infrastructure Development
EXCO	Executive Committee
GDARD	Gauteng Department of Agriculture and Rural Development
HPCSA	Health Professions Council of South Africa
HR	Human Resources
HR&RemCo	Human Resources and Remuneration Committee
HSRC	Human Sciences Research Council
HEI	Higher education institution
HEQC	Higher Education Quality Council
IT	Information technology
LARSSA	Land Rehabilitation Society of Southern Africa
MOU	Memorandum of Understanding
NACI	National Advisory Council on Innovation
NECSA	South African Nuclear Energy Corporation SOC Limited
NDP	National Development Plan
NGP	New Growth Path

2 List of abbreviations

(Continued)

NRF	National Research Foundation
NRLD	National Learner Records Database
NSI	National System of Innovation
NSP Act	Natural Scientific Professions Act, 2003 (Act No. 27 of 2003) as amended
NSSA	Nematological Society of South Africa
NSTF	National Science and Technology Forum
PAC	Professional Advisory Committee
PCC	Professional Conduct Committee
PFMA	Public Finance Management Act, (Act No. 1 of 1999), as amended, including Treasury Guidelines
PESTLE	Political Economic Social Technological and Environmental Analysis
QAC	Qualifications Assessment Committee
QCTO	Quality Council for Trades and Occupations
RCo	Registration Committee
SAASTA	South African Agency for Science and Technology Advancement
SABSPlat	South African Basic Sciences Platform
SACNASP	South African Council for Natural Scientific Professions
SAICA	South African Institute of Chartered Accountants
SAIMM	The South African Institute of Mining and Metallurgy
SANAS	South African National Accreditation System
SANSA	South African National Space Agency
SAQA	South African Qualifications Authority
SASAS	South African Society for Animal Sciences
SASTA	South African Sugar Technologists Association
SAVC	South African Veterinary Council
SEIAS	Socio-Economic Impact Assessment
SFSA	Science Forum South Africa
STISA-2024	Science, Technology and Innovation Strategy for Africa
SPC	Strategic Projects Committee
SO-OG	Strategic Outcome Orientated Goals
STI	Science, Technology and Innovation
VAs	Voluntary Associations

3 Statement of responsibility and confirmation of the 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 the independent auditor.

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

The annual report has been prepared in accordance with the guidelines on the annual reports 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 entity for the financial year ended 31 March 2019.



Dr Pradish Rampersadh *Pr.Sci.Nat.*
Chief Executive Officer
31 July 2019



Dr Gerda Botha *Pr.Sci.Nat.*
Chairperson: Council
31 July 2019

4 Foreword by Chairperson



Dr Gerda Botha *Pr.Sci.Nat*

As the Chairperson of the South African Council for Natural Scientific Professions (SACNASP), it is my privilege to report on the Council's performance for 2018/19 financial year.

The year under review was a very positive one for the Council, which again saw a growth in the number of registered scientists and a greater presence of SACNASP in the natural science and technology environment. SACNASP has endeavoured to ensure that it lives up to its values of not only being a regulator but also an enabler and advisor where necessary. It is also the final year in the four-year term of the existing Council and as such, this report will reflect on the achievements of SACNASP over this period.

As a high-level overview of the strategy and performance of the entity; SACNASP had committed to publish a research-based report, to inform the formulation of government policy every two years. A report entitled *The Role of the South African Council for Natural Scientific Professions and its Voluntary Associations in the National System of Innovation*, was presented to the Department of Science and Technology (DST). Some of the key challenges identified by this report are:

- The need for increased support for natural science teachers at basic and secondary school levels;

- Improved link between skills development and society;
- Greater funding support for Voluntary Associations (VAs); and
- Promoting the image of natural science professions through enhanced collaboration.

In response to the above SACNASP took part in a NQF Stakeholder Forum arranged by SAQA, that discussed various education issues from different sectors, including natural science education and teaching. The skills needed from the Professional bodies were also tabled at the discussion. SACNASP delivering a keynote address at the Skills Summit, that further addressed this important matter. The VA's request for funding support was noted and different sponsorships of conferences was implemented. The Council engaged various other Councils to share learning on strategic matters, including to promote the professions. The Council is currently in the process of compiling two further reports for Government and key stakeholders.

During the financial period 2018/19 the Council continued to ensure that regulation remained a priority through the Professional Conduct Committee (PCC) by ensuring that investigations were done and appropriate action was taken to promote the interest of the natural science profession among the general public. SACNASP has embarked on a media campaign to make the general public aware of the registration and regulation function of SACNASP.

SACNASP has held workshops with registered scientists around South Africa and held a very successful debate at Science Forum SA 2018. The importance of SACNASP's participation for the past few years in major events is growing and the huge support for our sessions is encouraging us to play this enabling and advisory role.

The financial support that followed from the DST has strengthened SACNASP's position and the announcement of annual project support funding has ensured the financial support needed for SACNASP to fulfil its mandate. The Council managed, though strict budget control, to turn a previous financial deficit situation of SACNASP, into the current positive and stable position.

Stakeholder engagement was a priority and relationships were established and strengthened with various stakeholders, including government departments,

scientists and the VAs. Arranging and participating in networking sessions and VA events around the country made SACNASP visible and more approachable to registered and potential registered scientists. The growing number of registered scientists, new VAs and new fields of practice gazetted in previous years, are evidence of this aspect. I would also urge the new Council to further foster relationships and create value for the VAs who are key stakeholders in the value chain.

The Council, with the support of management engaged with a number of similar registration bodies in South Africa to understand common challenges and opportunities. These engagements included organisations such as the Engineering Council of South Africa (ECSA), Health Professions Council of South Africa (HPCSA), South African Institute of Chartered Accountants (SAICA), Council for Higher Education (CHE), South African Qualifications Authority (SAQA), Council for Scientific and Industrial Research (CSIR) and South African Veterinary Council (SAVC). Relationships with sister entities within the DST, as well as relevant science stakeholders – National Science and Technology Forum (NSTF), National Research Foundation (NRF), Academy of Science South Africa (ASSAf), South African Nuclear Energy Corporation (Necsa), National Advisory Council on Innovation (NACI), South African Agency for Science and Technology Advancement (SAASTA), South African National Space Agency (SANSA), Human Sciences Research Council (HSRC) and South African Basic Sciences Platform (SABSPlat) – were all identified to seek synergies in work relationships. SACNASP's role as a player in the National System of Innovation (NSI) is important and we engaged with other government departments including the Department of Agriculture, Forestry and Fisheries (DAFF), Department of Environmental Affairs (DEA), Department of Public Works (DPW), Department of Water and Sanitation (DWS) as well as the Department of Higher Education and Training (DHET), and many tertiary education institutes on education, training and registration matters.

More industry engagements and collaboration are needed – first-round contacts were made with **the dti** and selected private companies, but the potential impact in this area needs more dedicated focus to see growing support.

SACNASP's visibility and relevance were evident in the large number of events we were invited to participate in – industry, science conferences, women empowerment groups, international and Africa-related governmental discussions, and exchange and peer recognition organisations locally and internationally.

The Council had to deal with an increasing number of regulatory matters related to ethics and transgressions of the code of conduct. The need for a Council representative with a legal background is clearly evident. SACNASP also had to step in and mediate/negotiate on behalf of our registered scientists with the Competition Commission and SAVC – some matters are still ongoing.

The roll out of the Continuing Professional Development (CPD) Programme came into being two years ago. The importance of this is captured in the White Paper on Science and Technology, which makes mention of the aspect of lifelong learning/reskilling, as facilitated by SACNASP. This opens opportunities for SACNASP and service providers to provide for the skills development of all our scientists.

The free student enrolment programme was set up to create a pipeline of graduates who will be professionally registered scientists one day. Where possible, these graduates will be incorporated into the Candidate Mentoring Programme that is still to be rolled out. The impact will be measurable in a few years' time. SACNASP's presence at school science festivals also created media attention and a greater understanding in the young learners' minds of the possibility of a career in science.

The current Council displayed positive energy and the joint expertise led to an excitement and dedication to grow SACNASP as much as possible during its term of office. This also includes the project of understanding the growing number of foreign applications so we can define our role to function/relate outside of South Africa.

I am confident that SACNASP is now at the point where horizons can be broadened to focus more on additional marketing strategies specifically towards industry, implement the streamlined regulation systems, and further negotiate for demand-side legislation and international recognition with similar registering bodies. The new Council will also then see the proposed new SACNASP Act come into existence. The Natural Scientific Professions Act, 2003 (Act No. 27 of 2003) as amended following an extensive process of consultation and modifications to the current Act.

Reviewing what the Council has achieved during the period 2015–2019, I firstly would like to sincerely thank the members of Council. Their competence and dedication have ensured that SACNASP achieved many milestones over the past few years. A special thank you to the outgoing

Council members who have served two terms of office. All the best with your future endeavours and continue to share your expertise. I must also applaud and give acknowledgement to the former Ministers of Science and Technology, the Honourable Mmamoloko Kubayi-Ngubane and the Honourable Dr Naledi Pandor, and the DST for creating an enabling environment and support, without which our growth and successes would not have been possible. The Council looks forward to working with the new Minister, the Honourable Dr Blade Nzimande and are excited by the possibilities created by merging the Departments of Science and Technology and Higher Education and Training.

On behalf of Council I conclude by mentioning the outstanding work done by our CEO, Dr Pradish Rampersadh. His exceptional leadership and management of the office and Council endeavours are key in all the above achievements and he was supported by an outstanding secretariat that was jointly part of this journey and achievements.

My sincerest thanks and best wishes to all in the science fraternity.



Dr Gerda Botha *Pr.Sci.Nat.*
Chairperson: Council

5 Chief Executive Officer's Report



Dr Pradish Rampersadh *Pr.Sci.Nat*

The 2018/19 financial year was another exciting year for SACNASP. In terms of growth in registered scientists, SACNASP had a total of 1 570 new registrations for the financial year and the total number of registered scientists grew to 13 791 at the end of the 2018/19 financial year.

To ensure sustained growth in registration numbers, SACNASP has followed a multipronged approach to ensure that key stakeholders are aware of SACNASP and the registration requirements. This included holding networking sessions with registered scientists from Limpopo, Gauteng, North West, Free State and Mpumalanga provinces, providing scientists the opportunity to network and discuss key issues related to professional registration. SACNASP also held a successful thematic session at Science Forum South Africa (SFSA) 2018 where *'The Future of the Natural Science Profession'* was discussed. This session was well attended with standing room only at the Albert Luthuli Auditorium at the National Research Foundation (NRF) building, indicating the interest of natural scientists in this topic. In terms of free student enrolment at SACNASP, 14 universities have, to date, been visited with almost 2 000 students enrolled. This was an extremely successful campaign, which made science students aware of SACNASP and again sparked

some interesting debates on professional registration and its benefits. SACNASP will continue this campaign with the aim of creating a pipeline for registration. SACNASP also attended natural science Voluntary Association (VA) events to promote professional registration. SACNASP has realised the importance of an online presence and a new website has been developed, which allows scientists to not only apply online, but also pay their annual fees and print their own certificates. SACNASP will also be working with a service provider to increase its presence on social media platforms and to create opportunities to leverage awareness with millions of readers and to drive awareness through reader engagement and interest.

One of the areas that the Council is very passionate about is learner development. SACNASP partnered with Split Second Science at SciFest Africa 2019 that was held in Grahamstown, Eastern Cape. 'Know Your Elements' and 'Chemistry Bingo' science shows and workshops were held daily for learners and the learners received SACNASP-branded periodic tables. Motivational talks were also held for learners. SACNASP has further signed a memorandum of understanding (MOU) with the South African Agency for Science and Technology Advancement (SAASTA) for registered scientists to assist SAASTA with their various science education projects, including Olympiads and Expos.

Following on from the success of the first report for the Department of Science and Technology (DST). SACNASP will be producing a second report entitled *Tracking of Employed, Unemployed and Underemployed Natural Science Graduates (2007–2017)*, which will be completed in the 2019/20 financial year. It is hoped that the information gained from these reports will assist government in terms of science development and education planning. This was achieved with the special project funding from the DST.

In terms of key stakeholder engagement, SACNASP once again focused on industry, government, academia and the recognised VAs. SACNASP was proud to be allowed the opportunity to contribute to the 2019 White Paper on Science, Technology and Innovation. This is the blueprint that all entities need to use as a basis for their future planning. SACNASP was also invited to make input into the National Science, Technology and Innovation (STI)

Foresight Initiative arranged by NACI and attended the Inaugural Bio-Africa Convention as one of the DST entities supporting the event. SACNASP is assisting the DST's plan to host the South African Basic Sciences Platform (SABSPlat) Biological Science meeting later in 2019.

SACNASP has been engaged with the Department of Agriculture, Forestry and Fisheries (DAFF) and the Competition Commission on its Draft Revised Agricultural Remedies Regulations, and participated in the Cluster Consultative Workshop on the Draft National Policy on Comprehensive Producer Development Support. SACNASP had further engaged with the Department of Higher Education and Training (DHET) on the natural science fields for scholarships. SACNASP interacted with the National Disaster Management Centre of the Department of Cooperative Governance and Traditional Affairs (COGTA) on professionalisation of the Fire Services of South Africa. A meeting was also held with the Department of Environmental Affairs (DEA) on the professional registration of its staff. A meeting was also held with the Department of Trade and Industry (**the dti**) to discuss how **the dti** can assist SACNASP in terms of building a relationship with the industries connected to **the dti**. SACNASP also assists the Department of Home Affairs (DHA) with critical skill evaluations in the natural sciences. SACNASP is currently working with the Quality Council for Trades and Occupations (QCTO) on the development of a new science-related occupation for South Africa, namely, the Restoration/Rehabilitation or Environmental Management Programme Practitioner to manage environmental degradation associated with developmental projects or major environmental incidents.

In terms of the VAs, apart from attending conferences and meetings, SACNASP was invited to make a presentation to a senior Chinese delegation on registration and regulation of professional geologists and earth scientists by the South African Institute of Mining and Metallurgy (SAIMM). SACNASP interacted with academics and students when enrolling students and was also invited to make a presentation to the National Science Deans Forum on the role of Universities in Continuing Professional Development (CPD) and had discussions with Universities SA on professional registration of academic staff.

The investment in CPD has yielded some very positive results. The CPD website is fully functional. To date, 711 events have been validated on the SACNASP CPD portal and there are approximately 3 201 active registered scientists (*Pr.Sci.Nat.* and *Cert.Sci.Nat.*) on the CPD portal. Further, a total of 200 stakeholders (training

providers, universities, recognised organisations and VAs) are currently registered on the CPD portal. This has substantially assisted the registered natural scientists in ensuring that their knowledge in their respective fields of practice is relevant and up to date. SACNASP is part of the steering committee of the candidate learnership programme at the Department of Water and Sanitation (DWS).

Professional conduct of registered scientists is overseen by the Professional Conduct Committee (PCC) which is appointed by Council to deal with and manage transgressions of the Code of Conduct. One of the key outcomes of the PPC for the last financial year was a revision of the Code of Conduct, which was adopted by Council. This revised code assists the PCC to be more effective in its regulatory mandate. There is an increasing number of professional conduct cases being reported to SACNASP for investigation, many of them very complex and sensitive.

Financially, SACNASP maintained strict financial control and ended the financial year with a budget surplus. The number of new registrations is lower than experienced from the previous financial year and a number of scientists were removed from the database for non-payment of fees. This can be ascribed partially to the national economic challenges with a number of scientists finding themselves unemployed, and inadequate awareness of the requirement for registration in the industrial and commercial sector. This is a challenge that does require some revisit in terms of our national requirement for a highly skilled and competent work force. In terms of governance, SACNASP once again focused on ensuring that key policies were updated and put in place. SACNASP has created a Governance and Board Secretariat Unit to focus on governance and regulatory aspects. In developing the new website, SACNASP was able to address some challenges experienced with SAQA's requirement for data for the National Learner Records Database (NRLD).

Finally, the Draft Amendment Bill with reference to the Natural Scientific Professions (NSP) Act, 2003 (Act No. 27 of 2003). The Bill has been approved by the State Law Advisors and it is currently with the Department of Planning, Monitoring and Evaluation (DPME) for Socio-Economic Impact assessment (SEIAS).

SACNASP would like to thank those who assisted the Council in achieving all its successes this year. This includes the members of Council, the DST, the staff of SACNASP, service providers, our VAs and the registered scientists. A special word of recognition and thanks to

the Chairperson, Dr Gerda Botha and the members of Council who will be completing their term within this financial year. The management and staff thank you for your support and foresight in guiding SACNASP to where it is today. You have achieved a significant amount in the period you were here. SACNASP looks forward to achieving its objectives in the 2019/20 financial year, enhancing its effectiveness and consolidating some of the successes of the past financial year.



Dr Pradish Rampersadh *Pr.Sci.Nat.*
Chief Executive Officer

6 Strategic overview

6.1 Vision

To be the leading Council for the registration, development and advancement of the Natural Scientific Professions in South Africa.

6.2 Mission

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

6.3 Values

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

7 Legislative and other mandates

7.1 Legislative mandate

The Council for Natural Scientific Professions (SACNASP) was established as a juristic person in 1982 by an Act of Parliament, the Natural Scientists Act, 1982 (Act No. 55 of 1982), which has subsequently evolved into the directives of the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003) as amended. The Council regulates the natural scientific professions in the country in aspects pertaining to registration, education and training, professional conduct and ethical behaviour ensuring continuing professional development and fostering compliance with determined standards. The Council is therefore mandated as the Accounting Authority to implement the provisions of the Act, under the oversight of its Executive Authority, the Minister of Science and Technology.

In terms of the 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 (VA) must comply with to qualify for recognition (Section 26);
- Disciplinary proceedings regarding any complaint, charge or allegation of unprofessional conduct against a person registered with SACNASP be instituted; and
- Criminal proceedings be pursued regarding any complaint, charge or allegation of unprofessional behaviour by any person not registered with SACNASP.

7.2 Draft Amendment Bill

The Draft Amendment Bill to repeal and replace the current NSP Act is currently being taken through the necessary legislative processes. The Bill has been approved for external consultation.

The draft Bill has been approved by the Chief State Law Advisor, and it is currently with the DPME for an opinion on whether the draft Bill will need a SEIAS. The draft Bill will then be presented at the Economic Sector, Employment and Infrastructure Development (EISED) Cluster.

The Sixth Parliament was constituted in May 2019, and it is expected that the draft Bill will be submitted to Parliament for debate and approval towards the end of 2020.

7.3 Constitutional mandate

SACNASP as an institution of the DST is governed by various specific legislative requirements, which prescribe the governance formations and duties of those structures, by *inter alia* the South African Constitution, which is an over-arching law. SACNASP is not specifically mentioned in the Constitution. However, the way in which it conducts its work, it is bound by the Bill of Rights in the Constitution, and Section 16 which addresses freedom of expression, including the right to academic freedom and freedom of scientific research, as well as Section 24 which pertains to the protection of the environment.

7.4 Policy context – National and cross-cutting policies

Although the primary role of SACNASP is to be a registration, regulatory and development body for natural scientists, SACNASP operates in South Africa, pursuing a specific set of mandates, with the notion that, amongst others, science and technology is a conduit for the State to achieve its growth and development objectives.

Based on the above and in accordance with the Government's call for radical transformation in addressing the triple challenges of poverty, inequality and unemployment, SACNASP can make a contribution in terms of the Government's Vision 2030 and the Science and Technology Objectives outlined in the National Development Plan (NDP) and the New Growth Path (NGP):

- A focus on education is crucial for a developing society and the NDP aims to increase enrolment at universities by at least 70% by 2030, with at least 1.62 million students enrolled. The objective includes increasing the number of students eligible to study science and mathematics-based degrees to 450 000 by 2030. This will increase the pipeline of graduates that can immediately leverage scientific knowledge to the benefit of society and move on to postgraduate studies, contributing to the NDP aim of producing more than 5 000 PhD graduates a year. This higher number of postgraduates – and especially PhD graduates – will potentially contribute significantly in increasing South Africa's innovation performance.
- The NDP also proposes to 'expand science, technology and innovation output by increasing the research and development spending by government and through encouraging industry to do so'. Science Councils such as SACNASP can play a pivotal role in this directive by guiding the government on areas where investment should be made. It can contribute to "strengthening the coordination between departments, as well as the private and non-profit sectors", which is a further requirement of the NDP.
- **Critical skills.**
The NDP notes the need to "relax immigration requirements for highly skilled science and mathematics teachers, technicians and researchers", adding "all graduates from foreign countries should be granted seven-year work permits". This will help bolster South Africa's skills base and increase production through innovation. SACNASP has been evaluating and confirming the skills of foreign researchers and technicians applying for critical skills visas in the natural science fields to work in South Africa, thus contributing to this action item as indicated in the NDP.
- **Candidate mentoring and continuing professional development .**
The NDP states that in order to make the public service and local government careers of choice, the government should "establish a formal graduate recruitment scheme for the public service with provision for mentoring, training and reflection". It should also "formulate long-term skills-development strategies for senior managers, technical professionals and local government staff". SACNASP has begun development work to establish mentoring and Continuing Professional Development (CPD) programmes to ensure that less experienced

candidates are ready for professional registration and, once registered, that their skills levels are maintained and, if necessary, developed via the CPD programme.

- The NDP has identified agriculture as a significant sector for the creation of jobs and an area with the potential for economic activity in rural areas.

- **2019 White Paper on Science.**

The 2019 White paper on Science, Technology and Innovation was adopted and published in March 2019. The White Paper provides long-term direction for South Africa in terms of:

- Growing role of Science, Technology and Innovation in a more prosperous and inclusive society;
- Making the economy more competitive;
- Improving daily lives of South Africans; and
- Benefits and threats related to global trends.
- The new White Paper will be implemented through a decadal plan for 2020-2030 which will be aligned to the NDP.

As an entity of the DST, SACNASP is currently engaging with the White Paper and will suggest areas of intervention to assist the DST in terms of implementation. It can also be noted that SACNASP received a special mention in the White Paper under Section 5.7.2. Incentives for researchers; "Scientists who participate in science engagement activities will be awarded continuing professional development points by the South African Council for Natural Scientific Professions". SACNASP has a fully operational CPD programme which is constantly evolving.

In 2018, DST also developed a **Ten-Year Innovation Plan** to "help drive South Africa's transformation towards a knowledge-based economy, in which the production and dissemination of knowledge leads to economic benefit and enriches all fields of human endeavour". The plan refers to the Government's broad socio-economic mandate and the need to accelerate and sustain economic growth. This plan has concluded its phase.

The Role of SACNASP is the following:

- SACNASP can contribute to the four elements of a knowledge-based economy, which are:
 - human capital development;
 - knowledge generation and exploitation;
 - knowledge infrastructure and enablers
 to address the "innovation chasm" between research results and socio-economic outcomes. Working closely with the VA's allows SACNASP to gain insight into the above-mentioned elements and to guide the government on appropriate interventions.

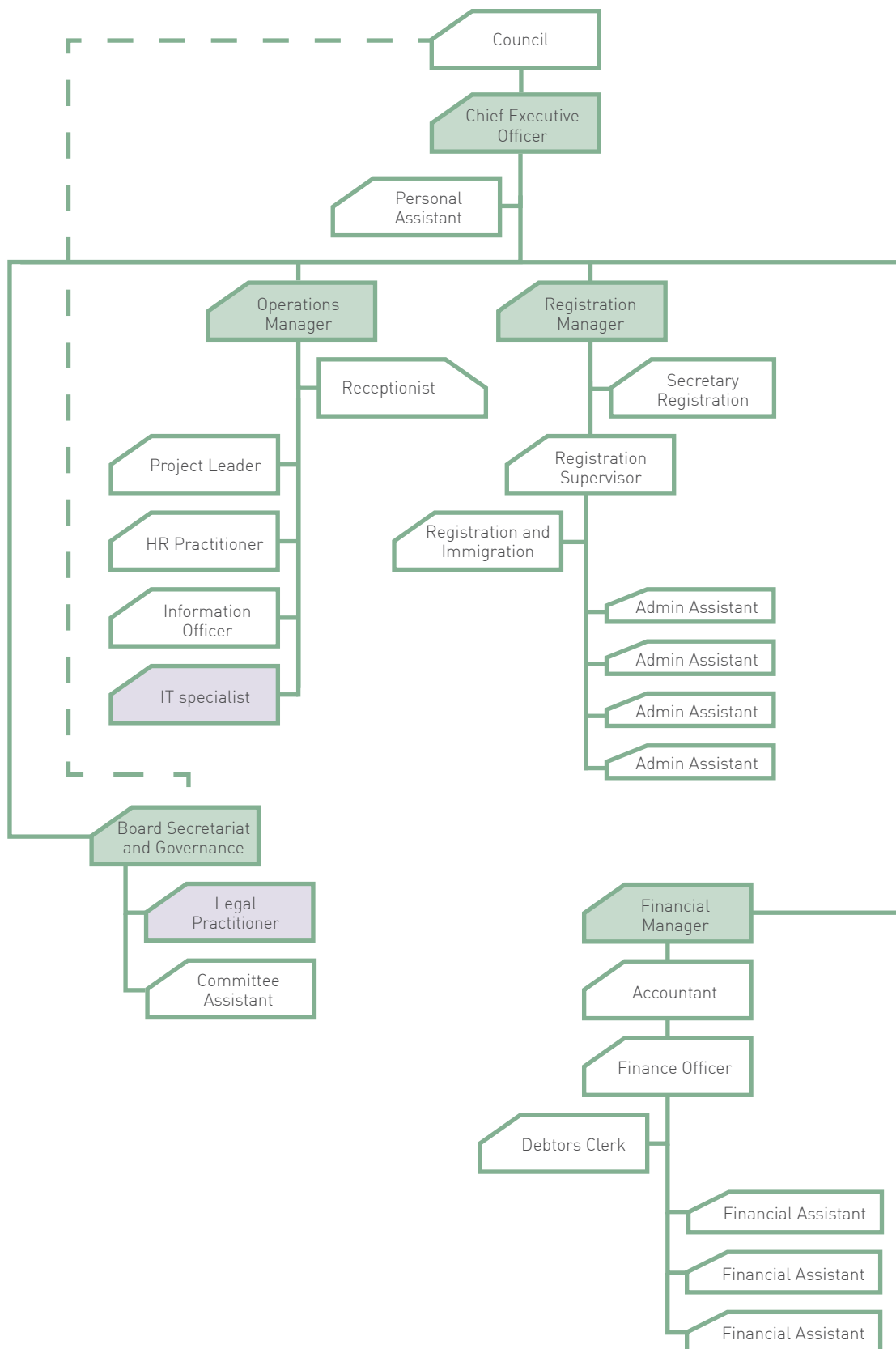
- SACNASP can also create the platform to allow input from registered scientists into the National System of Innovation and the Grand Challenges identified for it. This is also applicable to the 2002 National Research and Development Strategy, based on the following three pillars of innovation, science, engineering and technology, human resources and transformation and creating an effective government science and technology system. The strategy indicates that “around the world the time-tested way to produce high-quality creative scientists capable of transferring from one discipline to another is to focus on excellence”. SACNASP’s registration process is excellence based, ensuring that scientists meet certain minimum criteria before they can register. The development programmes introduced will further enhance the registered scientists’ professional standing. The strategy further indicates that “our human resources for science and technology are not being adequately renewed” and SACNASP’s contribution will be to help mentor developing scientists to achieve their full potential.

The DST’s **Science Engagement Framework** published in 2014 stated that science, technology and innovation knowledge workers in South Africa were affiliated to numerous professional bodies.

- These bodies (including SACNASP) would be encouraged to contribute to the framework by creating incentives for their members or registered scientists to effectively communicate their work to the broader society.
- The framework focuses mostly on communication and engagement and SACNASP has developed an aggressive marketing campaign to ensure that we reach a broader audience to promote science in society.

As part of SACNASP’s ever broadening horizons we are of the view that South Africa has a productive natural scientific community generating world-class knowledge in several areas, such as astronomy, indigenous knowledge systems, geological research, etc. Both the abundance of natural resources and productive scientific community present opportunities for government to develop the country to a different trajectory. The White Paper on Science, Technology and Innovation is therefore underpinned by the premise that South Africa has the foundation and untapped potential to transform society by using STI for inclusive economic growth and development. Moreover, The AU’s Science, Technology and Innovation Strategy for Africa (STISA-2024), which was adopted by African heads of state in 2014, responds to the demand for STI to play a role in critical sectors such as agriculture, energy, environment, health, infrastructure, mining, security and water.

8 Organisational structure





Back row

Prof R Crewe *Pr.Sci.Nat.*, Mr K Musetsho *Pr.Sci.Nat.*, Prof B Reilly *Pr.Sci.Nat.*, Dr P Rampersadh *Pr.Sci.Nat.* (Chief Executive Officer), Dr S Terblanche *Pr.Sci.Nat.*, Mr N Baartjes *Pr.Sci.Nat.*, Ms D Fisher (Company Secretary)

Front Row

Prof I Gledhill *Pr.Sci.Nat.*, Dr Vukea, Prof K Nephawe *Pr.Sci.Nat.* (Deputy Chairperson), Dr G Botha *Pr.Sci.Nat.* (Chairperson), Dr PT Govender *Pr.Sci.Nat.*, Dr J van Heerden *Pr.Sci.Nat.*, Ms TN Mashada CA(SA) RA

Absent

Prof GJ Bredenkamp *Pr.Sci.Nat.*, Dr R Coetzer *Pr.Sci.Nat.*, Prof J Galpin *Pr.Sci.Nat.*, Prof M Gulumian *Pr.Sci.Nat.*, Dr M Mayekiso, Dr F Ramagwede *Pr.Sci.Nat.*, Dr S Moodley (DST representative), Dr W Ngoma, Ms MP Masemola CA(SA)

8.2 SACNASP Staff



Dr Pradish Rampersadh
Pr.Sci.Nat.



Landi Jacobs



Sarah van Aardt



Terrence Mangalana



Desiree Fisher



Jessica Grobler
Pr.Sci.Nat.



Dr Matshidiso Matabane
Pr.Sci.Nat.



Hellen Mkhabela



Joey Fourie



Lindiwe Sibanyoni



Sujo Abraham



Lientjie Mogano



Boitumelo Mareus



Violet Modiselle



Khanye Lukwe



Vuyiswa Mahlanga



Boitumelo Semenya



Agnes Ledwaba



Suzan Pitso



Iris Popela



Tshepo Makhatholela



Lerato Hlongwane



Aviwe Khewana



Caroline Matseke



Part B:

Performance Information

9 Situational analysis

9.1 Service delivery environment

SACNASP's key outputs for the financial year 2018/19 were the registration and regulation of natural scientists. This serves to fulfil SACNASP's mandate to protect the public and the profession. SACNASP is facing challenges primarily caused by the economic environment which has resulted in fewer registrations than previous years. SACNASP has tried to mitigate this situation firstly by significantly reducing the fees for candidate natural scientists. SACNASP also has a system whereby scientists can pay their fees in instalments. SACNASP has increased its marketing to reach non-registered scientists in industry and academia. SACNASP has seen continuing growth of registrations in three main areas:

- Sectors that enforce registration, e.g. agriculture, animal and water sciences;
- Sectors with peer recognitions, e.g. geology and earth sciences; and
- Consultants who advise government and industry, e.g. environmental science.

SACNASP sees fewer registrations from sectors such as academia and companies where registration is not enforced. It is with reference to the latter sector that SACNASP has engaged with the Department of Trade and Industry (**the dti**) for guidance.

The new Code of Conduct has also tightened the standards that apply for a scientist working in South Africa.

9.2 Organisational environment

SACNASP's staff faced challenges due to the critical positions of the registrations manager and accountant not being filled. The registration manager position was vacant for over a year as it was difficult to find a scientist with sufficient management experience to fill the role. The appointment of Ms Jessica Grobler *Pr.Sci.Nat.* in September 2018 has relieved the pressure from the registration department. Ms Joey Fourie was appointed as an Accountant to assist the Finance Manager in the management of the finance department.

9.3 Key policy developments and legislative changes

There were no legislative or policy changes during the financial period 2018/19

9.4 Strategic goals and objectives 2017–2022

SACNASP's strategic goals and objectives have been aligned to the Department of Science and Technology (DST)'s Strategic Plan for the fiscal years 2015–2020. The specific programme SACNASP identified with was Programme 4: Research Development and Support. The purpose of this programme is "to provide an enabling environment for research and knowledge production that promotes the strategic development of the basic sciences and priority science areas through science promotion, human capital development and the provision of research infrastructure and relevant research support in pursuit of South Africa's transition to a knowledge economy". (*DST Strategic Plan 2015-2020*).

SACNASP's Strategic Outcome Orientated Goals (SO-OGs) are listed below, with a summary of outcomes per SO-OG.

SO-OG 1: Increased knowledge generation

To pro-actively advise government and relevant stakeholders on the contributions and role of the Natural Scientific Professions in South Africa.

Deliverable: To inform Government policy on the role of natural science in South Africa

Five year plan	Performance indicator 1	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
Provide 3 briefs on relevant government policy matters	A research-based report to inform formulation of government policies every two years	A report on the status and recommendations of the VAs was completed and presented to the Department of Science and Technology (DST)	A report on the delivery of core scientific skills to South Africa in terms of adequacy of delivery of scientists will be developed by 30 March 2020	Preferred bidder selected	None	None

SO-OG 2: Human capital development

To register and regulate natural science professionals

Deliverable 1: To increase the number of registered scientists at SACNASP

Five year plan	Performance indicator 2	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
25 000 active Scientists registered on SACNASP database by 2022	Increase the number of registered scientists by at least 2 000 per annum	12 964 active registered scientists on the database	14 500 active registered scientists on the database at the end of the financial year	13 791 active scientists on the database at end of financial year	Achievement 709 below the planned target	The poor national economic situation is resulting in fewer new applications and cancellations of registration due to inability to pay annual fees

Deliverable 2: To ensure that the ethical practices required for professional registration are maintained

Five year plan	Performance indicator 3	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
Annually review the Code of Conduct for SACNASP professionals	A review of the Code of Conduct annually	The amended Code of Conduct was presented to Council and adopted for stakeholder comment	Review of the Code of Conduct	Revised Code of Conduct was adopted by Council 13 March 2019	None	None

Deliverable 3: Development of mechanisms to incorporate natural science students at SACNASP						
Five year plan	Performance indicator 4	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
All 26 Higher Education Institutions (HEIs) visited to enrol final-year students at SACNASP	Enrol final-year students at HEIs, enrolments were free of charge, with SACNASP	7 visited	5 targeted	7 visited	None but there were problems attending more institutions due to student protests	None

SO-0G-3 To promote SACNASP and the natural science professions in South Africa

Deliverable 1: Public dialogue and publications to promote dissemination of science

Five year plan	Performance indicator 5	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
5 workshops convened by 2022 resulting in increased understanding of the role and importance the natural science professions at both the systemic and institutional level	One workshop convened annually from 2018	3 workshops convened, one in conjunction with the DST at SFSA	1 workshop to be convened	1 workshop convened and analysis of public dialogue discussed by Strategic Projects Committee (SPC) and presented to Council, March 2019	None	None

Deliverable 2: Collaboration with other Science Councils and HEIs to promote the involvement of the natural scientist

Five year plan	Performance indicator 6	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
3 memorandums of understanding (MoUs) on collaborative interactions with key stakeholders in science in South Africa	At least one MoU with a relevant stakeholder every two years	One MoU with the South African Qualification Authority (SAQA)	One MoU with a key stakeholder	One MoA with the South African Agency for Science and Technology Advancement (SAASTA) and approved by Council, 13 March 2019	None	None

SO-OG 4: To promote professional development and transformation of the natural science sector in South Africa

Deliverable 1: Provide networks for registered scientists

Five year plan	Performance indicator 7	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
Establish portals and mechanisms for scientists to network and obtain relevant information relevant	Progress towards creating networking opportunities for scientists to register network information	Process of appointing service provider	Create portal for unemployed natural science graduates	The first phase of the SACNASP website went live 1 April 2019	None	None

Deliverable 2: Foster priority training areas in the natural sciences which allows South Africa a competitive advantage.

Five year plan	Performance indicator 8	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
Structured continuing professional development (CPD) programme for natural scientists in South Africa	Progress towards implementation of the CPD programmes at SACNASP from 2017 with continuous monitoring and evaluation	SACNASP addressed concerns received at networking sessions	CPD roll-out and review, using material from the pilot phase to engage with remaining Voluntary Associations (VAs)	Actual numbers: 3 109 active portfolios 191 active service providers 631 registered events	None	None
Five year plan	Performance indicator 9	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
Structured Candidate Mentor Programme (CMP) programme for natural scientists in South Africa	Progress towards implementation of the CMP programmes at SACNASP from 2017 with continuous monitoring and evaluation	Service providers appointed and programmes developed	CMP pilot phase in collaboration with VAs	The CMP framework was presented to SPC who recommended changes	None	None

SO-OG 5: To foster culture of good corporate governance in relation to the Council

Deliverable 1: Maintain effective and efficient systems of financial management and internal control

Five year plan	Performance indicator 10	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
Strict adherence to the approved budget with a maximum of 5% over expenditure on budget by 2022	5% reduction in variance in terms of expenditure component of the annual budget	3% over expenditure on budget with a budget surplus realised	20% variance on overall annual budget	SACNASP is within budget in terms of expenditure	None	None
Five year plan	Performance indicator 11	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
5 unqualified audit reports on financial and governance matters issued by external auditors by 2022	Unqualified audit reports on financial and governance matters issued by external auditors by 2022	Unqualified audit issued for the financial year 2017/18	Unqualified audit issued for the financial year 2018/19	Achieved	None	None
Five year plan	Performance indicator 12	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
All financial and HR policies in place and approved	4 policies approved or reviewed at Council level annually	6 policies approved	4 policies approved or reviewed	6 policies were approved	None	None

Deliverable 2: Advocating changes to bring about amendments to align enabling legislation

Five year plan	Performance indicator 13	Actual achievement 2017/18	Planned target 2018/19	Actual achievement 2018/19	Deviations from planned target to actual achievement for 2018/19	Comments on deviations
Natural Scientific Professions (NSP) Act revised and approved by Parliament	Progress towards a Parliamentary approved NSP Act	SACNASP task team established and comments submitted to the DST	Engage with the DST on public comments and assist in incorporation of these comments.	The Bill is currently with the DST	None	None

10 Performance information

10.1 Operations Department report

The number of registered scientists on the database has increased to 13 791; however, the new registrations during the year was 1 570, which was lower than previous years. This can be attributed to various factors. The economic situation in South Africa and the inability of scientists to pay fees has led to fewer applications. A delay in registering extension scientists has also contributed to fewer scientists being registered this problem has now been resolved. Early indicators in the 2019/20 financial year show that application numbers are increasing. SACNASP's new website will also facilitate a faster turnaround time on the processing of applications.

Table 01: Year-on-year total active scientists on SACNASP database

2016/17	2017/18	2018/19
10 457	12 964	13 791

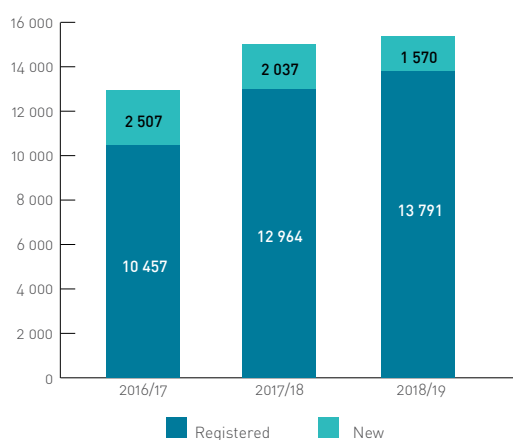


Figure 01: Year-on-year registration

Table 02: Year-on-year registration

2016/17	2017/18	2018/19
2 507	2 037	1 570

10.1.1 Trend analysis

SACNASP continues to show that it has overcome challenges in demographic transformation in terms of race, gender and age. The scientists registering are increasingly from previously disadvantaged population groups.

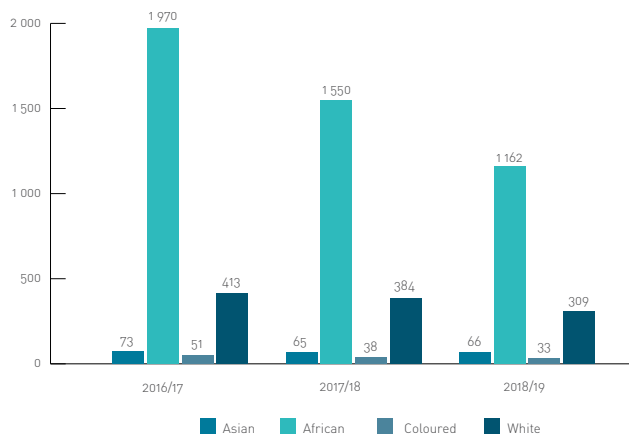


Figure 02: Year-on-year registration by race

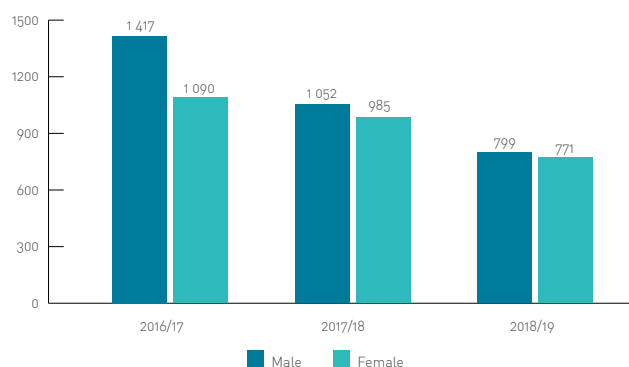


Figure 03: Year-on-year registration by gender

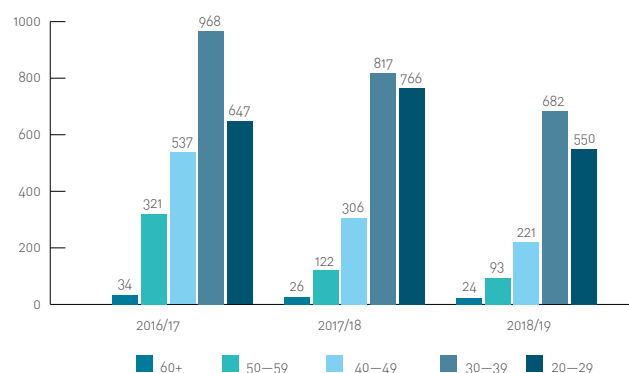


Figure 04: Year-on-year registration by age

10.1.2 Continuing Professional Development

The Continuing Professional Development (CPD) Programme was initially launched on 1 April 2017 to ensure compliance with the Natural Scientific Professions (NSP) Act. It is now entrenched in SACNASP's philosophy. Both the CPD portal and the CPD website are fully functional. To date, 631 events have been validated on the CPD portal and

there are approximately 3 201 active registered scientists (*Pr.Sci.Nat.* and *Cert.Sci.Nat.*) on the CPD portal. To date, a total of 200 stakeholders (training providers, Universities, recognised organisations and VAs) are currently registered on the CPD portal. Substantial effort has been placed into raising awareness about CPD through networking sessions as well as voluntary association (VA) events. CPD has raised awareness about SACNASP in the science sector and the number of VAs associated with SACNASP has increased to 53, with five added in the 2018/19 financial year.

- South African Sugar Technologists Association (SASTA);
- The South African Institute of Mining and Metallurgy (SAIMM);
- Nematological Society of South Africa (NSSA);
- Corrosion Institute of South Africa (CorrISA); and
- Land Rehabilitation Society of Southern Africa (LARSSA).

The VAs are essential to SACNASP and as such, SACNASP is supporting them through sponsorship of their events and training activities.

10.2 Registration department report

10.2.1 Registration process

The 2018/19 financial year was a year of change for the Registrations Department at SACNASP. The Registrations Manager position was vacant at the beginning of the year and the new Registrations Manager, Jessica Grobler, started on 1 September 2018. Significant changes to the processes and procedures in the office and the Registration Committee (RCo) were also implemented. The process of automating the registration application and evaluation process was started and significant progress was made.

As from November 2018, evaluations referred by a Professional Advisory Committee (PAC) to another field of practice were sent directly to the next field of practice for evaluation, no longer requiring to first be tabled at the RCo. In addition, requests from the PAC chairs for more information from the office were handled immediately. This served to reduce the number of evaluations tabled at the RCo and expedite the evaluation process.

10.2.2 Information technology updates

As of November 2018, tighter controls were implemented on the register of Registered Scientists regarding changes to registration statuses in order to provide a better audit trail for such changes. During February 2019 the process of sending evaluations to the PACs was automated and all

PAC members and chairpersons switched to evaluating electronically directly on the registrations database.

During the 2018/19 financial year, a new portal was developed for taking online applications at SACNASP. This portal was launched on 1 April 2019 and at that point SACNASP switched to taking all registration applications electronically. The new portal includes a payment gateway through which payments for applications as well as outstanding account balances can be made. Scientists who are already registered can use the portal to keep their personal details up to date and download their latest certificate as well as applying for upgrades or registration in additional fields of practice. This portal, along with the new website, provides a source of clear, accurate information on the registration process and a user-friendly interface for applicants to submit their documents. It ensures that all the correct documents and information are submitted during the application process and as such, should expedite the evaluation process and eliminate errors caused by manual capturing of data.

10.3 Finance Department report

SACNASP achieved a positive financial performance during the year under review. Revenue increased by 12% compared to the prior year and a surplus of R887 335 was realised. Despite the positive results, the Council continues to experience challenges in collecting annual fees and bad debts have increased year-on-year. Furthermore, registered scientists with long-overdue fees were cancelled due to non-payment for more than three years. This was done in order to be aligned with section 21(iii) of the Natural Scientific Profession Act, 2003 (Act No. 27 of 2003) which states: "The Council may cancel the registration of a registered person if he or she fails to pay the prescribed annual fee or a portion thereof, within 60 days from it becoming due or within such further period as the Council may allow, either before or after expiry of the 60 days". We continue to monitor long outstanding debtors closely and a provision has been raised for doubtful debtors of more than 90 days.

Based on the above, the management has implemented and continues with tighter controls over the budget. This can be seen by a surplus achieved last year and this year, respectively. SACNASP also continues to develop strategies that will help improve and maintain financial stability. Funding from the DST has assisted the Council in marketing the business, implementing IT systems that will improve the registration process and developing the CDP website. The contract with DST has been extended for three years (2019–2022), amounting to

R14 946 813. In the 2019/20 financial year, the DST allocated R4,725 million to be utilised in a flexible manner to enhance the delivery of activities by SACNASP.

The Strategic Plan (2017–2022) and Annual Performance Plans ensure that the Council takes a strategic approach to its financial planning, by putting in place a forward-looking strategy covering a five-year period. It also helps to put in place a link between the Council's strategic aims and the priorities of the government, as set out in the National Development Plan (NDP), and the resources that are likely to be available to fund the delivery and achievement of these.

SACNASP wishes to thank all registered scientists for their professionalisation of the natural sciences and payment of annual fees. SACNASP would like to thank the Audit and Risk Committee (A&RCo) for consistent guidance that promotes and ensures strict financial discipline and the finance staff for their tireless efforts to make certain that actions are taken timeously, thereby resulting in improved results.

10.4 Marketing and stakeholder report

10.4.1 To promote SACNASP and the natural science professions in South Africa

SACNASP hosted five networking sessions for registered scientists at Limpopo, Gauteng, Free State, North West and Mpumalanga provinces. SACNASP aimed to offer a unique opportunity to network and explore opportunities to

form collaborations and strategic partnerships and update registered scientists on SACNASP progress. The events were attended by delegates from various organisations such as government, research Councils, industry, private companies, universities and colleges.

10.4.2 Skills Development Summit

SACNASP had an opportunity to give a keynote address at the Skills Development Summit that was held on 12 and 13 March 2019 at the CSIR International Convention Centre. The Skills Development Summit 2019 provided a much-needed discussion on the state of the rapidly changing world. In 2019, the summit focused on the Fourth Industrial Revolution. SACNASP also had an opportunity to give a message of support at the 2018 Indigenous Knowledge Systems International Conference held at the Protea Hotel Fire and Ice in Pretoria, from 25 to 27 September 2018.



Dr Pradish Rampersadh delivers a keynote address at the Skills Development Summit on 13 March 2019 in Pretoria (Source: Cape Media)



Prof Robin Crewe was the moderator at the session (left) and Q&A session at the SACNASP panel discussion session (right) at the SFSA 2018

10.4.3 Science Engagement activities

SACNASP hosted a public dialogue session on 'The Future of the Natural Science Profession' on 13 December 2018 at the Albert Luthuli Auditorium, National Research Foundation. To create opportunities to leverage awareness with millions of readers, the key factor is to drive awareness through reader engagement and interest. SACNASP published four advertorials in national newspapers to engage with the public and inform the public about the Council and its activities. SACNASP partnered with Split Second Science at SciFest Africa 2019 that was held in Grahamstown, Eastern Cape on 6–13 March 2019. 'Know Your Elements' and 'Chemistry Bingo' science show and workshops were held daily for high school learners.

The aim of the above-mentioned initiatives is to expose learners to different career options within the science sector.

SACNASP was involved in stakeholder engagement initiatives. The key stakeholder engagements include, but are not limited to the departments of Agriculture, Forestry and Fisheries, Water and Sanitation, Public Works, and Environmental Assessment Practitioners Association of South Africa. Furthermore, SACNASP exhibited at various events, namely:

- Gauteng Department of Agriculture and Rural Development (GDARD) Annual Agriculture Research Symposium on 20 June 2018 at the Midrand Conference Centre;
- Eskom Environmental Management Conference at the Eskom Academy from 5 to 6 June 2018;
- National Science Week at the University of Mpumalanga on 27 July 2018;
- South African Society for Animal Sciences (SASAS)-hosted student industry day that was held at the Farmbiz Auditorium at Alfa Expo, Parys, Free State on 19 September 2018;
- 15th Kimberley Biodiversity Research Symposium (KBRS) at Lady Oppenheimer Hall at the McGregor Museum on 26 September 2018; and
- Split Second Science at SciFest Africa 2019 in Grahamstown, Eastern Cape. 'Know Your Elements' and 'Chemistry Bingo' science show and workshops were held daily for learners and the learners received SACNASP-branded periodic tables. Split Second Science also hosted motivational talks for learners at the Grahamstown Multipurpose Centre.

SACNASP is mandated to advise Government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa. In the

year under review, SACNASP hosted a breakfast launch for the Voluntary Associations (VAs) report on science on 14 June 2018 at Diep in die Berg, Pretoria. The report entitled *Role of the SACNASP and its Voluntary Associations in the National System of Innovation*, was compiled in conjunction with the Human Sciences Research Council (HSRC). The report outlined key activities of the VAs, successes and challenges as well as possible interventions by government, industry and other key stakeholders. Challenges highlighted included funding constraints, policy coordination, demographic transformation, quality of natural science at basic education level, recognition, and knowledge development. Recommendations that relate directly to SACNASP as a regulatory body included enhancing efficiency of a coherent registration and database management system across all VAs, supporting the development of natural science educators through targeted initiatives by VAs, and enhancing public exposure to the natural sciences for better recognition through strategic initiatives. The report further recommended that government should provide funding for VAs and the natural science profession, ensure a more effective education management system for rural and township schools, and further improve the link between skills development and society. Industry and key stakeholders also have a critical role to play in the development of natural sciences through funding of targeted initiatives such as bursaries, scholarships and workplace integrated learning. Industry can play an advisory role in training and skills development through enhanced collaborations. The report was handed over to Dr Thomas Auf der Heyde, DDG: Research Development and Support at the Department of Science and Technology on behalf of the Minister.



Dr Thomas Auf der Heyde (DDG: Research Development and Support, DST), Dr Gerda Botha (Chairperson: SACNASP), Mr Thembinkosi Magasela (Deputy Director: Emerging Researcher Programmes DST) and Dr Pradish Rampersadh (CEO: SACNASP)

Part C:

Governance

11 SACNASP Council Report

The Council appointed in June 2015 have completed their fourth year of tenure under the guidance of Dr Gerda Botha (Chairperson) and Prof. Khathushelo Nephawe (Deputy Chairperson). This is the last year of office for this Council.

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

The Registration Committee (RCo), Qualifications Assessment Committee (QAC) and the Critical Skills Committee (CSC) support the core functions of SACNASP. In addition to these committees there are four additional committees:

- Audit and Risk Committee (A&RCo) to assist the Council by ensuring all financial and systems and controls are in place;
- Human Resources and Remuneration Committee (HR&RemCo) to provide oversight and support to the HR department;
- Professional Conduct Committee (PCC) to ensure compliance to the Natural Scientific Professions Act; and
- Strategic Projects Committee (SPC) to consider matters of strategic importance to the Council and provide recommendations as to the way in which these matters should be addressed.

Council Members as at 31 March 2019

Nominated by the Voluntary Associations
Dr GE Botha <i>Pr.Sci.Nat.</i> (Chairperson)
Prof KA Nephawe <i>Pr.Sci.Nat.</i> (Deputy Chairperson)
Mr RNL Baartjes <i>Pr.Sci.Nat.</i>
Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i>
Dr R Coetzer <i>Pr.Sci.Nat.</i>
Prof RM Crewe <i>Pr.Sci.Nat.</i>
Prof JS Galpin <i>Pr.Sci.Nat.</i>
Prof I Gledhill <i>Pr.Sci.Nat.</i>
Prof M Gulumian <i>Pr.Sci.Nat.</i>
Mr KD Musetsho <i>Pr.Sci.Nat.</i>
Prof BK Reilly <i>Pr.Sci.Nat.</i>
Dr SE Terblanche <i>Pr.Sci.Nat.</i>
Dr J van Heerden <i>Pr.Sci.Nat.</i>
Nominated by the State
Dr M Mayekiso
Dr F Ramagawede <i>Pr.Sci.Nat.</i>
Dr S Moodley (DST representative)
Dr PR Vukea
Nominated by the Public
Dr PT Govender <i>Pr.Sci.Nat.</i>
Dr W Ngoma
Ms MP Masemola CA(SA)
Ms TN Mashanda CA(SA) RA

Table 3: Attendance register for Council of Committee Meetings

Council member	Representing	Council 4 meetings held	EXCO 5 meetings held	A&RC 7 meetings held	QAC 6 meetings held	HR&REMC 2 meetings held	PCC 2 meeting held	SPC 4 meetings held
Dr GE Botha <i>Pr.Sci.Nat.</i>	Voluntary Ass.	4/4	5/5		3/6			4/4
Prof KA Nephawe <i>Pr.Sci.Nat.</i>	Voluntary Ass.	4/4	5/5	7/7		2/2	2/2	3/4
Mr RNL Baartjes <i>Pr.Sci.Nat.</i>	Voluntary Ass.	3/4					1/2	
Prof L Brown <i>Pr.Sci.Nat</i>	Committee				2/6			
Prof GJ Bredenkamp <i>Pr.Sci.Nat</i>	Voluntary Ass.	1/4						
Dr R Coetzer <i>Pr.Sci.Nat</i>	Voluntary Ass.	1/4						4/4
Prof RM Crewe <i>Pr.Sci.Nat</i>	Voluntary Ass.	3/4	2/5					4/4
Prof JS Galpin <i>Pr.Sci.Nat</i>	Voluntary Ass.	3/4	5/5					
Prof I Gledhill <i>Pr.Sci.Nat</i>	Voluntary Ass.	3/4						2/4
Dr PT Govender <i>Pr.Sci.Nat</i>	Public	4/4	5/5	7/7			2/2	
Prof M Gulumian <i>Pr.Sci.Nat</i>	Voluntary Ass.	3/4						3/4
Dr K Lucas <i>Pr.Sci.Nat</i>	Committee				4/6			
Prof KR Mabatha <i>Pr.Sci.Nat</i>	Committee				3/6			
Dr P Matutu *	State							
Prof JB Malherbe <i>Pr.Sci.Nat</i>	Committee				6/6		2/2	
Ms MP Masemola <i>CA(SA)</i>	Public	3/4		5/7				
Ms TN Mashanda <i>CA(SA) RA</i>	Public	3/4	4/5	7/7				
Dr M Mayekiso	State	0/4					0/2	
Dr S Moodley	DST	4/4						
Mr KD Musetsho <i>Pr.Sci.Nat</i>	Voluntary Ass.	4/4		4/7		2/2		
Dr W Ngoma	Public	1/4	2/5			2/2		
Prof J Okonkwo <i>Pr.Sci.Nat</i>	Committee				4/6			
Dr F Ramagwede <i>Pr.Sci.Nat</i>	State	3/4						
Prof BK Reilly <i>Pr.Sci.Nat</i>	Voluntary Ass.	2/4	3/5					
Prof HJ Siweya <i>Pr.Sci.Nat</i>	Committee				4/6			
Prof P Taylor <i>Pr.Sci.Nat</i>	Committee				0/6			
Dr SE Terblanche <i>Pr.Sci.Nat</i>	Voluntary Ass.	4/4						
Dr J van Heerden <i>Pr.Sci.Nat</i>	Voluntary Ass.	3/4						3/4
Dr PR Vukea	State	2/4						2/4
Prof E Webb <i>Pr.Sci.Nat</i>	Committee				1/6			
Mr L Hlope	Committee						0/2	
Note:								
* Dr Matutu resigned effective 1 August 2017 and was replaced by Dr S Moodley effective 1 January 2018								

Table 4: Attendance register for registration committee meetings

Registration Committee Members	Field of Practice	Field of Practice
Dr GE Botha <i>Pr.Sci.Nat.</i>	Food Science	6/6
Prof KA Nephawe <i>Pr.Sci.Nat.</i>	Animal Science	4/6
Prof ELJ Breet <i>Pr.Sci.Nat.</i>	Chemical Science	6/6
Dr A Crockcroft <i>Pr.Sci.Nat.</i>	Zoological Science	0/6
Dr JF Eloff <i>Pr.Sci.Nat.</i>	Soil Science	5/6
Dr O Fourie <i>Pr.Sci.Nat.</i>	Toxicological Science	3/6
Prof J Galpin <i>Pr.Sci.Nat.</i>	Statistical Science	5/6
Dr PT Govender <i>Pr.Sci.Nat.</i>	Environmental Science	5/6
Dr G Henry <i>Pr.Sci.Nat.</i>	Geological and Earth Science	4/6
Prof D Hughes <i>Pr.Sci.Nat.</i>	Water Resources Science	3/6
Dr BH Koch <i>Pr.Sci.Nat.</i>	Agricultural Science	6/6
Dr K Lucas <i>Pr.Sci.Nat.</i>	Biological Science	4/6
Prof JB Malherbe <i>Pr.Sci.Nat.</i>	Physical Science	5/6
Mr KD Musetsho <i>Pr.Sci.Nat.</i>	Environmental Science	5/6
Prof BK Reilly <i>Pr.Sci.Nat.</i>	Ecological Science and Conservation Science	5/6
Dr S Terblanche <i>Pr.Sci.Nat.</i>	Extension Science	5/6
Prof HJ Siweya <i>Pr.Sci.Nat.</i>	Mathematical Science	5/6
Prof A Van Niekerk <i>Pr.Sci.Nat.</i>	Geospatial Science	1/6
Dr CJ van Rensburg <i>Pr.Sci.Nat.</i>	Animal Science	5/6
Dr W Vlok <i>Pr.Sci.Nat.</i>	Aquatic Science	5/6

12 Strategic Projects Committee report

Members of the committee (including any non SACNASP Council Members)

Prof RM Crewe <i>Pr.Sci.Nat.</i> (Chairperson)
Dr R Coetzer <i>Pr.Sci.Nat.</i>
Dr J van Heerden <i>Pr.Sci.Nat.</i>
Prof I Gledhill <i>Pr.Sci.Nat.</i>
Prof M Gulumian <i>Pr.Sci.Nat.</i>
Dr PR Vukea

12.1 Role of the Committee

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

12.2 Key activities

To advise the Council on matters that could be of relevance to the future of the Council and its operations.

12.3 Key outcomes/achievements

The advice to the Council is considered and acted upon.

12.4 Challenges

None

12.5 Future goals

To fulfil its mandate as defined in its role above.

12.6 Matters discussed by the Committee and advice provided to Council

- Reviewed of the Risk Register of the Council and commented on the Political Economic Social Technological and Environmental Analysis (PESTLE).

- Prepared the agenda and suggested a structure for discussions at the Council Strategic Session in August 2018.
- Reviewed and discussed the proposed National Science, Technology and Innovation (STI) foresight exercise.
- Reviewed and discussed the progress and implementation of the DST-funded projects of the Council. The Council determined that this matter should be a standing item on the agenda of all meetings and that the committee should have oversight of these activities on behalf of Council.
- Revision of the Voluntary Association (VA) framework document for Council approval.
- Discussed proposals for a SACNASP session at SFSA 2018.
- Discussed and recommended free student enrolment for students who were potentially registrable.
- Reviewed the request from the DST to manage the development of a Basic Biological Sciences Platform and made proposals for implementation.
- Discussed the problem of the recognition of professional titles by the South African Qualifications Authority (SAQA) in the domain of the natural sciences. Proposed engagement with SAQA and the VAs that would be affected.
- Proposed ratification of a service provider for the first special project for the DST.
- Proposed engagement with the VAs regarding international scholarships in the various fields of practice.
- Reviewed the outcome of SFSA 2018 session which was highly successful. Resolved that the incoming Council should consider what a suitable topic would be for discussion at SFSA 2019.
- Drafted and reviewed the document that sets out the conditions for gazetting changes to fields of practice and recommended this to Council for approval.
- The committee received feedback on the matters that it had discussed through the report back by the chair of the EXCO and the Council decisions. Where either of these governance bodies felt that a matter needed further consideration, these were referred to the committee for consideration at its next meeting. In general, the advice that was presented by the committee was acted on by the Council.

Prof RM Crewe *Pr.Sci.Nat.*

Chairperson

Strategic Projects Committee

13 Professional Conduct Committee report

The mandate of the Professional Conduct Committee (PCC) is to regulate compliance to the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003), and to the SACNASP Code of Conduct.

Members of the committee (including any non-SACNASP Council Members)

Dr PT Govender <i>Pr.Sci.Nat.</i> (Chairperson)
Prof KA Nephawe <i>Pr.Sci.Nat.</i>
Prof JB Malherbe <i>Pr.Sci.Nat.</i>
Mr RNL Baartjes <i>Pr.Sci.Nat.</i>
Dr M Mayekiso
Mr L Hlope (Legal department, DST)

The work of the committee is supported by SACNASP's legal service provider, RW Attorneys, and SACNASP's Governance Department.

During the 2018/19 financial year the PCC set up five investigating committees in terms of Section 29 of the NSP Act to assess charges of improper conduct of natural scientists, against the SACNASP Code of Conduct to establish if reasonable grounds exist for a prima facie case against the alleged transgressors. Of the five investigations, four were successfully concluded.

Some of the matters the PCC investigated included the following allegations:

- Unregistered scientists undertaking natural science work;
- Fraudulent submission of science information;
- Inaccurate geotechnical assessments done;
- Incorrect registration of an applicant by SACNASP;
- Incomplete and forged qualifications for registration with SACNASP;
- An incomplete environmental assessment for a residential development;
- Plagiarism without proper referencing;
- Unprofessional and unethical conduct of registered scientists toward their employer;

Of great concern is the increasing number of unethical SACNASP referee reports done for new applicants by registered scientists and others. There is evidence that some of these reports are being copied from others or written by the applicant.

Furthermore, during the year, the committee attended to a host of other professional conduct matters, such as:

- Inputs into the review of the Natural Scientific Professions Act 27 of 2003: SACNASP Amendment Bill;
- Reviewing, updating and finalising the SACNASP Code of Conduct for Registered Persons;
- Engagements with the departments of Agriculture, Fisheries and Forestry, Water and Sanitation, and Environmental Affairs on a number of collaboration issues with respect to investigations of natural scientists who contravene the legislation for which these government departments are responsible.

In recent years, SACNASP has ramped up its visibility and exposure. This publicity bodes well for the public, as citizens are now increasingly aware of the regulation authority for natural scientists (registered and unregistered). Given the recent concerns in the country about fraud, corruption and unprofessional conduct, it is likely that all those working in the natural science space will also increasingly come under scrutiny.

Dr PT Govender *Pr. Sci. Nat.*

Chairperson

Professional Conduct Committee

14 Human Resources and Remuneration Committee report

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

Dr W Ngoma (Chairperson)
Prof KA Nephawe <i>Pr.Sci.Nat.</i>
Mr KD Musetsho <i>Pr.Sci.Nat.</i>

Consistent with the mandate of SACNASP, the legislative obligations for human resources and the organisational strategies, the Human Resources (HR) function regards its mission as dedicating itself to serve and support the organisation in achieving its strategic objectives, whilst serving the interest of the Minister of Science and Technology and the Registered Scientists in particular.

The HR function strives to transform SACNASP by providing HR services that give effect to its mission. HR endeavours to empower SACNASP's employees towards maximising their personal potential so as to achieve an employee corps with high morale and a high commitment to delivering and exceeding organisational goals and values.

14.1 HR focus areas for 2018/19

The HR department focuses on managing the different areas of human resources, including recruitment and selection, terminations, transformations, salary administration, training, performance management, labour relations and occupation health and safety.

14.2 Human Resource and Remuneration Committee

The HR&RemCo met twice during the period in October 2018 and February 2019 to deal with cost of living adjustment, industrial relations matters and policies, and for recruitment of managerial staff at SACNASP

15 Registration Committee and QAC report

The Registration Committee (RCo) consists of the Professional Advisory Committee (PAC) Chairs who process the applications as per their respective fields of practice. During the 2018/19 financial year, six meetings were held in June 2018, August 2018, September 2018, November 2018, January 2019 and March 2019, respectively. The total number of registrations granted in each category are indicated in Table 05. The number of registrations granted in each field of practice are indicated in Table 06.

During the 2018/19 financial year SACNASP received 1 722 applications for registration from prospective registered scientists and registered 1 570.

Table 05: Year-on-year registration by category

Category	2016/17	2017/18	2018/19
Professional Natural Scientist	784	673	533
Candidate Natural Scientist	797	458	694
Certificated Natural Scientist	962	906	343
Total	2 507	2 037	1 570

It is interesting to note that the registrations of candidate natural scientists are at 44% of the total, which is a significant increase from previous years and indicates a positive reaction to SACNASP's engagement with HEIs and graduate programmes at organisations.

Table 06: Year-on-year registration by field or practice

Field of practice	Registrations 2018/19
Agricultural science	308
Animal science	121
Aquatic science	20
Biological science	125
Botanical science	12
Chemical science	79
Conservation science	7
Earth science	74
Ecological science	45
Environmental science	246
Extension science	123

Field of practice	Registrations 2018/19
Food science	51
Geological science	135
Geospatial science	8
Materials science	3
Mathematical science	10
Microbiological science	53
Physical science	17
Soil science	19
Statistical science	8
Toxicological science	2
Water resources science	92
Zoological science	12
Grand total	1 570

15.1 Foreign applications and critical skills

Many of the applications received by SACNASP are from foreign applicants and applicants with foreign qualifications. Foreign applicants applying for registration with SACNASP may also apply for a critical skills letter from the Council. In this case their applications are assessed by the Critical Skills Committee (CSC) to assess whether they meet the prescribed criteria. During the 2018/19 financial year SACNASP received 107 applications from applicants representing 26 different countries of which 82 were approved.

Table 07: Year-on-year critical skills applications approved

2016/17	2017/18	2018/19
127	128	82

Table 08: Countries of origin with numbers of applications

Country of origin	Number of applications
Australia	2
Belgium	1
Botswana	1
Burundi	1
Cameroon	2
Canada	1
Chile	1

Country of origin	Number of applications
Colombia	1
Congo	3
Czech Republic	1
Ethiopia	1
France	5
Germany	1
India	8
Iran	2
Ireland	1
Kenya	2
Libya	1
Mauritius	1
Nigeria	17
Spain	2
Swaziland	1
Uganda	1
United Kingdom	9
USA	3
Zimbabwe	38
Total	107

Critical Skills letters were issued to all successful applicants to form part of their application for a Critical Skills visa. Critical Skills visas are issued by the Department of Home Affairs (DHA) to individuals possessing skills in the areas identified and gazetted as such. Table 08 shows the distribution of the applications received across the various countries of origin.

Applications from individuals possessing qualifications obtained outside South Africa are assessed by the Qualifications Assessment Committee (QAC) before being assessed by the relevant PAC for the field of practice. The QAC assesses the appropriateness of the foreign qualifications to SACNASP Registration. A total of 414 applications were received of which 303 were approved.



Part D:

Human Resource Management

16 Human resources report

16.1 Recruitment

SACNASP has maintained a balanced approach to talent acquisition. Whenever a job opening comes up, the position is advertised internally and externally. This is to facilitate employees career development.

During the period under review, two positions, that of Registrations Manager and Accountant, were filled through external recruitment. Two internships were granted. Temporary contract staff was kept to a minimum of one.

16.2 Employee benefits and compensation

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

16.3 Performance management

In accordance with the policy, performance assessments and scoring were completed for all staff at SACNASP.

16.4 Labour relations

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

16.5 Achievements

One of the employees at SACNASP received her doctoral degree.

Training was given to existing staff for upgrading skills. Training was given to all staff for continuing professional development (CPD).

16.6 Employee wellness

SACNASP organised a wellness day on 6 September 2018. 23 members of staff availed themselves of the opportunity for a health check and HIV test and counselling.

Four policies relating to HR were reviewed and approved during the year, notably:

- Disciplinary Code and Procedure Policy
- Performance Management and Development Policy
- Study Assistance Policy
- Work Time Policy

16.7 Employment equity

The Employment Equity report for 2018 was submitted to the Department of Labour in October 2018.

Challenges faced by the organisation

Attracting skilled personnel and training the existing staff members still remain challenging for SACNASP, due to its financial constraints.

16.8 Future HR goals

Goals for the future are achieving market related salaries and attracting skilled staff.

16.9 HR statistics

Permanent: 24

Short-term contract: 2

16.10 Statistics of SACNASP staff

SACNASP gender staff composition is made up of 88 percent women and 12 percent men out of which the racial diversity is 69.23 percent are African, 3.84 percent Coloured, 7.69 percent Indian and 19.24 percent White race.

Table 09: Work force profile by age

Age group	20–29	30–39	40–49	50–59	Above 60	Total
Number	4	14	3	3	2	26
Percentage	15	54	11.5	11.5	8	100

Table 10: Employment changes

Level of management	At the beginning	Appointments	Termination	At the end
Top Management	1	0	0	1
Senior management	2	1	0	3
Professionally Qualified	3	1	0	4
Junior Management	4	0	0	4
Semi-skilled	13	3	2	14
Total	23	5	2	26

Table 11: Reasons for staff leaving

Reasons	Number	Percentage
Death	0	0
Ill health	0	0
Resignation	1	50
Dismissal	0	0
End of Contract	1	50
Total	2	100

Table 12: Employment equity status

Race	Male	Female	Total
African	2	16	18
Coloured	0	1	1
Indian	1	1	2
White	0	5	5
Total	3	23	26

Part E:

Financial Information

These annual financial statements were prepared by:

T Mangalana and J Fourie

These annual financial statements have been audited in compliance with the applicable requirements of the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003).

Published 31 July 2019

Index

The reports and statements set out below comprise the annual financial statements presented to the registered scientists of South African Council for Natural Scientific Professions:

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17 General information

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Regulatory body for the practice of natural sciences in South Africa
Council members	<div> <div> Dr GE Botha <i>Pr.Sci.Nat.</i> Prof KA Nephawe <i>Pr.Sci.Nat.</i> Mr RNL Baartjes <i>Pr.Sci.Nat.</i> Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i> Dr R Coetzer <i>Pr.Sci.Nat.</i> Prof RM Crewe <i>Pr.Sci.Nat.</i> Prof JS Galpin <i>Pr.Sci.Nat.</i> Prof I Gledhill <i>Pr.Sci.Nat.</i> Dr PT Govender <i>Pr.Sci.Nat.</i> Prof M Gulumian <i>Pr.Sci.Nat.</i> Ms MP Masemola CA(SA) </div> <div> Ms TN Mashanda CA(SA) RA Dr M Mayekiso Dr S Moodley Mr KD Musetsho <i>Pr.Sci.Nat.</i> Dr W Ngoma Mr F Ramagwede <i>Pr.Sci.Nat.</i> Prof BK Reilly <i>Pr.Sci.Nat.</i> Dr SE Terblanche <i>Pr.Sci.Nat.</i> Dr J van Heerden <i>Pr.Sci.Nat.</i> Dr PR Vukea </div> </div>
Registered office	Suite L4 and L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street Pretoria 0087
Business address	Suite L4 and L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street Pretoria 0087
Postal address	Private Bag X540 Silverton Pretoria 0127
Bankers	Nedbank Limited
Auditors	Morar Incorporated Chartered Accountants (SA) Registered Auditors
Secretary	Ms D Fisher
Company registration number	14493374
Tax reference number	9808825146
Level of assurance	These annual financial statements have been audited in compliance with the applicable requirements of the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003)
Preparer	The annual financial statements were internally compiled by: T Mangalana and J Fourie
Published	31 July 2019
Chief Executive Officer	Dr P Rampersadh <i>Pr.Sci.Nat.</i>
Attorneys	RW Attorneys

18 Council Members' responsibilities and approval

The Council Members are required by the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003), 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. 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 Standards 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 March 31, 2020 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 [46 to 47](#).

The annual financial statements set out on pages [50 to 65](#), which have been prepared on the going concern basis, were approved by the Council on 31 July 2019 and were signed on its behalf by:



Dr GE Botha *Pr.Sci.Nat.*

Chairperson: Council



Dr P Rampersadh *Pr.Sci.Nat.*

Chief Executive Officer

19 Audit and Risk Committee report

This report is provided by the Audit and Risk Committee appointed in respect of the 2018/19 financial year of the South African Council for Natural Scientific Professions.

19.1 Audit and Risk Committee Members

Name	Attendance
Ms TN Mashanda (Chairperson) CA(SA) RA	7/7
Mr KD Musetsho Pr.Sci.Nat	3/7
Ms MP Masemola CA(SA)	5/7
Prof KA Nephawe Pr.Sci.Nat	7/7
Dr PT Govender Pr.Sci.Nat	7/7

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

The committee met seven (7) times in the 2018/19 financial year. Members of management and the external auditors attend these meetings by invitation. This committee does not form part of management, its role is of an independent and objective adviser and it operates as an overseer, making recommendations to Council for final approval.

19.2 Audit and Risk Committee responsibilities

The responsibilities of the Audit and Risk Committee include, the following:

- Reviewing of financial information and annual financial statements;
- Performing its statutory functions as set out in the SACNASP Corporate Governance Manual;
- Approving annual budgets;
- Advising on any matter referred to the committee by Council; and
- Appointment of external auditors.

19.3 The effectiveness of internal control and risk management

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

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

19.4 External audit

Morar Incorporated was appointed by Council as the external auditors for the 2018/19 financial year.

The committee is satisfied that Morar Incorporated is independent of the Council.

The audit fee was approved on 13 February 2019 for the 2018/19 financial year and the fee was considered reasonable.

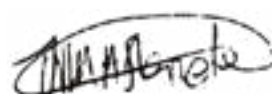
19.5 Annual report

The committee reviewed the content of the annual report and has recommended it for approval.

19.6 Annual financial statements

The committee reviewed the results of the 31 March 2019 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 IFRS for SMEs; and
- Considered the appropriateness of accounting policies and disclosures made.



Ms TN Mashanda CA(SA) RA

Chairperson: Audit and Risk Committee

20 Independent Auditor's Report to the Council Members of the South African Council for Natural Scientific Professions

Opinion

We have audited the financial statements of the South African Council for Natural Scientific Professions as set out on pages 50 to 65, which comprise the statement of financial position as at 31 March 2019, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the South African Council for Natural Scientific Professions as at 31 March 2019, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Natural Scientific Professions Act, 2003 (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 financial statements section of our report. We are independent of the Council in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the International Ethics Standards Board for Accountants' Code of Ethics for

Professional Accountants (Part A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Council members are responsible for the other information. The other information comprises the information included in the document titled "South African Council for Natural Scientific Professions financial statements for the year ended 31 March 2019", which includes the Council Members' Report as required by the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003) and the Detailed Income Statement, which we obtained prior to the date of this report. The other information does not include the financial statements and our auditor's report thereon.

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

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

Responsibilities of the Council members for the Financial Statements

The Council members are responsible for the preparation and fair presentation of the financial statements in



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Highveld, Centurion, 0169

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e-mail: info@morar.co.za
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Offices Inc:
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Centurion
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East London
Durban
Bloemfontein
Polokwane
Rustenburg
Mbombela
Mafikeng

Directors:
R. Morar CA (SA), CFE
Z. Zikalala CA (SA)
C. Mochiri CA (SA)
S. Mahadeva CA (SA)
K. Naidoo CA (SA)
V. Somrajith CA (SA)
J. Reddy CA (SA)
N. Cupido CA (SA)
B. Temba CA (SA)
M. Naicker CA (SA)
A. Bikram CA (SA)
S. Dasthiza CA (SA)
M. Naidoo CA (SA)



20 Independent Auditor's Report to the Council Members of the South African Council for Natural Scientific Professions (continued)

accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003), and for such internal control as the Council members determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the Financial Statements

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the

purpose of expressing an opinion on the effectiveness of the entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance 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.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on other legal and regulatory requirements

In terms of the IRBA Rule published in Government Gazette Number 39475 dated 4 December 2015, I report that Morar Incorporated has been the auditor of the South African Council for Natural Scientific Professions for one year.



Roshan Morar

Director: Morar Incorporated
Chartered Accountants (SA)
Registered Auditors
31 July 2019

21 Council Members' report

The Council members have pleasure in submitting their report on the annual financial statements for the South African Council for Natural Scientific Professions for the year ended 31 March 2019.

21.1 Incorporation

The Council was incorporated on 28 November 2003.

21.2 Nature of business

The South African Council for Natural Scientific Professions was registered in South Africa with interests in the non-profit industry. The Council operates in South Africa.

The Council's mandate is as follows:

- Promote the practice of the natural science professions in South Africa;
- 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);
- Exercise control over the standard of conduct of professional natural scientists;
- Monitor the standard of education and training of natural scientists;
- Set standards for the recognition of education and training of natural scientists; and
- Ensure that prospective registrants meet the educational standards required for registration.

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

21.3 Review of financial results and activities

The annual financial statements have been prepared in accordance with IRFS for SMEs and the requirements of the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003). The accounting policies have been 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.

21.4 Council members

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

Council members	Office
Dr GE Botha <i>Pr.Sci.Nat.</i>	Chairperson
Prof KA Nephawe <i>Pr.Sci.Nat.</i>	Deputy Chairperson
Mr RNL Baartjes <i>Pr.Sci.Nat.</i>	Member
Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i>	Member
Dr R Coetzer <i>Pr.Sci.Nat.</i>	Member
Prof RM Crewe <i>Pr.Sci.Nat.</i>	Member
Prof JS Galpin <i>Pr.Sci.Nat.</i>	Member
Prof I Gledhill <i>Pr.Sci.Nat.</i>	Member
Dr PT Govender <i>Pr.Sci.Nat.</i>	Member
Prof M Gulumian <i>Pr.Sci.Nat.</i>	Member
Ms MP Masemola CA(SA)	Member
Ms TN Mashanda CA(SA) RA	Member
Dr M Mayekiso	Member
Dr S Moodley	Member
Mr KD Musetsho <i>Pr.Sci.Nat.</i>	Member
Dr W Ngoma	Member
Mr F Ramagwede <i>Pr.Sci.Nat.</i>	Member
Prof BK Reilly <i>Pr.Sci.Nat.</i>	Member
Dr SE Terblanche <i>Pr.Sci.Nat.</i>	Member
Dr J van Heerden <i>Pr.Sci.Nat.</i>	Member
Dr PR Vukea	Member

There have been no changes to the Council for the period under review.

21.5 Events after the reporting period

The Council has approved the annual performance plan for the next five years. The contract with the DST has been extended for three years (2019–2022) amounting to **R14 946 813**. The first instalment of **R4 725 000** was received in May 2019.

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

21 Council Members' report

(Continued)

21.6 Going concern

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

21.7 Auditors

Morar Incorporated were appointed as auditors by the Council for the year ended 31 March 2019.

At the Council meeting, Council members will be requested to appoint independent external auditors of the Council annually.

21.8 Secretary

The Council secretary is Ms D Fisher.

21.9 Chairperson

The annual financial statements set out on [pages 50 to 65](#), which have been prepared on the going concern basis, were approved by Council on 31 July 2019, and were signed on its behalf by:



Dr GE Botha *Pr.Sci.Nat.*

Chairperson: Council

Wednesday, 31 July 2019

Statement of financial position

as at 31 March 2019

		2019	2018
	Note(s)	R	R
Assets			
Non-current assets			
Property, plant and equipment	3	105 201	187 274
Intangible assets	4	41 149	79 102
		146 350	266 376
Current assets			
Trade and other receivables	5	10 619 430	7 123 775
Cash and cash equivalents	6	9 571 630	15 200 150
Deposit receivable		63 871	58 871
		20 254 931	22 382 796
Total assets		20 401 281	22 649 172
Equity and liabilities			
Equity			
Accumulated (deficit)		(252 610)	(1 139 945)
Liabilities			
Current liabilities			
Trade and other payables	7	4 753 222	4 278 890
Deferred income	8	15 392 824	19 259 665
Provisions	9	507 845	250 562
		20 653 891	23 789 117
Total equity and liabilities		20 401 281	22 649 172

Statement of comprehensive income

for the year ended 31 March 2019

		2019	2018
	Note(s)	R	R
Revenue	10	14 378 112	12 496 004
DST project income	11	5 086 661	2 245 534
Total revenue		19 464 773	14 741 538
Operating expenses	12	(18 760 855)	(14 443 138)
Operating surplus	13	703 918	298 400
Investment revenue		183 417	262 103
Surplus for the year		887 335	560 503

Statement of changes in equity

for the year ended 31 March 2019

	Accumulated (deficit)/ surplus	Total equity
	R	R
Balance at 1 April 2017	(1 700 448)	(1 700 448)
Surplus for the year	560 503	560 503
Total comprehensive surplus for the year	560 503	560 503
Balance at 1 April 2018	(1 139 945)	(1 139 945)
Surplus for the year	887 335	887 335
Total comprehensive surplus for the year	887 335	887 335
Balance at 31 March 2019	(252 610)	(252 610)

Statement of cash flows

for the year ended 31 March 2019

		2019	2018
	Note(s)	R	R
Cash flows from operating activities			
Cash receipts from customers		11 814 354	13 188 511
Cash paid to suppliers and employees		(17 599 182)	(8 932 298)
Cash (used in)/generated from operations	16	(5 784 828)	4 256 213
Interest income		183 417	262 103
Net cash from operating activities		(5 601 411)	4 518 316
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(19 609)	(51 246)
Purchase of other intangible assets	4	(2 500)	-
Increase in deposit receivable		(5 000)	-
Net cash from investing activities		(27 109)	(51 246)
Total cash movement for the year		(5 628 520)	4 467 070
Cash at the beginning of the year		15 200 150	10 733 080
Total cash at end of the year	6	9 571 630	15 200 150

Accounting policies

for the year ended 31 March 2019

1 Basis of preparation and summary of significant accounting policies

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

These accounting policies are consistent with the previous period.

1.1 Significant judgements and sources of estimation uncertainty

Critical judgements in applying accounting policies

Management did not make critical judgements in the application of accounting policies, apart from those involving estimations, which would significantly affect the annual financial statements and the provision for bad debts.

Key sources of estimation uncertainty

Impairment testing

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

Provisions

Provisions are inherently based on assumptions and estimates using the best information available, refer to note 9.

1.2 Property, plant and equipment

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

Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Costs include expenditure that is directly attributable to the acquisition of asset. The cost of self-constructed assets includes the following:

The cost of materials and direct labour.

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

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

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

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

Subsequent costs

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

Accounting policies

for the year ended 31 March 2019 (Continued)

Depreciation

Items of property, plant and equipment are depreciated from the date they are available for use or in respect of self-constructed assets, from the date that the assets are completed and ready for use. Depreciation is calculated to write down 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 leases are depreciated over the shorter of the lease term or their useful lives. Land is not depreciated.

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

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

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

1.3 Intangible assets

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

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

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

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

Item	Useful life
Computer software	3 years

If the Council is unable to make a reliable estimate of the useful life of an intangible asset, the life is presumed to be 10 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

Accounting policies

for the year ended 31 March 2019 (Continued)

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 assets 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 such indication exists, Council estimates the recoverable amount of the asset.

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;

Accounting policies

for the year ended 31 March 2019 (Continued)

- it is probable that the Council will be required to transfer economic benefits in settlement; and
- the amount of the obligation can be estimated reliably.

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

Provisions are not recognised for future operating losses.

1.9 Government grants

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

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

Grants received before the revenue recognition criteria are satisfied are recognised as a liability.

Grants are measured at the fair value of the asset received or receivable.

1.10 Revenue

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

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

1.11 Comparative figures

Prior period comparative information has been presented in the current financial year. Where necessary, comparative figures have been adjusted to conform to changes in presentation in the current year.

Notes to the annual financial statements

for the year ended 31 March 2019

2 New standards and interpretations

2.1 Standards and interpretations issued, but not yet implemented

IFRS 16 Leases effective 1 January 2019. Council is seeking further clarity on whether this reporting standard is applicable to SMEs.

3 Property, plant and equipment

	2019			2018		
	R			R		
	Cost	Accumulated depreciation	Carrying value	Cost	Accumulated depreciation	Carrying value
Furniture and fixtures	567 039	(467 371)	99 668	567 039	(379 765)	187 274
IT equipment	579 998	(574 465)	5 533	560 389	(560 389)	-
Total	1 147 037	(1 041 836)	105 201	1 127 428	(940 154)	187 274

Reconciliation of property, plant and equipment – 2019

	Opening balance	Additions	Depreciation	Closing balance
	R	R	R	R
Furniture and fixtures	187 274	-	(87 606)	99 668
IT equipment	-	19 609	(14 076)	5 533
Total	187 274	19 609	(101 682)	105 201

Reconciliation of property, plant and equipment – 2018

	Opening balance	Additions	Depreciation	Total
	R	R	R	R
Furniture and fixtures	249 658	26 624	(89 008)	187 274
IT equipment	22 155	24 622	(46 777)	-
Total	271 813	51 246	(135 785)	187 274

A register containing the information registered by the Natural Scientific Profession Act, 2003 is available for inspection at the registered office of the Council.

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

Notes to the annual financial statements

for the year ended 31 March 2019 (Continued)

4 Intangible assets

	2019			2018		
	R			R		
	Cost	Accumulated depreciation	Carrying value	Cost	Accumulated depreciation	Carrying value
Computer software	512 807	(471 658)	41 149	510 307	(431 205)	79 102

Reconciliation of intangible assets – 2019

	Opening balance	Additions	Amortisation	Total
	R	R	R	R
Computer software	79 102	2 500	(40 453)	41 149

Reconciliation of intangible assets – 2018

	Opening balance	Amortisation	Total
	R	R	R
Computer software	156 839	(77 737)	79 102

5 Trade and other receivables

	2019	2018
	R	R
Trade receivables	12 269 092	8 989 382
Provision for bad debts allowance	(1 649 662)	(1 865 607)
	10 619 430	7 123 775

Trade receivables with credit balances amounting to R789 379 (2018: R798 219) have been moved and reclassified under trade payables. Refer to note 7.

Trade and other receivables pledged as security

No trade and other receivables were pledged as security.

Ageing of trade and other receivables

0 – 30 days	407 489	62 341
31 – 60 days	8 902 424	32 437
61 – 90 days	65 013	6 285 430
91 – 120 days	(7 924)	12 434
120 days+	2 902 090	2 596 740
	12 269 092	8 989 382

Notes to the annual financial statements

for the year ended 31 March 2019 (Continued)

6 Cash and cash equivalents

	2019	2018
	R	R
Cash and cash equivalents consist of:		
Cash on hand	194	194
Bank balances	1 373 024	1 094 678
Short-term deposits	8 198 412	14 105 278
	9 571 630	15 200 150

Included in short-term deposits is an amount of R3 844 507 (2018: R8 764 823) received from DST for the DST project. Refer to note 8.1.

7 Trade and other payables

	2019	2018
	R	R
Trade payables	1 459 322	1 692 944
Unallocated deposits	440 925	328 346
VAT	2 535 764	1 991 634
Accrued expenses	303 158	263 360
Operating lease liability	14 053	2 606
	4 753 222	4 278 890
Aging on debtors with credit balances		
0 – 30 days	(67 820)	(77 282)
31 – 60 days	70 543	(79 337)
61 – 90 days	(19 666)	48 653
91 – 120 days	(4 140)	(13 736)
120 days+	(768 296)	(676 517)
	(789 379)	(798 219)

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

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

Included in trade payables above are trade receivables with credit balances amounting to R789 379 (2018: R798 219). Refer to note 5.

Included in the accrued expenses is interest and penalties amounting to R11 828 for late payment to SARS that is under dispute.

Notes to the annual financial statements

for the year ended 31 March 2019 (Continued)

8 Deferred income

	2019 R	2018 R
Deferred income is made up of DST project funding and annual fees invoiced in advance:		
8.1 Government grant	3 725 585	8 764 823
8.2 Fees invoiced in advance	11 667 239	10 494 842
	15 392 824	19 259 665
8.1 The Minister of Science and Technology agreed to fund SACNASP as part of the project funding agreement to assist SACNASP in executing its mandate of remaining relevant and aligned to the National Development Plan.		
The duration of the project extended over a three year period (2017–2019) and SACNASP received a total amount of R12 641 000 over this period. The project funds are broken down as follows:		
The funds should be used exclusively for the projects as per the DST and SACNASP agreement.		
The deferred income on the government grant is recognised in surplus or deficit on a systematic basis over the periods necessary to match the income with the related DST project costs that the grant is intended to compensate.		
Included in the prior year 2017/18 DST project expenses is an amount of R85 800 relating to fruitless and wasteful website development expenditure which occurred during the financial year. This expenditure is subject to a legal dispute and it is not certain whether SACNASP will recover this amount.		
The negative equity is due to invoicing in advance and smoothed for the next 12 months.		
Government grants		
Opening balance	8 764 823	6 202 603
Deposit received	-	4 441 000
Interest received	514 469	578 523
DST project movement (refer to note 11)	(5 086 661)	(2 245 534)
VAT	(467 046)	(211 769)
	3 725 585	8 764 823

An amount of R2 294 246 is committed for existing and ongoing projects (refer to note 20).

Notes to the annual financial statements

for the year ended 31 March 2019 (Continued)

9 Provisions

Reconciliation of provisions – 2019

	Opening balance	Additions during the year	Total
	R	R	R
Provisions for employee benefits	250 562	207 871	458 433
Other provisions	-	49 412	49 412
	250 562	257 283	507 845

Reconciliation of provisions – 2018

	Opening balance	Utilised during the year	Total
	R	R	R
Provisions for employee benefits	261 875	(11 313)	250 562

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

Other provisions is made up of an increase in honoraria as per National Treasury rates.

10 Revenue

	2019	2018
	R	R
Annual fees	10 510 393	8 624 523
Pro rata fee	543 766	555 549
Application fee	1 857 978	2 010 701
Critical skills fee	328 709	297 912
Upgrading fee	211 741	196 644
Reinstating fee	65 460	45 632
Qualification fee	587 479	596 597
CPD validation	235 861	160 420
Fees written off recovered	36 725	8 026
	14 378 112	12 496 004

11 Other income

	2019	2018
	R	R
DST project income (Refer to note 8)	5 086 661	2 245 534

Income from the DST project is recognised in the statement of comprehensive income only when performance conditions are met.

Notes to the annual financial statements

for the year ended 31 March 2019 (Continued)

12 Operating surplus

	2019	2018
	R	R
Operating surplus for the year is stated after accounting for the following:		
Operating lease charges		
Lease rentals on operating lease		
- Contractual amounts	367 934	629 192
Amortisation on intangible assets	40 453	77 738
Depreciation on property, plant and equipment	101 682	135 785
Employee costs	8 226 975	7 142 044
DST project: Development of candidate mentoring phase	939 698	731 450
Council travel	238 940	266 085
Auditors remuneration	138 515	89 072
Bad debts	2 278 052	1 140 763
DST project: Development of continuous development programme	2 525 739	959 533
DST project: Information technology platform	1 621 225	554 551

13 Investment revenue

	2019	2018
	R	R
Interest revenue		
Short-term deposits	178 665	254 200
Bank	4 752	7 903
	183 417	262 103

14 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, 1962 (Act No. 58 of 1962).

Notes to the annual financial statements

for the year ended 31 March 2019 (Continued)

15 Operating lease

	2019	2018
	R	R
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable follows:		
Future minimum lease payments		
- Within one year	1 031 102	585 900
- In second to fifth year	368 169	766 135
	1 399 271	1 352 035

Three year operating lease relating to offices ended in November 2017, Council then entered into a month-to-month agreement until July 2018. Thereafter, Council entered into a new lease agreement as from August 2018 for a period of two years.

A second operating lease agreement was entered into from May 2019 for a period of 18 months with a beneficial period of 3 months.

16 Cash (used in)/generated from operations

	2019	2018
	R	R
Surplus before taxation	887 335	560 503
Adjustments for:		
Depreciation and amortisation	142 135	213 523
Interest received	(183 417)	(262 103)
Movements in provisions	257 283	(11 313)
Changes in working capital:		
Trade and other receivables	(3 495 655)	(1 771 866)
Trade and other payables	474 332	2 709 525
Deferred income	(3 866 841)	2 817 944
	(5 784 828)	4 256 213

17 Related parties

Relationships

Entities with significant influence	Department of Science and Technology
Members of key management	Council members

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:

	2019	2018
	R	R
Department of Science and Technology	3 725 585	8 764 823

Notes to the annual financial statements

for the year ended 31 March 2019 (Continued)

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

Related party balances

	2019	2018
	R	R
Honoraria fees		
Dr GE Botha <i>Pr.Sci.Nat.</i>	161 472	96 725
Prof KA Nephawe <i>Pr.Sci.Nat.</i>	98 880	72 512
Prof RM Crewe <i>Pr.Sci.Nat.</i>	15 991	15 176
Prof JS Galpin <i>Pr.Sci.Nat.</i>	21 261	20 283
Dr PT Govender <i>Pr.Sci.Nat.</i>	68 473	48 009
Dr W Ngoma	8 240	9 888
Ms TN Mashanda CA(SA) RA	23 072	21 424
Mr RNL Baartjes <i>Pr.Sci.Nat.</i>	5 940	8 910
Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i>	2 970	1 485
Dr R Coetzer <i>Pr.Sci.Nat.</i>	7 425	7 425
Prof I Gledhill <i>Pr.Sci.Nat.</i>	7 425	7 425
Prof M Gulumian <i>Pr.Sci.Nat.</i>	8 910	4 455
Mr KD Musetsho <i>Pr.Sci.Nat.</i>	32 670	29 700
Dr SE Terblanche <i>Pr.Sci.Nat.</i>	14 850	14 850
Dr J van Heerden <i>Pr.Sci.Nat.</i>	8 910	8 910
Ms MP Masemola CA(SA)	11 880	8 910
Prof BK Reilly <i>Pr.Sci.Nat.</i>	19 613	14 180
Provision (refer to note 9)	49 412	-
	567 394	390 267

Council members receive honoraria for attending Council meetings and various committee meetings as set out in the governance section of the annual report.

Critical skills visa assessment fee

Dr GE Botha <i>Pr.Sci.Nat.</i>	14 250	6 750
Dr PT Govender <i>Pr.Sci.Nat.</i>	1 500	5 250
Dr SE Terblanche <i>Pr.Sci.Nat.</i>	12 000	23 250
Prof BK Reilly <i>Pr.Sci.Nat.</i>	7 500	750
	35 250	36 000

Extension science assessment fee

Dr SE Terblanche <i>Pr.Sci.Nat.</i>	3 700	2 700
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PAC Remuneration

Council Members	16 900	11 750
Non-council Members	43 400	38 050
	60 300	49 800

Notes to the annual financial statements

for the year ended 31 March 2019 (Continued)

18 Key personnel emoluments

Executive

	2019			2018		
	Emoluments	Disability insurance and retirement contributions	Total	Emoluments	Disability insurance contributions	Total
	R	R	R	R	R	R
Dr P Rampersadh <i>Pri.Sci.Nat.</i>	1 104 651	41 085	1 145 736	1 084 063	22 743	1 106 806

19 Risk management

Financial risk Management

The Council's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk and cash flow interest rate risk), credit risk and liquidity risk.

Liquidity risk

The liquidity risk is the risk that the Council will not be able to meet its financial obligations as they fall due. The Council manages liquidity risk by monitoring forecast cash flows and ensuring that adequate cash resources are available.

Credit risk

Credit risk consists mainly of cash deposits, cash equivalents and trade debtors.

Interest rate risk

As the Council has no interest bearing assets, the Council's income and operating cash flows are substantially independent of changes in market interest rates.

The exposure to changes in interest rates relates primarily to the Council's current and call accounts.

20 Commitments

	2019	2018
	R	R
Candidate mentoring phase	-	500 000
Operational costs	-	464 689
Information technology platform	-	1 329 557
	-	2 294 246

Detailed income statement

for the year ended 31 March 2019

		2019	2018
	Note(s)	R	R
Revenue	10	14 378 112	12 496 004
DST Project Income	11	5 086 661	2 245 534
Interest received	13	183 417	262 103
Total Revenue		19 648 190	15 003 641
Operating expenses			
Accounting fees and consulting		(26 715)	(3 506)
Advertising		(61 685)	(156 166)
Auditors remuneration		(138 515)	(89 072)
Bad debts		(2 278 052)	(1 140 763)
Bank charges		(105 630)	(94 291)
Catering and meetings		(93 175)	(100 981)
Cleaning		(8 312)	(8 582)
Computer expenses		(120 132)	(138 265)
Consulting and professional fees		-	(91 420)
Consumables		(77 748)	(111 230)
Corporate social responsibility		-	(100)
Council travel		(238 940)	(266 085)
DST project: Development of candidate mentoring phase		(939 698)	(731 450)
DST project: Continuing professional development programme		(2 525 739)	(959 533)
DST project: Information technology platform		(1 621 225)	(554 551)
Depreciation, amortisation and impairments		(142 135)	(213 523)
Employee costs		(8 226 975)	(7 142 044)
Extension science administration expenses		-	(22 593)
Fines and penalties		(26 638)	-
Honoraria		(807 361)	(618 706)
HR services		(54 525)	(27 380)
Insurance		(53 310)	(16 434)
Lease rentals on operating lease		(367 934)	(629 192)
Legal expenses		(117 616)	(384 194)
Municipal expenses		(43 229)	(81 972)
Office expenses		(34 243)	(28 604)
Postage		(26 081)	(38 337)
Printing and stationery		(111 380)	(145 285)
Registration related expenses		(1 660)	(64 540)
Repairs and maintenance		(4 530)	(2 547)
Subscriptions		(40 127)	(37 877)
Telephone and fax		(87 743)	(55 465)

Detailed income statement

for the year ended 31 March 2019 (Continued)

		2019	2018
	Note(s)	R	R
Training		(192 303)	(227 091)
Transport and freight		(187 499)	(173 492)
Tribunal disciplinary expenses		-	(87 867)
Total operating expenses		(18 760 855)	(14 443 138)
Surplus for the year		887 335	560 303

The supplementary information presented does not form part of the annual financial statements and is unaudited.

Notes

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