

# SACNASP

South African Council for Natural Scientific Professions

*Integrity in science*

## ANNUAL REPORT 2020/21



science & innovation

Department:  
Science and Innovation  
REPUBLIC OF SOUTH AFRICA

# SACNASP

South African Council for Natural Scientific Professions

*Integrity in science*



# CONTENTS

## PART A: GENERAL INFORMATION ..... 3

1	CONTACT INFORMATION .....	4
2	LIST OF ABBREVIATIONS .....	5
3	FOREWORD BY THE CHAIRPERSON .....	6
4	CHIEF EXECUTIVE OFFICER'S OVERVIEW .....	10
5	STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF THE ACCURACY OF THE ANNUAL REPORT .....	13
6	STRATEGIC OVERVIEW .....	14
6.1	Vision .....	14
6.3	Values .....	14
6.2	Mission .....	14
7	LEGISLATIVE AND OTHER MANDATES .....	15
7.1	Constitutional Mandate .....	15
7.2	Legislative and Policy Mandates .....	15
7.3	Institutional Policies and Strategies Over the Five-Year Planning Period .....	16
7.4	Resolving Conflicting Interpretations of Legislation .....	16
8	ORGANIZATIONAL STRUCTURE .....	17
8.1	SACNASP Council .....	18
8.2	SACNASP Staff .....	19

## PART B: PERFORMANCE INFORMATION .....20

9	SITUATIONAL ANALYSIS .....	21
9.1	Service Delivery Environment .....	21
9.2	Organizational Environment .....	21
9.3	Key Policy Developments and Legislative Changes .....	21
10	PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES .....	22
10.1	SACNASP as a partner to the National Development Plan .....	22
10.2	Strategic Goals and Objectives 2017–2022 ..	23
10.3	Strategic Outcome-Orientated Goals .....	23
11	INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION .....	26
11.1	Operations Department Report .....	26
11.2	Registration Department Report .....	29
11.3	Finance Department Report .....	29
11.4	Marketing and Stakeholder Report .....	30
11.5	Strategy to Overcome Areas of Under Performance .....	34
11.6	Reporting on the Institutional Response to the COVID-19 Pandemic .....	34
11.7	Linking Performance with Budgets .....	35
11.8	Revenue Collection .....	35

## PART C: GOVERNANCE .....36

12	INTRODUCTION .....	37
12.1	SACNASP Council Report .....	37
12.2	Portfolio Committees .....	37
12.3	Executive Authority .....	37
12.4	Council Committees .....	37
13	COMMITTEE REPORTS .....	40
13.1	Professional Conduct Committee Report .....	40
13.2	Strategic Projects Committee Report .....	42
13.3	Registration Committee Report .....	44
13.4	Human Resources and Remuneration Committee Report .....	49
14	RISK MANAGEMENT .....	50
15	COMPLIANCE WITH LAWS AND REGULATIONS .....	51
16	FRAUD AND CORRUPTION .....	51
17	MINIMISING CONFLICT OF INTEREST .....	51
18	CODE OF CONDUCT .....	52
19	AUDIT COMMITTEE REPORT .....	52
20	B-BBEE COMPLIANCE PERFORMANCE INFORMATION .....	53

## PART D: HUMAN RESOURCES MANAGEMENT .....58

21	INTRODUCTION .....	55
21.1	SACNASP Staff Statistics Breakdown .....	55
21.2	Recruitment .....	56
21.3	Employee Benefits and Compensation .....	56
21.4	Performance Management .....	57
21.5	Labour Relations .....	57
21.6	Employee Wellness .....	57
21.7	Employment Equity .....	57
21.8	Future HR Goals .....	57

## PART E: FINANCIAL INFORMATION .....59

22	GENERAL INFORMATION .....	60
23	COUNCIL MEMBER'S RESPONSIBILITIES AND APPROVAL .....	61
24	AUDIT AND RISK COMMITTEE REPORT .....	62
25	INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL MEMBERS OF THE SOUTH AFRICAN COUNCIL FOR NATURAL SCIENTIFIC PROFESSIONS .....	63
26	COUNCIL MEMBERS' REPORT .....	66
	STATEMENT OF FINANCIAL POSITION .....	68
	STATEMENT OF COMPREHENSIVE INCOME .....	69
	STATEMENT OF CHANGES IN EQUITY .....	69
	STATEMENT OF CASH FLOWS .....	70
	ACCOUNTING POLICIES .....	71
	DETAILED INCOME STATEMENT .....	85

## LIST OF TABLES

TABLE 1:	YEAR-ON-YEAR REGISTRATION OF NEW SCIENTISTS-----	26
TABLE 2:	BREAKDOWN BY PROVINCE OF TOTAL DATABASE OF SCIENTISTS BY GENDER -----	26
TABLE 3:	REGISTRATIONS IN THE 2020/21 FINANCIAL YEAR BY RACE AND GENDER-----	26
TABLE 4:	UNLOCK SCIENCE -----	30
TABLE 5:	THE LIVE SCIENCE SHOW -----	30
TABLE 6:	ROBOTICS SERIES -----	30
TABLE 7:	ORGANIZATIONS SUPPORTED -----	32
TABLE 8:	EVENTS ATTENDED BY SACNASP -----	33
TABLE 9:	COUNCIL MEMBERS AS AT 31 MARCH 2020 -----	37
TABLE 10:	ATTENDANCE REGISTER OF COMMITTEE MEETINGS-----	38
TABLE 11:	ATTENDANCE REGISTER FOR REGISTRATION COMMITTEE MEETINGS -----	39
TABLE 13:	MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS) -----	40
TABLE 14:	MEMBERS OF THE COMMITTEE (INCLUDING ANY NON SACNASP/COUNCIL MEMBERS)-----	42
TABLE 15:	MEMBERS OF THE COMMITTEE AND FIELDS OF PRACTICE-----	44
TABLE 16:	2020/21 REGISTRATION NUMBERS (INCLUDING UPGRADES AND NEW FIELDS OF PRACTICE)-----	45
TABLE 17:	QAC ANNUAL MEETING APRIL 2020 TO MARCH 2021 -----	45
TABLE 18:	CATEGORY APPLIED FOR (QAC)-----	45
TABLE 19:	FIELD OF PRACTICE (QAC) -----	46
TABLE 20:	FINAL COMPILED-----	46
TABLE 21:	DESCRIPTION OF APPLICANTS AND APPLICATION OUTCOME-----	47
TABLE 22:	MEMBERS OF THE COMMITTEE (INCLUDING ANY NON SACNASP/COUNCIL MEMBERS)-----	49
TABLE 23:	RISK MATRIX -----	50
TABLE 24:	B-BBEE COMPLIANCE -----	53
TABLE 25:	WORKFORCE PROFILE BY AGE -----	55
TABLE 26:	EMPLOYMENT CHANGES -----	55
TABLE 27:	EMPLOYMENT EQUITY STATUS -----	56
TABLE 28:	PERSONNEL COST BY SALARY BAND-----	56
TABLE 29:	PERFORMANCE REWARDS-----	56

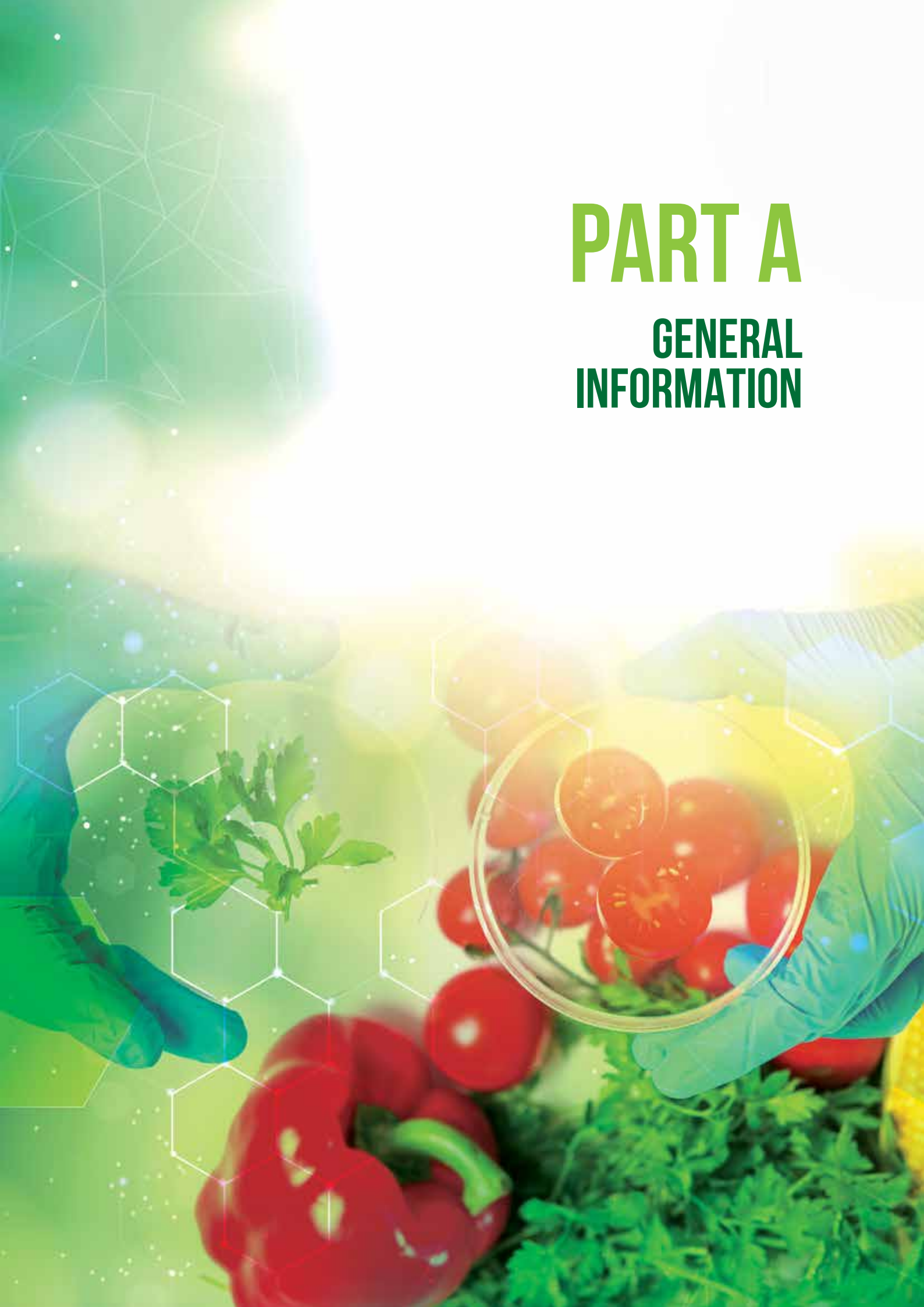
## LIST OF FIGURES

FIGURE 1:	SACNASP ORGANOGRAM 2020/21-----	17
FIGURE 2:	YEAR-ON-YEAR REGISTRATION BY RACE -----	27
FIGURE 3:	YEAR-ON-YEAR REGISTRATION BY GENDER -----	27
FIGURE 4:	YEAR-ON-YEAR REGISTRATION BY AGE -----	28
FIGURE 5:	CANDIDATE CORE COMPETENCIES -----	31



# PART A

## GENERAL INFORMATION



# 1 CONTACT INFORMATION

**Registered name** South African Council for Natural Scientific Professions (SACNASP)

---

**Physical address** Suite L4 and U13, Enterprise Building  
The Innovation Hub  
Pretoria  
0087

---

**Postal address** Private Bag X540  
Silverton  
Pretoria  
0127

---

**Telephone number** +27 12 748 6500

---

**Email** sacnasp@sacnasp.org.za

---

**Website** www.sacnasp.org.za

---

**External auditor** Morar Incorporated  
Eco Fusion 6,  
Block C Unit 25  
324 Witch Hazel Avenue  
Highveld, Centurion 0169

---

**Bank** Nedbank Limited  
Shop 7 & 8 Finforum Building  
Cnr Zambesi and Dr van der Merwe Road  
Montana, South Africa

---

**Council Secretary** Ms D Fisher

## 2 LIST OF ABBREVIATIONS

<b>APP</b>	Annual Performance Plan
<b>A&amp;RCo</b>	Audit and Risk Committee
<b>CEO</b>	Chief Executive Officer
<b>CHE</b>	Council for Higher Education
<b>CMP</b>	Candidate Mentoring Phase
<b>CPD</b>	Continuing Professional Development
<b>CSRC</b>	Critical Skills Review Committee
<b>DALRRD</b>	Department of Agriculture, Land Reform and Rural Development
<b>DHA</b>	Department of Home Affairs
<b>DHET</b>	Department of Higher Education and Training
<b>DPME</b>	Department of Planning, Monitoring and Evaluation
<b>DSI</b>	Department of Science and Innovation
<b>EAPASA</b>	Environmental Assessment Practitioners Association of South Africa
<b>ExCo</b>	Executive Committee
<b>4IR</b>	Fourth Industrial Revolution
<b>GSSA</b>	Geological Society of South Africa
<b>HR</b>	Human Resources
<b>HR&amp;RemCo</b>	Human Resources and Remuneration Committee
<b>HEIs</b>	Higher Education Institutions
<b>IC</b>	Investigation Committee
<b>IT</b>	Information Technology
<b>IFRS</b>	International Financial Reporting Standard
<b>IRBA</b>	Independent Regulatory Board for Auditor
<b>NDP</b>	National Development Plan
<b>NRF</b>	National Research Foundation
<b>NSI</b>	National System of Innovation
<b>NSP Act</b>	Natural Scientific Professions Act (No. 27 of 2003) as amended
<b>NSTF</b>	National Science and Technology Forum
<b>PAC</b>	Professional Advisory Committee
<b>PCC</b>	Professional Conduct Committee
<b>PFMA</b>	Public Finance Management Act (No. 1 of 1999) as amended, including Treasury Guidelines

<b>POPI</b>	Protection of Personal Information
<b>QAC</b>	Qualifications Assessment Committee
<b>QCTO</b>	Quality Council for Trades and Occupations
<b>RCo</b>	Registration Committee
<b>RPL</b>	Recognition of Prior Learning
<b>SAASTA</b>	South African Agency for Science and Technology Advancement
<b>SACNASP</b>	South African Council for Natural Scientific Professions
<b>SAPS</b>	South African Police Service
<b>SAQA</b>	South African Qualifications Authority
<b>SASAS</b>	South African Society for Animal Sciences
<b>SASTA</b>	South African Sugar Technologists Association
<b>SAVC</b>	South African Veterinary Council
<b>SCM</b>	Supply Chain Management
<b>SDGs</b>	Sustainable Development Goals
<b>SEIAS</b>	Socio-Economic Impact Assessment System
<b>SPC</b>	Strategic Projects Committee
<b>SO-OG</b>	Strategic Outcome-Orientated Goals
<b>VAs</b>	Voluntary Associations

**DR GERDA BOTHA**

Pr.Sci.Nat.  
*Chairperson*



### 3 FOREWORD BY THE CHAIRPERSON

Concluding an unusual and challenging year for so many businesses and organizations, I am privileged to present to you the South African Council for Natural Scientific Professions' (SACNASP) Annual Report at the end of the 2020/21 financial year. Our office bearers, Council members and stakeholders rose to the challenges that became synonymous with the COVID-19 pandemic and adapted to changes required to function in these extraordinary circumstances.

#### STRATEGY OVERVIEW

##### A NATIONAL RESPONSIBILITY

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

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

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

SACNASP believes it can contribute to some of the key elements of a knowledge-based economy (human capital development, knowledge generation and exploitation, knowledge infrastructure, and enablers) to address the 'innovation chasm' between research results and socio-economic priorities. Working closely with the Voluntary Associations (VAs) allows SACNASP to gain insight into the abovementioned elements so it can guide government as required. Among other thought leadership inputs, SACNASP has produced natural science-related briefs that focus on enabling the natural science sector. This is done by assessing the contribution of registered scientists and the constituent VAs to the economy and further addressing gaps in the exposure and training of natural scientists.

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

The DSI's Science Engagement Framework, stated that science, technology and innovation knowledge workers in South Africa were affiliated to numerous professional



bodies. These bodies (including SACNASP) are encouraged to contribute to the framework by creating incentives for their members or registered scientists to effectively communicate their work to the broader society. The framework focuses mostly on communication and engagement, and in response, SACNASP will develop an aggressive marketing campaign to ensure that it reaches a broader audience to promote natural science in society.

### REGIONAL REACH

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

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

### DEMONSTRABLE PROGRESS TO ACHIEVE NATIONAL PRIORITIES

The organization's positive, better-than-expected registration numbers and financial performance is truly a result of every individual's commitment to SACNASP and its regulation mandate. This unanticipated uptake in registration can be attributed to the scientific community becoming more aware of the benefits of registering with SACNASP, which is an indication that the SACNASP marketing efforts are bearing fruit. The streamlined website has made the application process simpler to navigate. The Council maintained a strong online presence and virtual engagements are conducted as part of day-to-day business.

Performance highlights, ranging from our virtual science engagement activities, our Candidate Mentoring Phase (CMP) programme, and our contribution to COVID-19 and the role of the VAs, to efforts towards increasing our membership base amid the pandemic, are featured elsewhere in the Annual Report.

### COMMITTED TO GOOD GOVERNANCE AND AN ETHICAL NSI

The SACNASP regulatory function continued to perform its duties remotely and the Council handled various complaints. Investigation committees were appointed and SACNASP conducted two tribunals during this financial year. A whistleblowing hotline is now available to scientists and the public to lodge complaints about the unethical conduct of registered scientists to SACNASP.

Governance training for Council members was expanded via the hosting of a workshop, facilitated by an expert trainer, specifically focusing on SACNASP's challenges. This will be conducted regularly to address current matters and to improve the effectiveness of the Council.

“ AS PART OF SACNASP'S EVER-BROADENING HORIZONS, THE COUNCIL IS OF THE VIEW THAT SOUTH AFRICA HAS A PRODUCTIVE NATURAL SCIENTIFIC COMMUNITY GENERATING WORLD-CLASS KNOWLEDGE IN SEVERAL AREAS. ”

## STRATEGIC RELATIONSHIPS

### EXECUTIVE AUTHORITY ENGAGEMENTS

The Council enjoys a productive relationship with its line department and, specifically, the Ministry of Higher Education, Science and Innovation. Key highlights during the reporting year include an invitation to join the Minister of Higher Education, Science and Innovation, Honourable Dr Blade Nzimande MP, at various engagements. Specifically, the Minister's interaction with the Chairpersons and Chief Executive Officers (CEOs) of the Department of Science and Innovation (DSI) entities on the departmental COVID-19 interventions and the effect on the DSI budget.

The Council also attended the Minister's budget vote and presentations of the entities on their COVID-19 interventions to the Minister and the DSI. Follow-up engagement workshops were arranged by the DSI.

In addition, SACNASP is drafting a report in conjunction with the Human Sciences Research Council. The report, *"Tracking of Employed, Unemployed and Underemployed Natural Science Graduates"*, was completed in the 2020/21 financial year. The final report will be presented to the Minister early in the 2021/22 financial year.

The revised 2021–2025 SACNASP Strategic Plan was approved by the Minister. Entities were requested to review their mandates based on the debilitating effects that the COVID-19 pandemic had on the environment. The Council remains committed to its approved strategic objectives, these being:

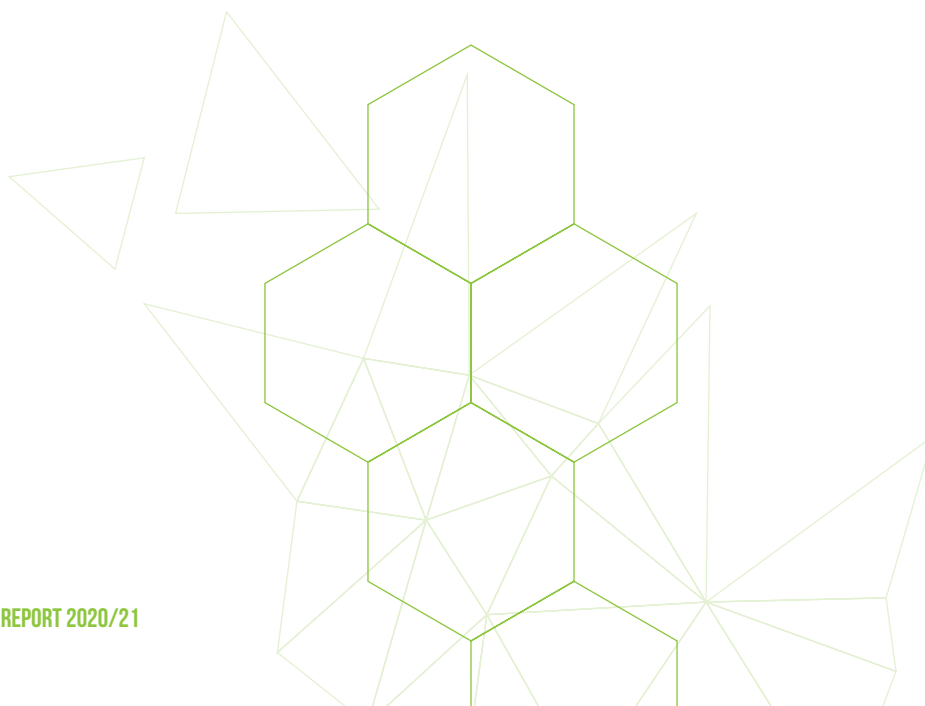
- To proactively advise government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa.
- To enforce high professional and ethical standards for the natural scientific workforce.

- To promote the natural science professions and science engagement in South Africa.
- To promote the professional development and transformation of the natural science sector in South Africa.
- To foster a culture of good corporate governance.

### ENGAGEMENTS WITH REGULATORY COUNCILS

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

- Engagement with other regulatory councils to gain insights into best practices and areas for collaboration. Valuable insights were gained from these interactions. These entities included the:
  - Independent Regulatory Board of Auditors;
  - South African Dental Technicians Council;
  - South African Council for Social Science Professionals;
  - Allied Health Professionals Council;
  - Environmental Assessment Practitioners of South Africa; and
  - South African Council for the Project and Construction Management Professions.
- SACNASP engaged with the Council for Higher Education (CHE) on academic programme evaluation and developing standards for qualifications in the natural sciences.
- The engagement with the National Science Deans Forum led to valuable insights into its views on the role that SACNASP should play in academic programmes offered at universities. This is an ongoing engagement.
- Engagements with the South African Qualifications Authority (SAQA) on resolving regulatory matters.
- Supporting nine VA events during the financial year.



## CHALLENGES FACED BY THE BOARD

The challenges of the past year included the quick adaption to a remote working environment for all committees of the Board – it can be reported that this was successfully done with excellent support from the SACNASP Office and committed Council members.

An area of concern was that the scheduled student awareness campaigns could not continue as per usual and growth numbers was expected to stagnate. Alternative online events were conducted, but with the students facing many challenges the enrolment programme was not achieving similar impact overall dwindling registration numbers was an anticipated challenge, as was seen during the initial lockdown period, however registration numbers increased to the effect that adjusted targets were achieved.

Industry engagements were also under pressure with all of the business sectors taking the strain of the COVID-19 pandemic and re-newed industry stakeholder engagements will have to be made in the next financial year. SACNASP did respond on behalf of the Science community in terms of the importance of work continuation that related to essential functions under the initial level 5 lockdown measures.

## LONGER-TERM STRATEGIC FOCUS

In the long term, SACNASP could also contribute to the natural science space in the following areas:

- Education and skills development through lifelong learning – facilitate access to quality education and training as well as skills development programmes in the natural scientific and related professions. The aim is to increase the availability of educated and skilled human resources within South Africa to contribute to poverty alleviation and regional integration.
- Employment and labour – promote demand for labour and labour absorption in the regional economy by fostering decent work (employment, social protection, social dialogue, labour standards) and establishing labour market information systems.

- Science, technology and innovation – promote the use of science and technology to drive sustainable social and economic development amid the Fourth Industrial Revolution (4IR).

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

- Data analytics;
- Prudent use of resources due to expected budget cuts;
- The transformation indicators;
- Alignment and collaborations between entities and Higher Education Institutions (HEIs);
- Science and technology in relation to the Southern African Development Community and Africa;
- Economic focus and industrialisation, including 4IR;
- The district development model;
- Greater coordination on initiatives in the post-school sector; and
- Greater emphasis on designated groups.

## APPRECIATION

I would like to express my sincere appreciation to the Minister and staff of the DSI for their dedicated support, to the CEO and office staff for their unwavering commitment and excellence in the execution of their tasks, to each Council member who generously gives their input, and finally to all our VAs and scientists who are central in the value chain working towards a growing economy and scientific excellence. I look forward to the next stage of work in the new financial year.

**DR GERDA BOTHA**

**Pr.Sci.Nat.**

*Chairperson*

**DR PRADISH RAMPERSADH**

Pr.Sci.Nat.

*Chief Executive Officer*



## 4 CHIEF EXECUTIVE OFFICER'S OVERVIEW

### GENERAL FINANCIAL REVIEW OF THE PUBLIC ENTITY

The 2020/21 financial year was a demanding one for SACNASP. SACNASP, as an office-based organization, needed to rise to the challenges of the COVID-19 pandemic and started working remotely from home. This resulted in unforeseen opportunities and challenges that needed to be addressed by the SACNASP team, whose innovation and commitment enabled them to develop mechanisms to address the challenges and maximize the opportunities. It is important that at this point I compliment and thank the staff of SACNASP who, realizing the challenges facing South Africans in general and SACNASP in particular, reacted positively and effectively to ensure that the entity remained functional.

### SPENDING TRENDS OF THE PUBLIC ENTITY

SACNASP was concerned that income levels would be reduced due to the negative impact of the COVID-19 pandemic and the lockdown on registered scientists, many of whom are self-employed and need to work outdoors. This limited their means to earn an income which would have affected their ability to pay their registration. SACNASP assisted these scientists by not increasing their registration fees for the 2021/22 financial year. The Council has appointed a task team to focus on the retention of registered scientists and this team has been very effective in developing innovative ideas. SACNASP was assisted by the DSI with project funding for the 2020/21 financial year. This funding was utilized to develop key projects related to professional development, mentoring, IT infrastructure and governance. Although income levels were lower than

expected, expenditure was tightly controlled during the financial year, resulting in SACNASP ending the year with a small surplus of R1 116 344.

### CAPACITY CONSTRAINTS AND CHALLENGES FACING THE PUBLIC ENTITY

The Council has a newly approved 2020–2025 Strategic Plan that focuses on the promotion of the profession, science engagement, professional development and transformation. Several of the activities that were planned had to be curtailed due to the national lockdown or converted to online events. This yielded positive dividends in some cases but not in others. The student enrolment and candidate mentoring programmes did not fare well under lockdown. The activities planned were mostly face to face and although SACNASP tried to move some of these online, challenges arose.

SACNASP planned to bring in a few key staff during this year. In terms of regulation, SACNASP had planned to bring in a Legal Advisor and an IT Specialist. This was put on hold due to the difficulties experienced in hiring staff during the lockdown, however, the process is now in progress. In terms of regulation, some scientists are practicing without registration. This is a concern to the Council as it makes SACNASP less effective as a regulator. SACNASP welcomes the efforts of government to professionalize the public service as this will address part of the problem. SACNASP has been engaging with the South African Police Service (SAPS) on the best route to follow to ensure practicing scientists comply with the Natural Scientific Professions Act (No. 27 of 2003) (NSP Act).



## NEW OR PROPOSED KEY ACTIVITIES

In the 2021/22 financial year, SACNASP received funding from the DSI to ensure delivery of some of the objectives of the 2021/22 Annual Performance Plan (APP). This is a positive step that assists the Council to achieve its objectives and reach out more effectively to the science community. SACNASP focuses on three projects:

- District Development where the Council will work with communities and municipalities and assist them in terms of their scientific needs. Communities require assistance with their daily needs. Exploratory questions include:
  - Is the water they are drinking safe for their consumption?
  - What are safe cooking methods?
  - How can those without access to grid electricity ensure they have access to power?
  - Do they understand what the implications of climate change is all about?
  - Are they aware of the scientific legislation and policies that affect them?
  - Are they fully aware of the indigenous knowledge systems within their communities, how to commercially explore these, and what to do if they believe they are being exploited?
- The Council will focus on CPD Content Development. For South Africa to be truly competitive in the worldwide scientific community, it needs to ensure the training of our scientists meets or exceeds international standards.

Additionally, the exposure and continuous training they receive throughout their careers must prepare them adequately for a changing scientific world. The Council will focus on the development needs per field of practice and assess where it can intervene to assist scientists.

- The Council will focus on Academic Programme Evaluation. SACNASP needs to assess academic programmes offered at our HEIs to ensure that the qualifications lead to professional registration. The Council will be bringing in additional scientific support to ensure that it is able to deliver on these objectives.

## REQUESTS FOR ROLL OVER OF FUNDS

There was no request for roll over of funds.

## SUPPLY CHAIN MANAGEMENT

SACNASP continues to implement all Supply Chain Management (SCM) prescripts and policies with the relevant legislative frameworks. The members of the bid evaluation committee are appointed on an ad hoc basis, depending on the goods and services required. The required mitigation plans to address control deficiencies have been developed and are monitored by the Audit and Risk Committee. Management is confident that the necessary policies and procedures are in place and adequately implemented to ensure that the SCM processes are effectively implemented, and risks are efficiently mitigated.

“ IN THE 2021/22 FINANCIAL YEAR, SACNASP RECEIVED FUNDING FROM THE DSI TO ENSURE DELIVERY OF SOME OF THE OBJECTIVES OF THE 2021/22 ANNUAL PERFORMANCE PLAN (APP). ”

## AUDIT REPORT MATTERS IN THE PREVIOUS YEAR AND HOW THESE WOULD BE ADDRESSED

SACNASP had six audit findings in the 2020/21 audit. The following were resolved:

- 1) Capital input VAT.
- 2) Provision for bad debt written off.
- 3) Late payment of payroll tax to SARS.
- 4) Unallocated receipts (suspense accounts).

The outstanding issues are:

- 1) The detailed fixed asset register. The existing fixed asset register will be reviewed by an independent service provider during the 2021/22 financial year.
- 2) VAT reasonableness – the VAT returns are being revised and resubmitted to SARS in accordance with adjustments made in the annual financial statements.

## PLANS FOR THE FUTURE TO ADDRESS FINANCIAL CHALLENGES

SACNASP needs to focus on a government and corporate level to ensure that key sectors of the economy are aware of and embrace professional registration. To ensure that a pipeline is developed, SACNASP will continue to focus on student enrolment and find mechanisms to assist science students at all levels. The Council will also assist candidate natural scientists with key soft skills interventions, targeting all candidates and at no cost to them. This will include business, communication, and legislative skills. This investment in our younger scientists will benefit South Africa substantially, and SACNASP hopes to accelerate these interventions. However, to respond to these obligations,

SACNASP will require funding. The line department will assist to ensure that any additional funds received will be spent only after careful planning and prudent budgeting so that younger scientists benefit.

## ECONOMIC VIABILITY

The Council members believe that the Council has adequate financial resources to continue in operation for the foreseeable future. The financial statements have been prepared on a going concern basis. The Council members have satisfied themselves that the Council is in a sound financial position to meet its foreseeable cash requirements.

## APPRECIATION

SACNASP would like to thank all those who assisted the Council in achieving its success this year. These include the Minister of Higher Education, Science and Innovation, the Honourable Dr Blade Nzimande MP, and his department, the DSI; the Deputy Minister, the Honourable Mr Buti Manamela MP; the Director-General Dr Phil Mjwara; the Chairperson and members of the Council; the staff of SACNASP; our VAs and registered scientists.



**DR PRADISH RAMPERSADH**

**Pr.Sci.Nat.**

*Chief Executive Officer*



## 5 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, accurate and free from any omissions.
- The Annual Report has been prepared in accordance with the Annual Report guidelines 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 2021.



**DR GERDA BOTHA**

**Pr.Sci.Nat.**

*Chairperson*

Date: 29 July 2021



**DR PRADISH RAMPERSADH**

**Pr.Sci.Nat.**

*Chief Executive Officer*

Date: 29 July 2021

## 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 CONSTITUTIONAL MANDATE

SACNASP, as an entity of the Department of Science and Innovation, is governed by various specific legislative requirements, which prescribe the governance formations and duties of those structures specified in, among other legislation, the South African Constitution. SACNASP is not specifically mentioned in the Constitution, however, the way in which it conducts its work is bound by the Bill of Rights and in particular 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.

### 7.2 LEGISLATIVE AND POLICY MANDATES

#### 7.2.1 EXECUTIVE MANDATE

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

#### 7.2.2 LEGISLATIVE MANDATE

The South African Council for Natural Scientific Professions (SACNASP) was established as a juristic person in 1982 by an Act of Parliament, the Natural Scientists Act (No. 55 of 1982), which has subsequently evolved into the directives of the Natural Scientific Professions Act (No. 27 of 2003) (NSP Act). The Council is therefore mandated as the Accounting Authority to implement the provisions of the NSP Act, under the oversight of its Executive Authority, the Minister of Higher Education, Science and Innovation. In terms of the NSP Act, it is a statutory requirement that persons practising in any of the fields of practice listed in Schedule I of the Act must be registered with the Council in any of the prescribed categories (Section 18):

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

#### 7.2.3 DRAFT AMENDMENT BILL

The Draft Amendment Bill to repeal and replace the current NSP Act is currently going through the necessary legislative processes. The Draft Bill submitted to the Department of Planning, Monitoring and Evaluation underwent a Socio-Economic Impact Assessment. The Council-appointed task team responded to the comments from the DPME's Socio-Economic Impact Assessment System (SEIAS) which were presented to the DSI.

The task team subsequently finalized the SEIAS submission in response to further questions from the SEIAS Committee as questions were raised by the Presidency. The Bill was also revisited and both documents were submitted to the DSI, who has taken the documents under review and will revert to SACNASP should there be further queries.

#### 7.2.4 POLICY MANDATE

The National Priorities as documented in the Medium-Term Strategic Framework are key inputs that guide SACNASP's direction, namely:

- A Capable, Ethical and Developmental State;
- Economic Transformation and Job Creation;
- Education, Skills and Health;
- Consolidating the Social Wage through Reliable and Basic Services;
- Spatial Development, Human Settlement and Local Government;
- Social Cohesion, Safer Communities; and
- A Better Africa and a Better World.

SACNASP has considered these and aligned its strategic priorities accordingly.

SACNASP has also ensured alignment with the Strategic Objectives of the DSI's Programme 4. This programme aims to provide an enabling environment for research and knowledge production that promotes strategic development of basic sciences and priority science areas, through science promotion, human capital development, the provision of research infrastructure and relevant research support, in pursuit of South Africa's transition to a knowledge economy.

More specifically, the SACNASP objectives are aligned with the following:

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

### 7.3 INSTITUTIONAL POLICIES AND STRATEGIES OVER THE FIVE-YEAR PLANNING PERIOD

The following outlines the Strategic Planning and Review Processes of the Council during its term of office.

- a) The Council's **first** strategic planning session was held on 25 February 2016 with the purpose of setting a strategic objectives for the organization over the next five years (2017–2022).
- b) A **second** strategic review session was held on 23 August 2017 when the Council revised the Vision, Mission and Values statement of SACNASP.
- c) A **third** strategic review session was held on 29 August 2018 and focused on a review of strategic objectives considering emerging national priorities.
- d) The **fourth** strategic planning session on 28 May 2019 focused on a recap of the strategic objectives of SACNASP and setting the scene for the future.
- e) SACNASP's **five**-year Strategic Plan 2020–2025 and the 2020/21 APP were revised in the period under review and were approved on 28 September 2020. The revised plans incorporated mitigation factors to combat the effects of the COVID-19 pandemic.

### 7.4 RESOLVING CONFLICTING INTERPRETATIONS OF LEGISLATION

The different mandates of certain professional bodies affect the work of practising natural scientists registered with SACNASP. For instance, SACNASP has interacted with the South African Veterinary Council (SAVC) concerning the interpretation of the amended Veterinary and Para-Veterinary Professions Act (No. 19 of 1982) and how it applies to non-veterinary professionals who are registered SACNASP members but work in the field of animal sciences. There is a need for SACNASP to understand how SAVC views animal and zoological scientists (and related disciplines) in terms of working with animals, as well as SAVC's view on facilities that these scientists operate and manage, considering that such scientists are not veterinary professionals. The Council is still addressing this matter with the SAVC.

## 8 ORGANIZATIONAL STRUCTURE

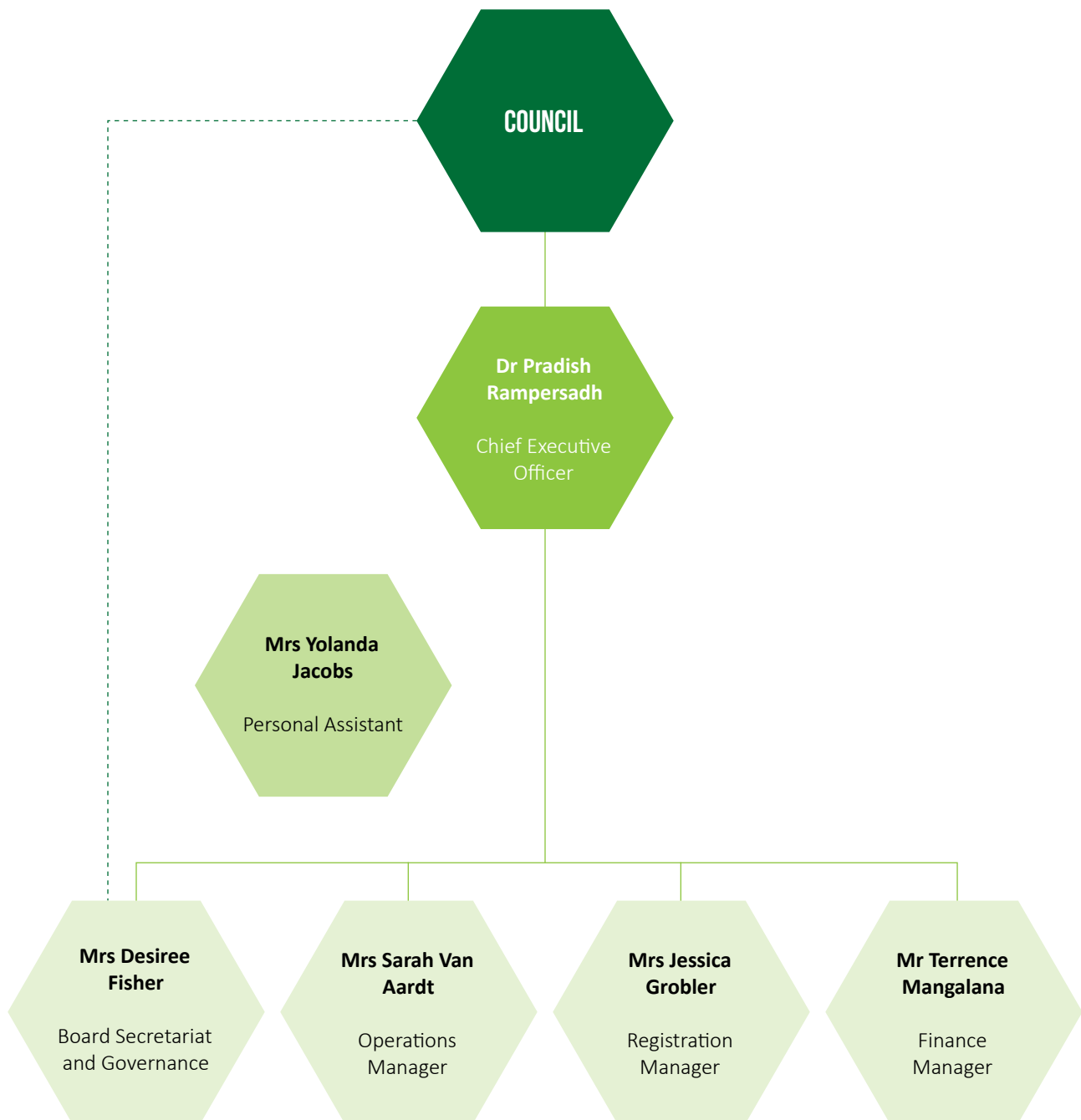


FIGURE 1: SACNASP ORGANOGRAM 2020/21

## 8.1 SACNASP COUNCIL



**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.* (CEO), Dr S Terblanche *Pr.Sci.Nat.*, Mr N Baartjes *Pr.Sci.Nat.*, Ms D Fisher (Board Secretary).

**Front Row:** Prof I Gledhill *Pr.Sci.Nat.*, Dr P Vukea, Prof K Nephawe *Pr.Sci.Nat.* (Vice Chairperson), Dr G Botha *Pr.Sci.Nat.*, (Chairperson), Dr PT Govender *Pr.Sci.Nat.*, Dr J van Heerden *Pr.Sci.Nat.*, Ms TN Masemola CA(SA) RA.

**Absent:** Prof GJ Bredenkamp *Pr.Sci.Nat.*, Dr R Coetzer *Pr.Sci.Nat.*, Dr J Galpin *Pr.Sci.Nat.*, Prof M Gulumian *Pr.Sci.Nat.*, Dr M Mayekiso *Pr.Sci.Nat.*, Dr F Ramagwede *Pr.Sci.Nat.*, Dr S Moodley (DSI 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 Semanya**



**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

#### EXTERNAL ENVIRONMENT

In terms of the external environment, the general elections of 8 May 2019 saw the dawning of a new era for science in South Africa. This occurred when the Department of Higher Education and Training and the Department of Science and Technology merged, resulting in the new Department of Higher Education, Science and Innovation. This new department, led by the Honourable Minister Dr Blade Nzimande MP, draws on the synergies of the two departments, resulting in greater service delivery. This has resulted in a revised mandate for SACNASP, following a revision of its Strategic Plan to align it with the department's new vision. This process, led by the Chairperson and members of Council, has resulted in a strategic plan that more optimally serves the science community of South Africa.

The COVID-19 pandemic continued to impact SACNASP's operations and fundamental changes had to be made to ensure that annual performance targets were achieved. Among these were:

- Delays to some projects due to remote working.
- Refocus on retaining registered scientists rather than increasing numbers of scientists due to the economic situation and the inability for prospective applicants to afford the fees.
- Creating an online public awareness campaign and transformation programmes to adapt to social distancing protocols.

#### INTERNAL ENVIRONMENT

The registration process is not without its challenges, particularly in view of the rapidly increasing numbers. Some of these challenges include:

- Applicants perceiving lengthy lead times for registration.
- Mentors and referees not being easily accessible.
- Increasing delays and non-payment of annual fees, which affect SACNASP's financial standing.

SACNASP is also experiencing difficulties in categorizing applicants with interdisciplinary degrees. This ever-changing environment needs careful thought and planning.

### 9.2 ORGANIZATIONAL ENVIRONMENT

SACNASP has faced challenges due to critical positions not being filled. Attracting and retaining skilled personnel remains a challenge for the SACNASP office, which needs to be addressed. This will affect any future activities.

### 9.3 KEY POLICY DEVELOPMENTS AND LEGISLATIVE CHANGES

The Protection of Personal Information Act, 2013 (POPI Act), which came into effect on 01 July 2021, is the only legislative or policy change that has had an impact on SACNASP during the 2020/21 financial year.



# 10 PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

## 10.1 SACNASP AS A PARTNER TO THE NATIONAL DEVELOPMENT PLAN

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

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

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

The NDP (Section 67 of Chapter 9) 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 aspect of the NDP.

The NDP (Section 97 of Chapter 13) states that in order to make the public service and local government career

sectors of choice, government should “establish a formal graduate recruitment scheme for the public service with provision for mentoring, training and reflection”. It should also “formulate long-term skills development strategies for senior managers, technical professionals and local government staff”. SACNASP has established a CMP. The programme was piloted in the 2020/21 financial year and saw SACNASP collaborating with three Voluntary Associations (VAs). The majority (75%) of the mentees were female. This will be expanded in the 2021/22 financial year.

As part of the programme of lifelong learning, SACNASP's Continuing Professional Development (CPD) programme has germinated into an integral part of a scientist's portfolio. SACNASP is extending the programme to ensure that candidate natural scientists also participate in CPD activities to be able to upgrade to the professional scientist level. In April 2020, in response to the COVID-19 pandemic, the CPD online portal was adapted to give access to CPD activities remotely. SACNASP, supported by the VAs, offered online activities to enable scientists to gain CPD credits, most of which at no cost.

The NDP has identified agriculture as a significant sector for the creation of jobs, and an area with the potential for economic activity in rural areas. SACNASP has partnered with the Department of Agriculture, Land Reform and Rural Development (DALRRD) on its ongoing programme to professionalize the extension sector. The Extension Reform Programme identifies professionalization of Extension Officers as a key pillar.

The new White Paper on Science, Technology and Innovation will be implemented through the Decadal Plan for 2020–2030, which will be aligned with the NDP. As an entity of the DSI, SACNASP is currently engaging with the White Paper on Science, Technology and Innovation and will suggest areas of intervention to assist the DSI in terms of implementation. It is also noteworthy that SACNASP received a special mention in the White Paper under Section 5.7.2. Incentives for researchers, which states, “Scientists who participate in science engagement activities will be awarded CPD points by SACNASP.”



## 10.2 STRATEGIC GOALS AND OBJECTIVES 2017–2022

SACNASP has aligned its strategic goals and objectives to the DSI'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". (*DSI Strategic Plan 2015–2020*).

SACNASP's strategic plan and APP were slightly revised due to the pandemic and this approval was received in October 2020.

## 10.3 STRATEGIC OUTCOME-ORIENTATED GOALS

SACNASP's Strategic Outcome-Orientated Goals (SO-OGs) and a summary of outcomes per SO-OG follow. The Council's four SO-OGs are:

- Increased knowledge generation;
- Human capital development;
- To promote the natural science professions and science engagement in South Africa; and
- To foster a culture of good corporate governance.

### SO-OG 1: INCREASED KNOWLEDGE GENERATION

<b>GOAL:</b> To advise government and relevant stakeholders proactively on the contributions and role of the Natural Scientific Professions in South Africa							
<b>DELIVERABLE:</b> To inform government policy on the role of natural science in South Africa							
Five-Year Strategic Plan target	Indicator 1	Output indicator	Audited performance 2018/19	Audited performance 2019/20	Actual achievement for 2020/21	Deviation from planned target to actual achievement	Reasons for deviations
Provide three briefs on relevant government policy matters.	A research-based brief to inform the formulation of government policies every two years.	A preferred bidder was selected to draft a brief on tracking unemployed graduates.	One brief completed and sent to the DSI.	Consolidation of a report tracking employed, unemployed and under employed natural science graduates.	The delivery of the brief on the tracking of unemployed, employed and under-employed graduates was delayed. An addendum was signed between the service provider and SACNASP due to delays in finalizing the data collection instrument. This includes an online questionnaire sampling of natural science graduates on the SACNASP database.	Report was not delivered.	An addendum was signed between the service provider and SACNASP due to delays in finalizing the data collection instrument. This includes an online questionnaire sampling of natural science graduates on the SACNASP database.

## SO-06 2: HUMAN CAPITAL DEVELOPMENT

GOAL: To register and regulate natural science professionals							
DELIVERABLE: To increase the number of registered scientists at SACNASP							
Five-Year Strategic Plan target	Indicator 2	Output indicator	Audited performance 2018/19	Audited performance 2019/20	Actual achievement for 2020/21	Deviation from planned target to actual achievement	Reasons for deviations
Register and regulate natural science professionals.	<ul style="list-style-type: none"> <li>Number of registered scientists at SACNASP</li> <li>95% applications evaluated and concluded</li> <li>Number of scientists retained.</li> </ul>	<ul style="list-style-type: none"> <li>1 200 new scientists to be registered on the database 2 and</li> <li>New targets Systems in place to measure 2021/22.</li> </ul>	1 570 scientists were active, registered scientists on the database at the end of the financial year.	1 262 new scientists were registered on the database at the end of the financial year.	1 413 new scientists were registered on the database at the end of the financial year.	+213	SACNASP received a high number of new applications after the lockdown during April and May 2020. This led to an increase in registrations later in the year.

## SO-06 3: TO PROMOTE THE NATURAL SCIENCE PROFESSIONS AND SCIENCE ENGAGEMENT IN SOUTH AFRICA

GOAL: To facilitate public awareness to address national priorities							
Five-Year Strategic Plan target	Indicator 3	Output indicator	Audited performance 2018/19	Audited performance 2019/20	Actual achievement for 2020/21	Deviation from planned target to actual achievement	Reasons for deviations
Facilitate public awareness to address national priorities.	Number of public awareness initiatives conducted to foster the understanding of the contribution of the natural science profession.	4 events	New target	4 events	5 events	+1	None.
Five-Year Strategic Plan target	Indicator 4	Output indicator	Audited performance 2018/19	Audited performance 2019/20	Actual achievement for 2020/21	Deviation from planned target to actual achievement	Reasons for deviations
Create an environment for lifelong learning of professionals to address national priorities.	The proportion of registered natural scientists participating in lifelong learning programme.	35% of active scientists on database.	New target	27%	29%	-6%	COVID-19 had a big impact on CPD as scientists were impacted by loss of income and inability to travel. Many planned events were cancelled. SACNASP mitigated this by developing an online system for accrual of CPD credits.

### SO-06 3: TO PROMOTE THE NATURAL SCIENCE PROFESSIONS AND SCIENCE ENGAGEMENT IN SOUTH AFRICA (CONTINUED)

GOAL: To facilitate public awareness to address national priorities							
Five-Year Strategic Plan target	Indicator 5	Output indicator	Audited performance 2018/19	Audited performance 2019/20	Actual achievement for 2020/21	Deviation from planned target to actual achievement	Reasons for deviations
Transformation of natural science sector to increase participation of designated groups.	Number of women and youth participating in SACNASP student enrolment programmes.	150	New target	New target	60	-90	Students not being on campus meant enrolment was very slow.
	Number of women and youth participating in Candidate Management Programme.	16	New target	New target	17	+1	None.
Five-Year Strategic Plan target	Indicator 6	Output indicator	Audited performance 2018/19	Audited performance 2019/20	Actual achievement for 2020/21	Deviation from planned target to actual achievement	Reasons for deviations
To contribute towards education qualifications and learning pathways for natural scientists.	Number of HEI natural science programmes evaluated for endorsement in conjunction with CHE.	Development of a guideline document informing SACNASP processes.	New target	New target	Draft guideline document on academic programme evaluation to be approved by Council. One academic programme evaluation was done for Sol Plaatje University.	None.	Three stakeholder engagements; Council for Higher Education; National Science Dean's Forum (NSDF) and University of South Africa.

### SO-06 4: TO FOSTER A CULTURE OF GOOD CORPORATE GOVERNANCE

GOAL: To achieve unqualified audit opinion on the annual financial statements at the end the financial year							
Five-Year Strategic Plan target	Indicator 7	Output indicator	Audited performance 2018/19	Audited performance 2019/20	Actual achievement for 2020/21	Deviation from planned target to actual achievement	Reasons for deviations
Compliance with legislative and policy framework.	Unqualified audit achieved.	Unqualified audit.	Unqualified audit.	Unqualified audit.	SACNASP achieved an unqualified audit for the period under review.	None.	None.

# 11 INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

## 11.1 OPERATIONS DEPARTMENT REPORT

The number of registered scientists on the database is now 14 329 with 1 413 new scientists registered during the year, while the total number of applications processed was 1 730. SACNASP saw an increase in the number of registrations during the first quarter of the financial year and there was an increase in the number of pending applications processed.

**TABLE 1: YEAR-ON-YEAR REGISTRATION OF NEW SCIENTISTS**

2018/19	2019/20	2020/21
1 570	1 262	1 413

### 11.1.1 TREND ANALYSIS

SACNASP continues to show that it is overcoming challenges in demographic transformation in terms of race and gender. Scientists registering with the Council are increasingly from previously disadvantaged groups. As with the previous year, there is a continued increase in the number of Indian scientists registered.

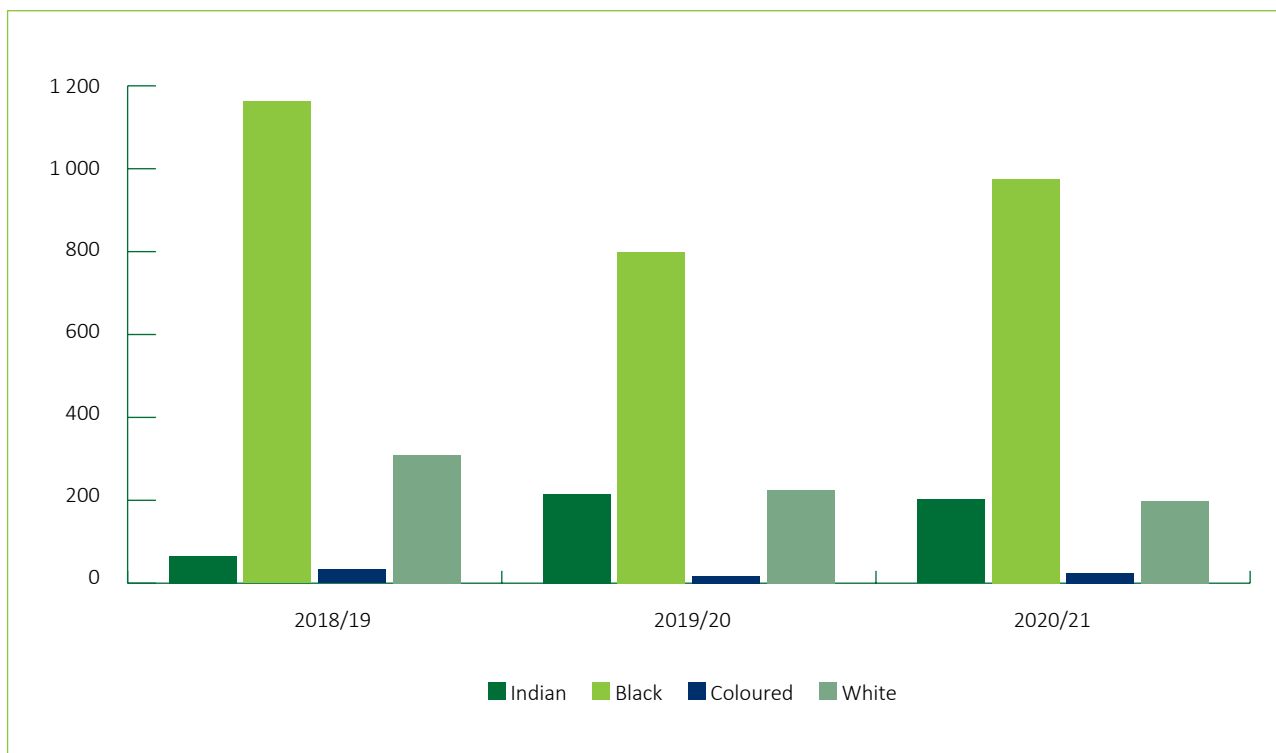
Although male natural scientists on the total database still exceed female natural scientists, with the ratio at 43% to 57% females to males, the trend in newly registered scientists shows more females than males registering, with the ratio of females to males being 53% to 47%. SACNASP is still aiming for 55% female registration to align with the ministerial guidelines in bursaries.

**TABLE 2: BREAKDOWN BY PROVINCE OF TOTAL DATABASE OF SCIENTISTS BY GENDER**

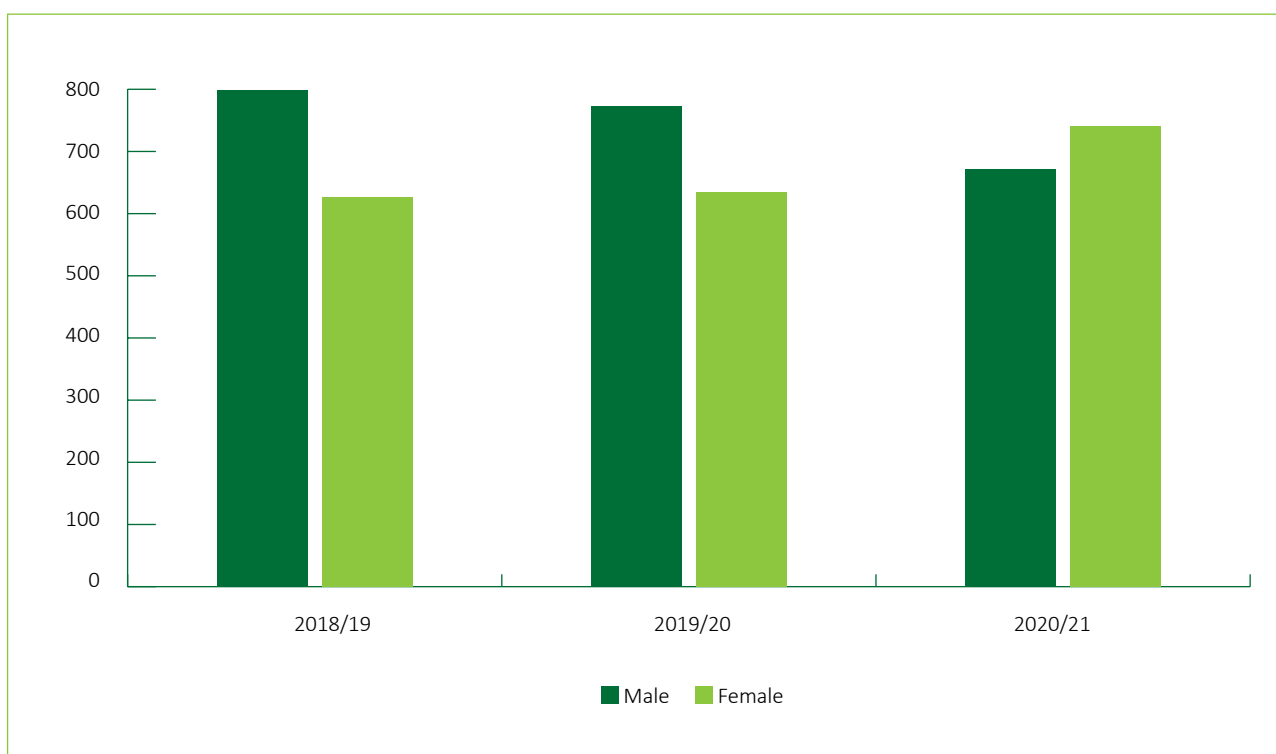
	Female	Male
Eastern Cape	48%	52%
Foreign	26%	74%
Free State	35%	65%
Gauteng	43%	57%
KwaZulu-Natal	44%	55%
Limpopo	47%	53%
Mpumalanga	42%	58%
No Data	0%	0%
North West	35%	65%
Northern Cape	32%	68%
Western Cape	39%	61%
<b>Total</b>	<b>43%</b>	<b>57%</b>

**TABLE 3: REGISTRATIONS IN THE 2020/21 FINANCIAL YEAR BY RACE AND GENDER**

	Indian	Black	Coloured	Other	Undisclosed	White	Grand Total
Female	108	515	15	3	5	95	741
Male	94	460	10	2	2	104	672
<b>Grand Total</b>	<b>202</b>	<b>975</b>	<b>25</b>	<b>5</b>	<b>7</b>	<b>199</b>	<b>1 413</b>



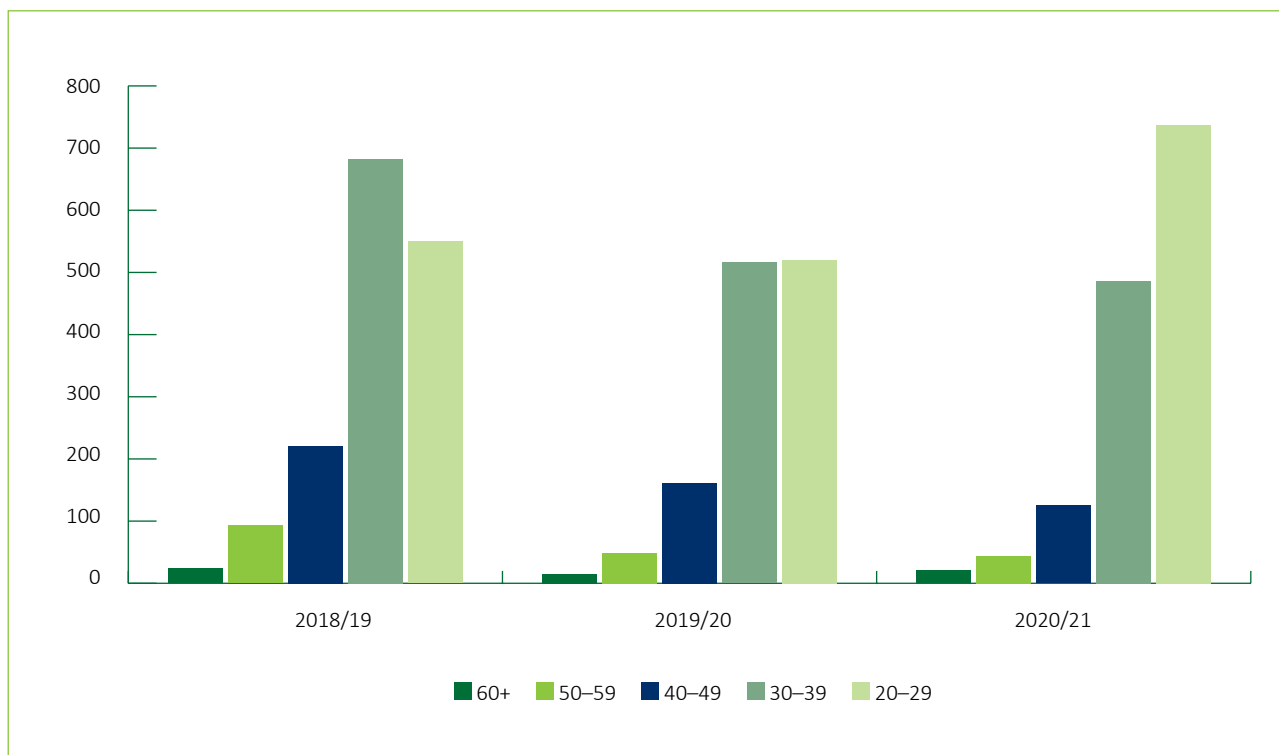
**FIGURE 2: YEAR-ON-YEAR REGISTRATION BY RACE**



**FIGURE 3: YEAR-ON-YEAR REGISTRATION BY GENDER**



SACNASP previously did not report on the number of people with disabilities registered with the Council. Fields have been added to the database but these have not yet been populated. The registrations department hopes to commence this activity early in 2021/22.



**FIGURE 4: YEAR-ON-YEAR REGISTRATION BY AGE**

SACNASP is continuing to see an increase in the registration of younger scientists. SACNASP has in the past few years engaged with matric students through publications such as the career guide and events such as National Science Week. In addition, there has been a concerted marketing drive aimed at students which provides students with information about the need to register with a professional body. The CMP programme is well positioned to grow the youth component of SACNASP's registered scientists.

### 11.1.2 VOLUNTARY ASSOCIATIONS

The VAs support SACNASP with specific field-of-practice activities, which, in turn, assist the scientists registered with SACNASP. These are fundamental to the CPD programme since they provide invaluable guidance and structure in the training and development of natural scientists. Due to the cessation of face-to-face CPD activities, specifically the cancellation of physical events, SACNASP, supported by the VAs, established an online CPD portal. The VAs were proactive in uploading their material in order that scientists could continue their training and accrual of CPD credits while working remotely.

There was one new VA recognized by the Council on 12 November 2020, i.e. the South African Radiation Protection Association.

### 11.1.3 NEW FIELDS OF PRACTICE

There was one request for a new Field of Practice. SACNASP is working with the office of the Minister to gazette L4 Competent Natural Science Geo-Professionals that comply with the requirements of SANS 1936, as a sub-field under Earth and Geological Sciences.

## 11.2 REGISTRATION DEPARTMENT REPORT

The Registrations Department used the relatively quiet period during the start of the hard lockdown to focus on clearing the backlog of applications not yet processed. The goal is to process all applications within six months of the application date. Several process and procedural changes have been made to try to assist with this. At the beginning of the 2020/21 financial year, approximately 1 880 applications were still awaiting finalization. By the end of the year this had reduced to 1 133.

Changes were made to the registrations database to enable more quantitative monitoring of the exact time-frames that the processing of applications take and to allow the calculation of statistics. From the 2021/22 financial year onwards these statistics will be reported in the APP feedback.

Updated formats for the Professional Advisory Committee (PAC) evaluation form, work experience report and referee report were all approved. The new referee report will be completed online, and it is hoped that this will significantly ease the administrative burden on referees and speed up the application process. The updated work experience report has already been implemented and is improving the quality of information the PACs have available for their decision making. The updated PAC evaluation form and online referee report are still being implemented.

It was discussed that a more streamlined registration process should be made available to National Research Foundation (NRF)-rated researchers. The Registrations Committee approved that NRF-rated researchers do not need to supply referee reports as part of their applications. This decision is still being implemented.

An issue was highlighted with applicants who either do not possess undergraduate qualifications or whose undergraduate qualifications are in areas other than natural science. When such applicants possess postgraduate qualifications in the natural sciences it is unclear how their applications should be evaluated. It was clarified that such applications should be handled in line with the Recognition of Prior Learning (RPL) policy.

## 11.3 FINANCE DEPARTMENT REPORT

During the year under review, SACNASP reported a positive financial performance. Revenue increased by 7.9% compared to the prior year. This is attributable to the percentage fee increases applied in 2020/21 from the prior year as well as an increase in the number of application, upgrade and re-instatement fees received in the 2020/21

financial year. A surplus of R1 116 344 was realised due to strict budget controls implemented as well as a reduction in travel and other expenditure not incurred due to the COVID-19 pandemic and lockdown restrictions.

Despite the surplus, the Council continues to experience challenges in collecting annual fees and bad debts. Provision for bad debt allowance has increased year-on-year. A significant Council decision was taken not to write-off and cancel long overdue debt of registered scientists, despite non-payment of their annual fees for more than two years. This was done to afford scientists experiencing financial restrictions and job losses due to the COVID-19 pandemic an extended timeframe to settle overdue debt. Therefore, an increase of 16.6% is reported on the Statement of Financial Position in trade and other receivables as at 31 March. A significant increase in the provision for bad debts allowance for debtors > 90 days has also been reported.

The Finance Department continue to monitor long outstanding debtors closely. The Terms of Reference of the task team established by Council during the 2020/21 financial year and consisting of management and Council members, was then approved to investigate and recommend interventions that SACNASP should implement to retain registered scientists and to recover long outstanding debts. The task team met twice during the year under review. Various action items were documented and are currently being pursued, including but not limited to: The implementation of an accounting system with an improved debtors and debt collection module during the 2021/22 financial year due to restrictions in the current system; a dedicated focus on the clearing of existing and new unallocated deposits as well as the reduction of unallocated deposits by directing scientists to pay via the Scientist Portal; and assistance from other organizations and committees able to assist in debt reduction strategies.

SACNASP also continues to develop strategies that will help improve and maintain financial stability. Funding from the Department of Science and Innovation has assisted the Council in marketing the business, and implementing and maintaining IT systems that have improved the registration process and development of the CDP website. The contract with DSI has been extended for three years (2019–2022) and amounts to R14 946 813.

The Strategic Plan (2021–2025) and APP 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 government, as set out in the NDP, and the resources that are likely to be available to fund the delivery and achievement of these.

## 11.4 MARKETING AND STAKEHOLDER REPORT

### 11.4.1 SCIENCE ENGAGEMENT INITIATIVES

The advent of the COVID-19 pandemic had a noticeable impact on science engagement initiatives. As a result of the pandemic, the 24<sup>th</sup> edition of South Africa's National Science Festival took place online from 1 October 2020 to 31 March 2021. The theme for Scifest Africa 2020 was *"Take root...nurture!"* to celebrate the International Year of Plant Health as proclaimed by the United Nations. SACNASP partnered with Split Second Science (Pty) Ltd and hosted three online events, namely Unlock Science (22 October 2020), The Live Science Show (13 November 2020) and the Robotics Series (01–05 March 2021).

TABLE 4: UNLOCK SCIENCE

Activities	Number of attendees or viewers
Number of attendees	12
Facebook viewers	362
YouTube viewers	16
<b>Total viewers</b>	<b>390</b>

TABLE 5: THE LIVE SCIENCE SHOW

Activities	Number of attendees or viewers
Facebook views	1 031

TABLE 6: ROBOTICS SERIES

Activities	Number of Facebook viewers
Introduction to basics	101
Turning loops and touch sensors	72
Colour sensors and introduction	29
Two colour sensors and line follower	37
Acceleration, deceleration and straight	32
<b>Total views</b>	<b>271</b>

### 11.4.2 VOLUNTARY ASSOCIATION ENGAGEMENT

SACNASP participated in a meeting initiated by the Minister of Higher Education, Science and Innovation, the Honourable Dr Blade Nzimande MP, for Chairpersons and CEOs of DSI entities. The engagement took place on Thursday 7 July 2020. The Minister emphasised that countries that maximized scientific collaboration were better equipped to deal with the COVID-19 pandemic, and invited the

various DSI entities, including SACNASP, to put forward their concerns and propose interventions on behalf of the natural science community. In light of the above, SACNASP initiated an engagement with the accredited VAs to deliberate on the role of VAs in mitigating the COVID-19 pandemic. The engagement took place on Wednesday 30 July 2020. A total of 46 delegates representing about 30 VAs attended the three-hour discussion. The following critical issues were discussed at the engagement:

- Practical impact for scientists and professions in the current or post COVID-19 scenario;
- Interventions of the VAs in their respective sectors;
- Strategies to rebuild and stimulate the economy from the perspective of the different fields of practice; and
- How SACNASP and the DSI should engage with the VAs and the sector.

The SACNASP Council had deliberated the possible impacts of the COVID-19 pandemic on the organization and adjusted the Strategic Plan and APP in line with its decisions about the way forward for SACNASP. The impact of the pandemic on the VAs and natural scientists in the field was central to the Council's discussions. A detailed report was submitted to the Minister following the engagements with the VAs.

### 11.4.3 CANDIDATE MENTORING PHASE PROGRAMME

The CMP programme was rolled out during the 2020/21 financial year. The overall aim of the CMP programme is to equip mentees with the tools necessary to perform to their highest capability, assist mentees to identify and achieve career development and personal growth goals that support business objectives, and provide a great opportunity for aspiring, new and experienced mentees to exchange experiences and knowledge. In return, mentors have an opportunity to develop the next generation of natural scientists in their respective fields of practice and accumulate CPD credits for mentoring young graduates. The following VAs participated in the CMP programme: the Geological Society of South Africa (GSSA), South African Wetland Society, and the Southern African Geophysical Association. A total of 17 natural science graduates were appointed for the 2020/21 financial year and their equity profile was 77% female. The candidates were involved in various technical programmes within their respective fields of practice. The pilot CMP programme is still in progress.

SACNASP offers soft skills courses for candidate natural scientists for career development. These courses/webinars include core competencies required by candidates based on the following model.



**FIGURE 5: CANDIDATE CORE COMPETENCIES**

SACNASP hosted the first webinar, titled *“Business Environment Skills”*, for registered candidate natural scientists. The webinar was facilitated by Linda de Waal from Twenty20Science. The webinar took place on Monday 29 March 2021. The objective of the webinar was to construct common understanding of professional office protocol, explore the advantage of critical thinking in a business environment and apply entrepreneurial skills to enhance the workplace environment. The webinar was attended by 266 participants.

#### 11.4.4 SCIENCE ENGAGEMENT INITIATIVES

Following social distancing recommendations during the COVID-19 pandemic, SACNASP shifted in-person conferences to virtual meetings. SACNASP hosted three panel discussions during the financial year under review. Firstly, SACNASP hosted a Women's Month webinar, titled *"Tackling challenges with solutions that work"*, that took place on Thursday 20 August 2020. One of the fundamental aims of the Council is to empower women and youth. Dr Tania Marshall, Vice-President (Professional Affairs) of the GSSA, was the moderator for the webinar. Part of the panel were prominent women in science, namely Prof Sonali Das (Associate Professor, University of Pretoria), Ms Ndoni Mccunu (Founder and CEO of Black Women in Science), Dr Sarita Maree (Executive Committee Member of the International Union of Biological Sciences) and Dr Raesibe Ledwaba (Chairperson for Women in Physics in South Africa). SACNASP was fortunate to have a wide range of speakers from different areas of expertise within the sciences. It is through such engagements that SACNASP will be able to explore effective solutions to support and empower women in science. The webinar was attended by 304 participants.

SACNASP hosted a webinar titled *"Unlocking the full potential of data driven methodologies in the natural sciences"*. The webinar took place on Tuesday 20 October 2020 and was attended by 493 participants. Dr Roelof Coetzer (SACNASP Council member) was the moderator for the webinar. The panellists included Prof Riaan de Jongh (Director of the Centre for Business, Mathematics and Informatics at the North-West University), Prof Aurna Gerber (Chairperson of the South African Institute of Computer Science and Information Technology) and Dr Happy Sithole (Director of the Centre for High Performance Computing at the Council for Scientific and Industrial Research).

SACNASP also hosted a panel discussion at the Science Forum South Africa 2020 on Thursday 10 December 2020. The session was titled *"The impact of Continuing Professional Development on the natural science profession"*. One of the key strategic objectives of SACNASP is to promote professional development through lifelong learning in the natural science sector through CPD. The focus of the discussion was on determining the role that stakeholders can play in supporting natural scientists' lifelong learning,

and the benefits thereof. The speakers included Dr Tania Marshall (Vice-President: Professional Affairs of the GSSA), Prof Khathutshelo Nephawe (SACNASP Vice-Chairperson and Head of Department: Animal Science, Tshwane University of Technology), Dr Hlamalani Ngwenya (Lecturer at the Centre for Sustainable Agriculture, Extension and Rural Development, University of the Free State) and Mr Desmond Musetsho (SACNASP Council member and Managing Director of Naledzi Environmental Consultants).

#### 11.4.5 STAKEHOLDER EVENTS SPONSORSHIPS

The Council supported the following seven stakeholder events during the financial year under review.

TABLE 7: ORGANIZATIONS SUPPORTED

Organizations
Entomological Society of Southern Africa
Geological Society of South Africa
Postgraduate Research and Innovation Symposium hosted by the University of KwaZulu-Natal
Grassland Society of Southern Africa – Virtual
National Association for Clean Air
South African Wetland Society
National Science and Technology Forum – South32 virtual awards

#### 11.4.6 STUDENT ENROLMENT PROGRAMME

Part of the SACNASP APP: Strategic Goal 2 is to enrol final-year and postgraduate students from HEIs with SACNASP. The purpose of the student enrolment programme at all the HEIs is to create awareness about professional registration, accessibility to information about training courses, as well as networking opportunities. This is also critical to create a pipeline of graduates for the CMP programme. Activities relating to the student enrolment programme have been limited due to the lockdown restrictions. To date, 60 students were enrolled.

#### 11.4.7 REGULATION OF THE NATURAL SCIENCE PROFESSION

During the 2020/21 financial year, SACNASP implemented a whistleblowing hotline. The service includes a call centre, online complaint reporting system and a case management system that allows for the anonymity of callers through a secure website.



### 11.4.8 STAKEHOLDER ENGAGEMENT

SACNASP was involved in a number of stakeholder engagement initiatives. The key stakeholder engagements included VAs. SACNASP also had an opportunity to exhibit at the following events.

**TABLE 8: EVENTS ATTENDED BY SACNASP**

Date	Venue	Activity
30 March 2021	Virtual meeting	University of South Africa Central Executive Committee, Accreditation of Natural Science Programmes
12 March 2021	Virtual meeting	DSI-SACNASP oversight meeting to discuss the SACNASP initial assessment
15 March 2021	Virtual meeting	Engagement with the National Science Dean's Forum on the best mechanisms to evaluate academic programmes
08 March 2021	Virtual meeting	Meeting between SACNASP and the CHE on alignment of natural science qualifications with the Higher Education Qualifications Sub-Framework
05 March 2021	Virtual meeting	Minister's Meeting with the Board and Executive of the DSI entities on the final drafts of the 2021/22 APP
09 February 2021	Virtual meeting	DSI-SACNASP oversight meeting to discuss SACNASP's financial situation and quarterly progress reports
13 October 2020	Virtual meeting	Engagement with the Independent Regulatory Board for Auditors in relation to accreditation to university qualifications
09 October 2020	Virtual meeting	Engagement with the South African Dental Technicians Council in relation to accreditation to university qualifications
01 October 2020	Virtual meeting	Discussion about the Memorandum of Agreement between the CHE and statutory professional bodies
30 September 2020	Virtual meeting	Engagement with the South African Council for Social Services Professions in relation to accreditation to university qualifications
21 September 2020	Virtual meeting	Oversight meeting with the DSI. The DSI will host quarterly engagements with entities for issues of strategic alignment and ongoing monitoring of performance against the set annual targets. These quarterly meetings are led at the Deputy Director-General level on the side of the DSI and will include the executive teams from the entities or agencies
02 September 2020	Virtual meeting	SACNASP attended the National science and technology forum (NSTF) Science Councils and Statutory Body meeting
28 August 2020	Virtual meeting	SACNASP commented on the training component of scientists and the effect of the COVID-19 pandemic. SACNASP also shared the report on the engagement with the VA chairs with the National Advisory Council on Innovation
24 August 2020	Virtual meeting	Meeting on SAQA statutory bodies' roles and responsibilities
21 August 2020	Virtual meeting	SACNASP participated at the GSSA SAMCODES (South African Mineral reporting codes) webinar
18 August 2020	Virtual meeting	SACNASP participated at the CPD training for extension scientists
08 August 2020	Virtual meeting	SACNASP attended the Public Sector Forum sector with the DALRRD
06 August 2020	Virtual meeting	SACNASP attended the Water Sector Skills Review meeting organized by the Energy and Water Sector Education and Training Authority in partnership with the Department of Water and Sanitation
31 July 2020	Virtual meeting	An engagement with Prof Aurora Gerber took place to discuss the possibility of Computer Science and Data Science as additional fields of practice at SACNASP. The information gained was compiled in a report presented to the Registration Committee for discussion and a recommendation on the way forward
30 July 2020	Virtual meeting	SACNASP attended the NSTF –South32 virtual awards
01 July 2020	Virtual meeting	<b>DSI Communications Forum</b> The engagement was initiated to discuss the new DSI communication framework and the proposed brand campaigns as areas for collaboration
24 July 2020	Virtual meeting	The DSI entities presented to the Minister of Higher Education, Science and Innovation on their COVID-19 interventions for the information of the Minister and a general discussion to ensure alignment between the entities
30 July 2020	Virtual meeting	<b>VA Chairperson Engagement</b> The engagement was initiated to discuss the role of VAs in mitigating the COVID-19 pandemic effects

## 11.5 STRATEGY TO OVERCOME AREAS OF UNDER PERFORMANCE

SACNASP has historically been an administrative organization primarily focusing on the process of registration of natural scientists. SACNASP's mandate has evolved over the years and its enabling and governance requirements have increased in importance. To achieve the Strategic Plan, SACNASP needs to recruit key personnel into its staff cohort. Significant technological improvements have resulted in improved flow of data so that some staff can be upskilled and re-deployed. The change in focus at SACNASP will require that the organization refocus its direction and ensure that it is correctly staffed to achieve these objectives. The organization will now require a greater cohort of scientific personnel that will focus on projects related to lifelong learning of professionals, district development and transformation. SACNASP is well positioned to make a significant contribution to the economic transformation of South Africa and it needs to take up this challenge.

## 11.6 REPORTING ON THE INSTITUTIONAL RESPONSE TO THE COVID-19 PANDEMIC

Since March 2020, South Africa has been at various levels of lockdown as per the requirements stipulated in the Disaster Management Act and its regulations pertaining to the COVID-19 pandemic.

SACNASP undertook the following actions to comply with the Act:

- A member of management was designated a COVID-19 compliance manager.
- The office landline was switched to an upgraded Private Automatic Branch eXchange so that phones could be answered, and calls made remotely via personal cell phones.

- All staff were fully functional remotely from home.
- During hard lockdown, all staff worked remotely. The subsequent relaxation of lockdown levels effected a gradual return to the office on a rotational basis, while adhering to social distancing guidelines.
- All staff were advised of the requirements to wear a mask, social distance and sanitize regularly.
- Workstations were assessed to ensure compliance to social distancing prescripts.
- The offices were assessed to ensure that the maximum number of people per floor space was not exceeded (L4 12 people U13 9 people).
- Staff with co-morbidities or staff over 60 have been advised to remain working from home even when lockdown restrictions were lessened.
- Any staff exhibiting symptoms are required to follow National Institute for Communicable Diseases guidelines and not report to the office but seek medical advice.
- Employees are temperature tested prior to entry to the office.

There have been no incidents of transference of COVID-19 in the office. Four members of staff did contract the virus and followed due processes and remained at home in quarantine.

SACNASP remained fully operational during the lockdown with little impact on the functioning of the office.

To assist scientists who were struggling financially due to the pandemic, SACNASP did not increase the fees for the 2021/22 period and also did not cancel any scientist's registration for non-payment of fees during the 2020/21 financial year.

## 11.7 LINKING PERFORMANCE WITH BUDGETS

In assessing the achievement of the outputs in comparison to the planned targets, the public entity must consider the linkages and the relation to the resources available to the public entity, in particular the financial resources. Therefore, the following financial information should be presented. The financial information must agree to the information in the annual financial statements.

Programme/ activity/ objective	2020/21			2019/20		
	Budget	Actual Expenditure	(Over)/ Under Expenditure	Budget	Actual Expenditure	(Over)/ Under Expenditure
	R	R	R	R	R	R
DSI Project: Continuing Professional Development Programme	1 396 200.00	1 618 773	(222 573)	942 000.00	2 072 798	(1 130 798)
DSI Project: Development of Candidate Mentoring Phase	1 896 200.00	419 220	1 476 980	1 320 000.00	1 287 299	32 701
DSI Project: Information Technology Platform	1 146 513.00	830 521	315 992	1 095 550.00	1 258 093	(162 543)
DSI Project: Regulations	796 650.00	84 677	711 973	642 450.00	-	642 450
Employee costs	11 509 767.00	8 900 146	2 609 621	10 213 603.00	8 508 949	1 704 654
Operational expenditure	7 317 255.01	5 964 393	1 352 862	7 132 897.99	5 986 373	1 146 525
<b>Total</b>	<b>24 062 585.01</b>	<b>17 817 730</b>	<b>6 244 855</b>	<b>21 346 501</b>	<b>19 113 512</b>	<b>2 232 989</b>

## 11.8 REVENUE COLLECTION

The public entity must describe in some detail how they have delivered on the plans for revenue collection. Where there is under collection of revenue indicate the reasons for the under collection. Indicate what measures were taken during the course of the year to keep on target. Indicate what impact the under collection of revenue has had on service delivery.

Where it exceeded its target, the public entity should provide reasons for the better than anticipated performance. The public entity can also use this section to report on new measures instituted during the course of the year to raise additional revenue or to ensure more efficient/effective collection.

Sources of Revenue	2020/21			2019/20		
	Estimate	Actual Amount Collected	(Over)/ Under Collection	Estimate	Actual Amount Collected	(Over)/ Under Collection
	R	R	R	R	R	R
Revenue (Scientists – All fees)	17 253 148.75	15 539 975	1 713 173.75	15 833 078.65	14 340 950	1 492 128.65
DSI Project Income	1 400 000.00	3 252 860	(1 852 860.00)	1 400 000.00	5 406 954	(4 006 954.00)
SAASTA Grant – 2019 National Science Week	-	-	-	-	10 875	(10 875.00)
Interest income	291 957.00	141 239	150 718.00	206 342.00	257 960	(51 618.00)
<b>Total</b>	<b>18 945 105.75</b>	<b>18 934 074.00</b>	<b>11 031.75</b>	<b>17 439 420.65</b>	<b>20 016 739.00</b>	<b>(2 577 318.35)</b>

Revenue from scientists was under collected due to expected increase in new and other applications not being realised in accordance with the Budget, there was no noted impact on service delivery.

Income from the DSI Project is recognized in the income statement only when performance conditions are met.

# PART C

## GOVERNANCE



## 12 INTRODUCTION

### 12.1 SACNASP COUNCIL REPORT

The Council, appointed in June 2015, has completed its fifth year of tenure under the guidance of Dr Gerda Botha (Chairperson) and Prof Khathushelo Nephawe (Vice Chairperson).

The Accounting Officer Dr Pradish Rampersadh had his term of office renewed for a period of five years starting 1 January 2021.

The term of office of the Council expired on 30 April 2019 and was subsequently extended by Dr Bonginkosi Emmanuel “Blade” Nzimande, the Minister of Higher Education, Science and Innovation, until further notice.

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

### 12.2 PORTFOLIO COMMITTEES

SACNASP presented its 2019/20 Annual Report to the Portfolio Committee on Higher Education, Science and Innovation on 13 November 2020. The report was well received with the Portfolio Committee raising areas where it felt SACNASP could make a greater contribution. SACNASP is currently addressing these areas.

### 12.3 EXECUTIVE AUTHORITY

SACNASP’s Executive Authority is the Minister of Higher Education, Science and Innovation. During the reporting year, the Council submitted its initial APP and Strategic Plan on October 2019, and were approved. A revised APP and Strategic Plan, in response to COVID-19 and its consequences, were submitted and were subsequently approved in October 2020. The 2021/22 APP was discussed with the Minister on 5 March 2021.

### 12.4 COUNCIL COMMITTEES

The Registration Committee, Qualifications Assessment Committee (QAC) and the Critical Skills Review Committee (CSRC) 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 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 with the Natural Scientific Professions Act.
- Special Projects Committee (SPC) – to consider matters of strategic importance to the Council and provide recommendations on how it should address these matters.

#### 12.4.1 COUNCIL MEMBERS

TABLE 9: COUNCIL MEMBERS AS AT 31 MARCH 2020

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 Coetzee <i>Pr.Sci.Nat.</i>
Prof RM Crewe <i>Pr.Sci.Nat.</i>
Prof JS Galpin <i>Pr.Sci.Nat.</i>
Prof I Gledhill <i>Pr.Sci.Nat.</i>
Prof M Gulumian <i>Pr.Sci.Nat.</i>
Mr K 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 (resigned May 2020)
Mr F Ramagawede <i>Pr.Sci.Nat.</i> (resigned November 2020)
Dr S Moodley (DSI representative)
Dr PR Vukea
Nominated by the Public
Dr PT Govender <i>Pr.Sci.Nat.</i>
Dr W Ngoma
Ms TN Mashanda CA(SA) RA
Ms MP Masemola CA(SA)



## 12.4.2 COUNCIL COMMITTEE MEETINGS

**TABLE 10: ATTENDANCE REGISTER OF COMMITTEE MEETINGS**

Council Member	Representing	Council	ExCo	A&R Co	QAC	HR&RemCo	PCC	SPC
Mr RNL Baartjes	Voluntary Association	3/4					3/3	
Dr GE Botha	Voluntary Association	4/4	4/4					4/4
Prof GJ Bredenkamp	Voluntary Association	2/4						
Dr R Coetzee	Voluntary Association	4/4						4/4
Prof RM Crewe	Voluntary Association	4/4	4/4					4/4
Prof JS Galpin	Voluntary Association	1/4	0/4					
Prof I Gledhill	Voluntary Association	4/4						4/4
Dr PT Govender	Public	4/4	4/4	7/7			3/3	
Prof M Gulumian	Voluntary Association	4/4						4/4
Prof JB Malherbe	Co-opted	0/4					3/3	
Ms MP Masemola	Public	4/4		7/7				
Ms TN Mashanda	Public	0/4	0/4	2/7				
Dr M Mayekiso (resigned May 2020)	State	0/4					0/3	
Mr K Musetsho	State	3/4		7/7		1/3		
Prof KA Nephawe	Voluntary Association	4/4	4/4	7/7		3/3	3/3	4/4
Mr F Ramagawede (resigned November 2020)	State	1/4						
Dr W Ngoma	Public	4/4	4/4			3/3		
Prof BK Reilly	Voluntary Association	3/4	4/4					
Dr SE Terblanche	Voluntary Association	4/4						
Dr J van Heerden	Voluntary Association	4/4						4/4
Dr PR Vukea	State	2/4						4/4
Dr S Moodley	DSI	4/4					0/3	
Mr L Hlope (co-opted member DSI) (resigned February 2021)						2/3		

Council Member	Representing	Council	ExCo	A&R Co	QAC	HR&RemCo	PCC	SPC
<b>Members of the QAC</b>								
Dr GE Botha					5/5			
Prof L Brown					4/5			
Dr K Lucas					5/5			
Prof JB Malherbe					5/5			
Prof J Okonkwo					4/5			
Prof HJ Siweya					3/5			
Prof P Taylor					2/5			
Prof KA Nephawe					2/5			
Prof KR Mbatha					5/5			
Prof E Webb					4/5			
Prof E Momoniat					3/5			
Mrs N Coetzee (SAQA) (resigned February 2021)					1/5			

### 12.4.3 REGISTRATION COMMITTEE MEETINGS

**TABLE 11: ATTENDANCE REGISTER FOR REGISTRATION COMMITTEE MEETINGS**

Council Member	Representing	RCo
Dr GE Botha	Chairperson	6/6
Prof KA Nephawe	Voluntary Association	6/6
Dr J Asante	Co-opted	3/6
Prof ELJ Breet	Co-opted	6/6
Dr JF Eloff	Co-opted	1/6
Dr O Fourie (deceased)	Co-opted	0/6
Prof JS Galpin	Voluntary Association	1/6
Dr PT Govender	Co-opted	6/6
Dr G Henry	Co-opted	5/6
Prof D Hughes	Co-opted	6/6
Dr BH Koch (resigned)	Co-opted	0/6
Dr K Lucas	Co-opted	5/6
Dr A Machakaire (resigned)	Co-opted	0/6
Prof JB Malherbe	Co-opted	6/6
Mr KD Musetsho	Co-opted	6/6
Prof BK Reilly	Voluntary Association	5/6
Dr SE Terblanche	Voluntary Association	5/6
Prof BK Siweya	Co-opted	5/6
Prof A van Niekerk	Co-opted	6/6
Dr CJ van Rensburg	Co-opted	6/6
Dr W Vlok	Co-opted	3/6
Dr R Gruenewaldt	Co-opted	6/6
Prof M Gulumian	Voluntary Association	3/6

# 13 COMMITTEE REPORTS

## 13.1 PROFESSIONAL CONDUCT COMMITTEE REPORT

### 13.1.1 COMMITTEE MEMBERS

**TABLE 13: MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/ COUNCIL MEMBERS)**

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 N Baartjes <i>Pr.Sci.Nat.</i>
Dr M Mayekiso (until July 2020)
Mr L Hlophe (Legal department, DSI) (until November 2020)
Mrs Jurina Botha (SACNASP Governance) – PCC Coordinator
Legal Counsel representative (RW Attorneys)

### 13.1.2 NUMBER OF MEETINGS

During the year under review, the PCC held three meetings: July 2020, November 2020 and February 2021.

### 13.1.3 ROLES AND RESPONSIBILITIES

The mandate of the PCC is to regulate compliance with the Natural Scientific Professions Act (No. 27 of 2003) (NSP Act), and to the SACNASP Code of Conduct for Registered Natural Scientists. In pursuance of this mandate, the PCC oversees all SACNASP's complaints handling and disciplinary processes in accordance with the NSP Act and in line with SACNASP's Code of Conduct. The PCC ensures that it investigates the submission of alleged improper conduct fully and in keeping with the Act as a whole. If necessary, it first refers matters to an independent Investigation Committee (IC) of registered peers.

Depending on the findings of the IC, the Council may recommend the establishment of an Independent Disciplinary Tribunal to conduct a disciplinary hearing or to determine the sanction for a registered scientist found to be in contravention of the Code of Conduct. Another key responsibility of the PCC is to ensure that it provides guidance to the Council on the provisions of the Act and/or any other policies, procedures and practices that are binding on the functions of SACNASP or impact the professional conduct of registered members.

### 13.1.4 ACHIEVEMENTS AND CHALLENGES

Some of the achievements for the year include:

- Provided inputs to the review of the Natural Scientific Professions Act (No. 27 of 2003): SACNASP Amendment Bill, including overseeing SACNASP's response to SEIAS' initial impact assessment of the Natural Scientific Professions Bill.
- Reviewed the SACNASP Code of Conduct for Registered Persons.
- Reviewed the Terms of Reference and Standard Operating Procedures of the PCC.
- Engaged with SAPS on dealing with scientists practicing without registration since SACNASP currently does not have jurisdiction over unregistered scientists. At the recommendation of SAPS, SACNASP will deal directly with the local police station and has engaged with a contact person who will support SACNASP with what is required going forward. SACNASP launched an information campaign on different communication platforms designed to create awareness, to promote registration and to inform scientists about the compliance requirement of registering with SACNASP, as well as the consequences of practicing without registration, and possible actions such as the laying of charges with SAPS.
- Appointed a service provider to supply a whistleblowing hotline service to SACNASP and entered into a Service Level Agreement with the service provider. The whistleblower service has been operational since December 2020, and can be accessed by scrolling down to the bottom of <https://www.sacnasp.org.za/>.
- Initiated the Council-appointed task team on Membership Retention and Bad Debt and actioned the recommendations of the task team to the PCC on dealing with scientists defaulting in terms of the registration requirements of the NSP Act.
- Assessed the effect of the POPI Act on SACNASP.
- Supported the Request for Proposals to invite service providers to provide SACNASP with guidance in implementing the POPI Act in compliance with legislative requirements and to provide comprehensive protection of personal information and cybersecurity reports.
- Developed a Confidentiality Undertaking for all Council and committee members to sign to safeguard the sharing of information with members of other committees.

- Reviewed the SACNASP Appeals Policy to ensure compliance with relevant acts including the Promotion of Administrative Justice Act (No. 3 of 2000) (PAJA) and the NSP Act.
- Reviewed the role and accountability of recognized VAs.
- Compiled an induction/guideline document on the establishment of an IC in terms of Section 29 of the NSP Act and criteria for its investigations.
- Dealt with various matters referred to it by the Registration Committee, including duplicate reports by referees, misrepresentation of professional affiliation on applicants' CVs, withdrawal of a Critical Skills letter issued, withdrawal of incorrect registration, applicants working in fields of practice in which they were not registered, and lodging of a complaint against an applicant by the Chairperson of the Registration Committee.

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

- Deliberately and without just cause, substance or legal requirements, injuring directly or indirectly, the professional reputation, prospects or business of another person.
- Plagiarism of a report.
- Not declaring a conflict of interest when undertaking work for a client.
- Prematurely claiming to have a qualification not yet conferred.
- Prematurely claiming to hold registration with a professional body while it was not yet approved.
- Adopting an approach to natural science work that is not based on scientific principles and the relevant laws and standards published by the applicable government department. Consequently disregarding the duty of a scientist to render professional natural scientific services and in this manner not serving and protecting the public and the environment from malpractice.
- Inaccurate reflection of scientific guidelines, standards and procedures in public discourse, thus not promoting good science and injuring the professional reputation, prospects or business of another person.
- Failing to discharge duties in compliance with the applicable ethical principles, relevant legislature and standards in the field of practice.

- Unregistered scientists undertaking natural science work.
- Unprofessional and unethical conduct of natural scientists towards their employers.
- An applicant claiming professional registration in their CV before being registered with SACNASP.
- An increasing number of referee reports that SACNASP receives, which contain evidence of said registered referees copying reports, or reports that applicants write themselves that the referees then sign off.

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

The objective of Chapter 14, Fighting Corruption, of the South African *NDP 2030*, is "a corruption-free society, a high adherence to ethics throughout society and a government that is accountable to its people." Scientists are also expected to align their work with this objective. Additionally, it is not unreasonable for society to expect ethical conduct in all the natural science work that scientists undertake to protect society and the environment from harmful practices. Scientists who are dishonest are likely to be exposed to legal, financial and reputational risk to themselves and/or their organizations.

It is expected that with the increasing awareness of SACNASP through various stakeholder campaigns and the launch of the whistleblowing hotline, scientists are likely to be under greater scrutiny to fully comply with the SACNASP Code of Conduct.

## DR PT GOVENDER

### Pr. Sci. Nat.

*Professional Conduct Committee Chairperson*

Date: 29 July 2021

## 13.2 STRATEGIC PROJECTS COMMITTEE REPORT

### 13.2.1 COMMITTEE MEMBERS

**TABLE 14: MEMBERS OF THE COMMITTEE (INCLUDING ANY NON SACNASP/ COUNCIL MEMBERS)**

Members of the Committee (including any non-SACNASP/ Council Members)
Prof R M 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 P Vukea

### 13.2.2 ROLE OF THE COMMITTEE

The Strategic Projects Committee 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 is required to make recommendations on these matters to Council for its consideration.

### 13.2.3 NUMBER OF MEETINGS

Four meetings were held during the financial year: April 2020, July 2020, October 2020 and February 2021.

### 13.2.4 KEY OUTCOMES/ACHIEVEMENTS AND CHALLENGES

The advice to the Council is considered and acted upon. No challenges were experienced during the year.

### 13.2.5 FUTURE GOALS

To fulfil its mandate as defined in its role described above.

### 13.2.6 MATTERS DISCUSSED BY THE COMMITTEE AND ADVICE PROVIDED TO COUNCIL

- Reviewed the implementation and progress of the DSI Special Projects (2019–2022); made comments and recommended to Council that the committee was satisfied with progress. This monitoring was done at each meeting of the committee held during the year.
- Reviewed strategic risks identified by A&RCo and comments provided to the Council.

- Discussed and made recommendations regarding SAQA recognition of professional registration by certain VAs in relation to Recognizing Professional Bodies and Registering Professional Designations for the Purposes of the National Qualifications Framework Act (No. 67 of 2008). Members of the committee held meetings with the four VAs concerned with a view to making recommendations to the Council.
- Discussed the roll out of the CMP programme and supported the financing of this programme.
- Reviewed the Framework for the Recognition of VAs and recommended a final version of the framework to the Council after consultation with the VAs.
- Considered a number of applications by VAs for recognition and made recommendations to the Council regarding both acceptance and refusal of recognition for particular applicants.
- Recommended that the impact of COVID-19 on registration numbers should be monitored to mitigate the risks faced by natural science professionals.
- Made proposals for the revision of the lockdown regulations for natural science professionals who needed to do field work.
- Considered what the potential impact of the emergence of data science would have on fields of practice and registration of natural sciences. Recommended that this be explored by the Council to ensure that suitably qualified registered professionals could practise in this field.
- Considered the potential impact of 'open science' and 'citizen science' on the work of the Council. Further clarity would be required in relation to the latter.
- Made recommendations regarding a memorandum of agreement between SACNASP and the CHE to clarify their respective roles in the oversight of natural science curricula of HEIs.
- Made recommendations regarding the relationship between SACNASP fields of practice and the Department of Higher Education and Training (DHET) list of occupations in high demand. This would need to be explored in depth to provide suitable advice to the DHET on this matter.
- Recommended that the Council engage with the National School of Government with a view to assist with the professionalization of the public service.

- Recommended that the Council engage with the National Health Laboratory Service regarding the recognition of professional natural scientists employed by the service.
- SACNASP registration numbers were reviewed in relation to the cancellation of registrations and the reasons for this. The analysis did not indicate an immediate strategic risk, although the need to monitor the registration numbers on an on-going basis was recommended.
- Noted that the discussion with the SAVC was progressing with a view to eliminating the conflicts between the jurisdictions of the two councils. The matter is not resolved yet.
- Received and noted the report on the roundtable discussion hosted by the Higher Education, Science, Technology and Innovation Institutional Landscape Ministerial Review Panel.
- The committee received feedback on the matters that it had discussed through the report back by the chair of the Executive Committee (ExCo) and the Council decisions. Where either of these governance bodies felt

that a matter needed further consideration, these were referred back to the committee for re-consideration at its next meeting. In general, the advice that was presented by the committee was acted on by the Council. The committee provides a valuable sounding board for matters that need to be considered and acted upon by the Council.

#### **PROF RM CREWE**

##### **Pr.Sci.Nat.**

*Strategic Projects Committee Chairperson*

Date: 29 July 2021



## 13.3 REGISTRATION COMMITTEE REPORT

### 13.3.1 COMMITTEE MEMBERS

TABLE 15: MEMBERS OF THE COMMITTEE AND FIELDS OF PRACTICE

Council Member	Field of Practice
Prof BK Reilly (Chairperson)	Conservation Science, Botanical Science and Ecological Science
Dr J Asante	Specified Science
Dr GE Botha	Food Science
Prof ELJ Breet	Chemical Science
Dr JF Eloff	Soil Science
Prof JS Galpin	Statistical Science
Dr PT Govender	Environmental Science and Agricultural Science
Dr G Henry	Geological and Earth Science
Prof D Hughes	Water Science
Dr K Lucas	Biological Science and Microbiological Science
Prof JB Malherbe	Physical Science and Material Science
Dr SE Terblanche	Extension Science
Prof BK Siweya	Mathematical Science
Prof A van Niekerk	Geo Spatial
Dr CJ van Rensburg	Animal Science
Dr W Vlok	Aquatic Science
Dr R Gruenewaldt	Atmospheric Science
Prof Gulumian	Toxicological Science

### 13.3.2 ROLE OF THE COMMITTEE

The Registration Committee (RCo) consists of the PAC Chairs that process applications as per their respective fields of practice. The RCo works closely with the QAC. The latter assesses applications from individuals possessing qualifications obtained outside South Africa before the relevant professional advisory committee for the field of practice evaluates them. The QAC assesses the appropriateness of the foreign qualifications to SACNASP Registration. Critical skills letters requested from the Council by foreign applicants are dealt with by the CSRC.

### 13.3.3 NUMBER OF MEETINGS

During the 2020/21 financial year the RCo met six times (refer to 13.4.3 for the attendance register).

The QAC met five times during the 2020/21 financial year.

The CSRC met five times during the 2020/21 financial year (refer to 13.4.4).

### 13.3.4 THE YEAR IN REVIEW: RCO

The 2020/21 financial year started during the initial hard lockdown due to COVID-19. The Registrations Department captures all applications online and was thus able to switch operations to working remotely with little to no interruptions in services to applicants or scientists. Although application numbers were down for the first quarter, these increased significantly through the year with a total of 1 990 applications being received and 1 730 tabled for registration. In addition, 203 applications were received for upgrades to registrations.

There was a noticeable reduction in applications from foreign applicants and for Confirmation of Skills letters for Critical Skills Visas during the first half of the year. This increased once travel restrictions eased. For the year, a total of 79 applications were received for Confirmation of Skills letters and 192 qualifications assessment fees were paid for the assessment of foreign qualifications by the QAC.

**TABLE 16: 2020/21 REGISTRATION NUMBERS (INCLUDING UPGRADES AND NEW FIELDS OF PRACTICE)**

Quarter	RC Meeting	No. of evaluations tabled	No. resulting in a registration	No. declared Not Registrable
Q1	May-20	188	168	20
Q2	Jul-20	335	318	17
Q2	Sep-20	404	367	37
Q3	Nov-20	307	285	22
Q4	Jan-21	240	222	18
Q4	Mar-21	256	235	21
<b>Total for year</b>		<b>1 730</b>	<b>1 595*</b>	<b>135</b>

\* Number of applications processed that resulted in a registration include applications for upgrades or additional fields. Number does not necessarily represent new individuals on the database.

The RCo completed the switch to working electronically during the 2019/20 financial year and documentation for meetings was no longer printed but loaded on tablets or on a shared folder in the cloud for participants to access. When remote working was implemented due to the outbreak of the COVID-19 pandemic in March 2020, this process was also completed for the CSRC and the QAC. All meetings for the Registrations Committee and its sub-committees proceeded as scheduled during the year via the Zoom platform.

The total of 1 730 applications for registration is an increase from 1 594 the previous year. Of these, 1 595 resulted in a registration (up from 1 488 the previous year) and 135 were declared not registrable (up from 106). This represents a total of 1 413 newly registered individuals and the remainder are upgrades and additional field applications.

In addition to the new registrations, 134 scientists reinstated their previously cancelled registration on the online portal.

The Terms of Reference for the Registrations Committee, as well as the RPL and appeals policy were all updated during the 2020/21 financial year.

One registration decision was appealed during the year. The applicant applied for registration as a Professional Natural Scientist in Chemical Science and was declared not registrable by the Registrations Committee. Upon appeal, the applicant was granted registration as a Certificated Natural Scientist in Chemical Science.

**TABLE 17: QAC ANNUAL MEETING APRIL 2020 TO MARCH 2021**

No.	Date of meeting	Type of meeting	Applications submitted
1	15-Apr-20	Official	28
2	05-Aug-20	Official	28
3	28-Oct-20	Official	48
4	02-Dec-20	Official	37
5	03-Feb-21	Official	31
			<b>172</b>

**TABLE 18: CATEGORY APPLIED FOR (QAC)**

Category applied for (QAC)	Applications
Professional Natural Scientist	95
Certificated Natural Scientist	35
Candidate Natural Scientist	42
<b>Total</b>	<b>172</b>

TABLE 19: FIELD OF PRACTICE (QAC)

Field of practice (QAC)	Applications
Agricultural Science	22
Animal Science	13
Atmospheric Science	0
Aquatic Science	1
Biological Science	36
Botanical Science	0
Chemical Science	10
Conservation Science	1
Earth Science	6
Ecological Science	5
Environmental Science	23
Extension Science	1
Food Science	10
Forestry Science	0
Geological Science	16
Geospatial Science	0
Materials Science	1
Mathematical Science	2
Microbiological Science	12
Physical Science	7
Soil Science	0
Specified Science	0
Statistical Science	3
Toxicological Science	0
Water Resources Science	2
Zoological Science	1
<b>Total</b>	<b>172</b>

TABLE 20: FINAL COMPILED

Date	Apr-20	Aug-20	Oct-20	Dec-20	Feb-21	Total
Assessed	28	28	48	37	31	<b>172</b>
Recommended for PAC	22	23	40	26	30	<b>141</b>
Not registrable	5	4	7	9	0	<b>25</b>
Pending	1	1	1	2	1	<b>6</b>

The QAC endorsed one qualification during the year. It was the proposed Bachelor of Environmental Science to be offered by Sol Plaatje University that is still awaiting approval from the CHE. This qualification was deemed suitable for registration as Professional Natural Scientist in Environmental Science.

The process was also started to develop quality standards for qualifications in the natural science sector with the CHE. The BSc and BSc (Hons) were selected as the first qualifications for which quality standards were to be developed. The QAC tabled a total of 172 applications before the committee for evaluation. This was down from 203 the previous year.

### 13.3.6 THE YEAR IN REVIEW: CSRC

The CSRC tabled a total of 47 applications for Confirmation of Skills letters (this was down from 84 the previous year). The vast majority of these (39) were from September 2020 onwards. Of these 28 were approved and 19 were not approved.

**TABLE 21: DESCRIPTION OF APPLICANTS AND APPLICATION OUTCOME**

Nationality	Gender	Race	Field of Practice	Date Considered	Approved/Not Approved
United Kingdom	Female	White	Ecological Science	2020/05/06	Approved
Nigerian	Female	Black	Biological Science	2020/05/06	Not Approved
Zimbabwean	Male	Black	Microbiological Science	2020/05/06	Approved
Senegalese	Male	Black	Environmental Science	2020/05/06	Not Approved
Indian	Female	Indian	Microbiological Science	2020/05/06	Approved
German	Female	White	Chemical Science	2020/05/06	Not Approved
Belgian	Female	White	Biological Science	2020/05/06	Approved
Indian	Male	Indian	Material Science	2020/05/06	Approved
Zimbabwean	Male	Black	Agricultural Science	2020/09/09	Approved
Zimbabwean	Female	Black	Agricultural Science	2020/09/09	Approved
Zimbabwean	Female	Black	Biological Science	2020/09/09	Approved
Zimbabwean	Male	Black	Food Science	2020/09/09	Approved
Zimbabwean	Male	Black	Water Resource Science	2020/09/09	Approved
Nigerian	Male	Black	Environmental Science	2020/12/02	Not Approved
Brazilian	Male	White	Biological Science	2020/12/02	Approved
United States of America	Male	White	Biological Science	2020/12/02	Approved
Zimbabwean	Male	Black	Agricultural Science	2020/12/02	Not Approved
Brazilian	Female	White	Biological Science	2020/12/02	Approved
Zimbabwean	Male	Black	Agricultural Science	2020/12/02	Approved
United Kingdom	Female	Black	Microbiological Science	2020/12/02	Not Approved
Zimbabwean	Male	Black	Chemical Science	2020/12/02	Approved
Zimbabwean	Male	Black	Microbiological Science	2020/12/02	Approved
Zimbabwean	Male	Black	Biological Science	2020/12/02	Approved
Zimbabwean	Male	Black	Agricultural Science	2020/12/02	Not Approved
Kenyan	Male	Black	Biological Science	2020/12/02	Not Approved
Zimbabwean	Male	Black	Physical Science	2021/02/03	Approved
Zimbabwean	Male	Black	Agricultural Science	2021/02/03	Not Approved
Nigerian	Female	Black	Animal Science	2021/02/03	Approved
Zimbabwean	Male	Black	Physical Science	2021/02/03	Not Approved
Kenyan	Male	Black	Biological Science	2021/03/03	Not Approved
Zimbabwean	Male	Black	Biological Science	2021/03/03	Not Approved

Nationality	Gender	Race	Field of Practice	Date Considered	Approved/Not Approved
United States of America	Female	White	Biological Science	2021/03/03	Not Approved
Republic of Iran	Female	Indian	Biological Science	2021/03/03	Not Approved
Zimbabwean	Male	Black	Microbiological Science	2021/03/03	Approved
Nigerian	Male	Black	Chemical Science	2021/03/03	Not Approved
Zimbabwean	Male	Black	Food Science	2021/03/03	Not Approved
Zimbabwean	Male	White	Biological Science	2021/03/03	Approved
Kenyan	Male	Black	Biological Science	2021/03/03	Approved
Zimbabwean	Male	Black	Chemical Science	2021/03/03	Approved
Zimbabwean	Female	Black	Animal Science	2021/03/03	Approved
Zimbabwean	Male	Black	Food Science	2021/03/03	Approved
Zimbabwean	Male	Black	Biological Science	2021/03/03	Not Approved
Zimbabwean	Female	Black	Biological Science	2021/03/03	Approved
United Kingdom	Female	White	Biological Science	2021/03/03	Not Approved
Zimbabwean	Male	Black	Animal Science	2021/03/03	Approved
Nigerian	Male	Black	Biological Science	2021/03/03	Approved
Zimbabwean	Male	Black	Environmental Science	2021/03/03	Not Approved

Some changes were made to the processes to issue a Confirmation of Skills letter to enable better alignment between the registration and Critical Skills processes at SACNASP. It was resolved that Confirmation of Skills letters would only be issued to applicants once their registration was approved. The same documents are now used to assess applications for Confirmation of Skills letters as for an application for registration. This makes the process easier for both the applicant and the secretariat as well as ensuring alignment and consistency in the decisions.

#### PROF BK REILLY

*Chairperson Registrations Committee*

Date: 29 July 2021

## 13.4 HUMAN RESOURCES AND REMUNERATION COMMITTEE REPORT

TABLE 22: MEMBERS OF THE COMMITTEE (INCLUDING ANY NON SACNASP/ COUNCIL MEMBERS)

Members of the Committee (including any non SACNASP/ Council Members)
Dr W Ngoma (Chairperson)
Prof KA Nephawe <i>Pr.Sci.Nat.</i>
Mr K Musetsho <i>Pr.Sci.Nat.</i>

### 13.4.1 ROLE OF THE COMMITTEE

The HR&RemCo provides oversight and support to the HR Department.

### 13.4.2 NUMBER OF MEETINGS

The committee met twice online during the 2020/21 period to deal with cost-of-living adjustments, industrial relations matters and policies, as well as recruiting SACNASP managerial staff.

### 13.4.3 ACHIEVEMENTS AND CHALLENGES

Highlights include that existing staff received training in debt collection. Some finance staff received training to use

the CaseWare auditing program, and managers received refresher training to efficiently work with performance management.

Challenges during the reporting period are attributed to the COVID-19 pandemic. Due to financial constraints, attracting skilled personnel and training existing staff members remains challenging for SACNASP. The COVID-19 pandemic also brought several challenges with staff becoming infected and some staff losing family members.

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

#### DR W NGOMA

*Human Resources and Remuneration Committee  
Chairperson*

Date: 29 July 2021



# 14 RISK MANAGEMENT

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

SACNASP has identified key risks that could jeopardise its ability to achieve its strategic goals. These risks are identified and measured at the audit and risk meetings.

**TABLE 23: RISK MATRIX**

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

## 15 COMPLIANCE WITH LAWS AND REGULATIONS

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

- i. The Council on Higher Education established by the Higher Education Act, 1997, regarding matters relevant to education in the natural scientific profession; and
- ii. The South African Qualifications Authority established by the South African Qualifications Authority Act, 1995, to determine competency standards for the purpose of registration.

The Council is in the process of reviewing the mechanisms and methods it applies to reviewing qualifications it recognizes in the natural sciences and is consulting with these bodies where necessary.

## 16 FRAUD AND CORRUPTION

SACNASP has a Council approved governance framework and policies which we comply with.

## 17 MINIMISING CONFLICT OF INTEREST

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

## 18 CODE OF CONDUCT

The Council has drawn up the following Code of Conduct (with effect from 1 April 2019) with which registered natural scientists must comply. Failure to do so constitutes improper conduct and regulatory action may be imposed by SACNASP in terms of Section 29 of the Natural Scientific Professions Act (No. 27 of 2003), as amended.

In practicing natural science professions, registered natural scientists must:

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

## 19 AUDIT COMMITTEE REPORT

SACNASP does not have an internal audit function due to limited financial resources. The Council relies on the combined assurance provided by its subcommittee structures, management and the external auditor. However, a report of the Audit and Risk Committee appointed for the reporting year, appears in Part E: Financial information, page 62.

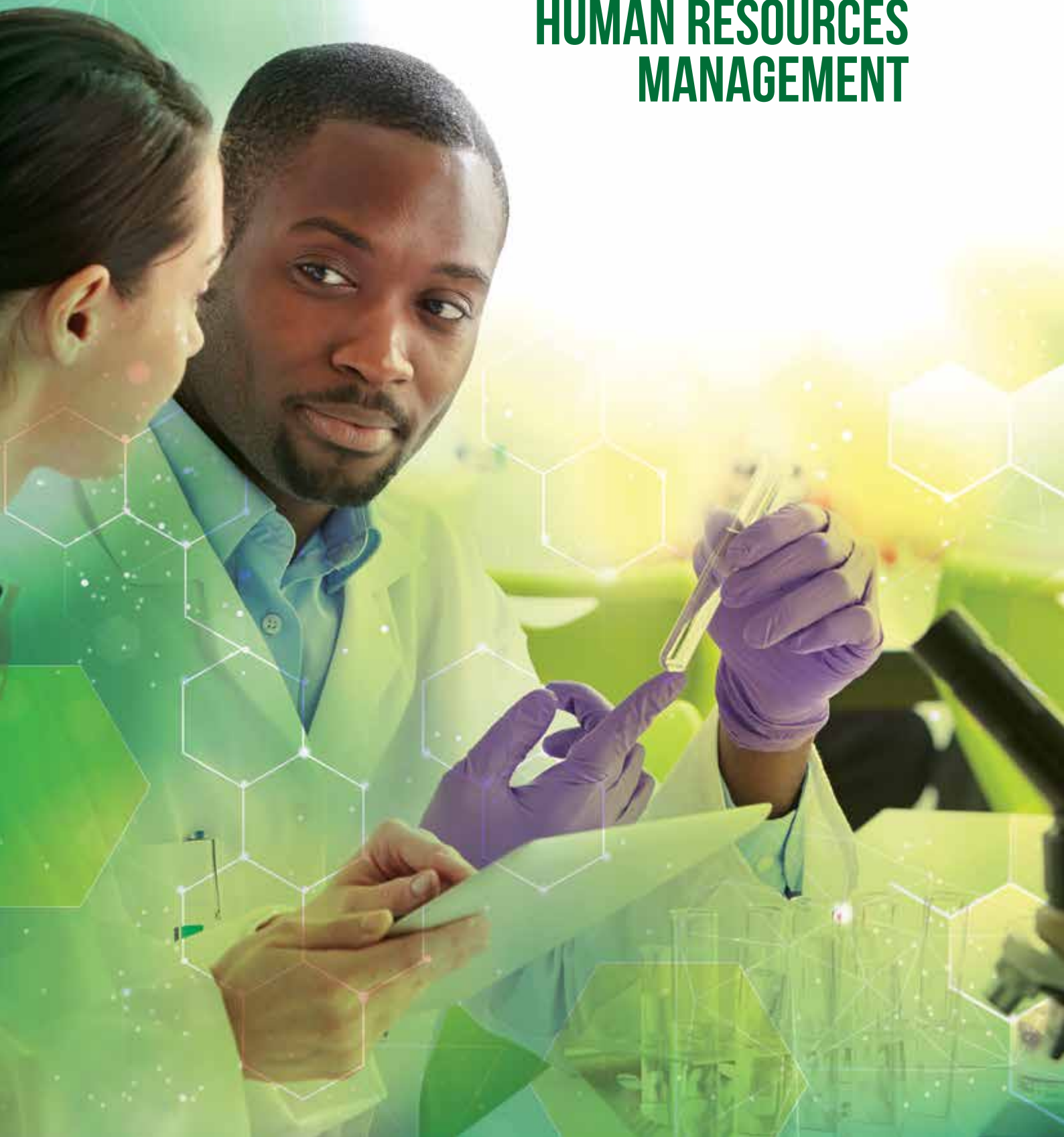
## 20 B-BBEE COMPLIANCE PERFORMANCE INFORMATION

**TABLE 24: B-BBEE COMPLIANCE**

Has the Sphere of Government / Public Entity / Organ of State applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:		
Criteria	Relevant answer	Attachment
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law	No	Not applicable to SACNASP.
Developing and implementing a preferential procurement policy	No	SACNASP follows the National Treasury guidelines when awarding contracts to service providers.
Determining qualification criteria for the sale of state-owned enterprises	No	Not applicable to SACNASP.
Developing criteria for entering into partnerships with the private sector	No	Not applicable to SACNASP.
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment	No	Not applicable to SACNASP.

# PART D

## HUMAN RESOURCES MANAGEMENT



## 21 INTRODUCTION

The Human Resources (HR) function continued to provide strategic and human resources services to support and achieve the strategic objectives of SACNASP, while serving the interests of the Minister of Higher Education, Science and Innovation and the registered scientists. This function worked tirelessly to follow the regulations imposed due to the pandemic and to ensure the health and safety of its employees, while making sure that SACNASP functioned efficiently even though the entire workforce worked from home during this period.

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

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

SACNASP staff and other human resources statistics follow.

### 21.1 SACNASP STAFF STATISTICS BREAKDOWN

The SACNASP staff complement comprises 88% women and 12% men. Of these, 68% are African, 4% Coloured, 8% Indian and 20% White. Total staff amount to 24 permanent staff members and one short-term contract employee.

**TABLE 25: WORKFORCE PROFILE BY AGE**

Age group	20–29	30–39	40–49	50–59	Above 60	Total
Number	1	13	4	5	2	25
Percentage %	4	52	16	20	8	100

**TABLE 26: EMPLOYMENT CHANGES**

Level of management	At the beginning of April 2020	Appointments/ Promotion	Termination/ Termination due to promotion	At the end of March 2020
Top management	1	0	0	1
Senior management	4	0	0	4
Professionally qualified	3	0	0	3
Junior management	4	0	0	4
Semi-skilled	13	0	0	13
<b>Total</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>25</b>

#### REASONS FOR STAFF LEAVING

During the reporting period no staff left the organization.



**TABLE 27: EMPLOYMENT EQUITY STATUS**

Race	Male	Female	Total
African	2	15	17
Coloured	0	1	1
Indian	1	1	2
White	0	5	5
<b>Total</b>	<b>3</b>	<b>22</b>	<b>25</b>

**TABLE 28: PERSONNEL COST BY SALARY BAND**

Level	Personnel expenditure (R'000)	% of personnel expenditure to total cost	No. of employees	Average cost per employee (R'000)
Top management	1 337	14.25	1	1 337
Senior management	2 338	24.94	4	584
Professionals	1 191	12.70	3	397
Junior management	1 654	17.64	4	413
Semi-skilled	2 856	30.46	13	220

**TABLE 29: PERFORMANCE REWARDS**

Level	Performance reward (R'000)	Personnel expenditure (R'000)	% performance reward to total personnel cost	Average cost per employee (R'000)
Top management	26	1 337	0.28	1 337
Senior management	50	2 338	0.53	584
Professionals	26	1 191	0.28	397
Junior management	36	1 654	0.38	413
Semi-skilled	53	2 856	0.57	220

## 21.2 RECRUITMENT

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

During the period under review, the Council renewed the contract of the existing CEO after conducting the necessary consultations with its line department, the Department of Science and Innovation.

## 21.3 EMPLOYEE BENEFITS AND COMPENSATION

SACNASP implemented reward and recognition in line with the Council policies. Employees received performance bonuses and salary increases for the 2020/21 financial year.

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

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

## 21.4 PERFORMANCE MANAGEMENT

The Human Resources function plays an important role in facilitating performance management. Performance contracts are aligned to the APP. HR also facilitated the biannual performance evaluation for 2020/21 in accordance with the Performance Management and Development Policy.

## 21.5 LABOUR RELATIONS

The Council managed grievances and disciplinary matters effectively. During the period, it held several meetings with the representative union, National Education, Health and Allied Workers Union, on matters of mutual interest. During the period, one employee was counselled and trained to improve poor work performance.

## 21.6 EMPLOYEE WELLNESS

SACNASP organized a team-building event on 04 December 2020.

An Employee Wellness programme will be introduced in the 2021/22 financial year.

Two HR-related policies were reviewed and approved during the year and one addendum was added to the existing policy, notably:

- Addendum to Work Time Policy;
- Training and Development Policy; and
- Sexual Harassment Policy.

## 21.7 EMPLOYMENT EQUITY

SACNASP has done well to achieve the representation of designated groups in its workplace. Women hold some of the key positions in SACNASP. The Council submitted its Employment Equity report for 2020 to the Department of Labour in November 2020.

## 21.8 FUTURE HR GOALS

Goals for the future are to achieve market-related salaries and attract skilled staff to achieve the strategic goals of the Council and a scientific wing to the existing organizational structure.

## FINANCIAL INFORMATION

# INDEX

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

General Information .....	60
Council Member's Responsibilities and Approval .....	61
Audit and Risk Committee Report .....	62
Independent Auditor's Report.....	63
Council Members' Report.....	66
Statement of Financial Position .....	68
Statement of Comprehensive Income.....	69
Statement of Changes in Equity .....	69
Statement of Cash Flows .....	70
Accounting Policies .....	71

The following supplementary information does not form part of the annual financial statements and is unaudited:

Detailed Income Statement.....	85
--------------------------------	----

## 22 GENERAL INFORMATION

### COUNTRY OF INCORPORATION AND DOMICILE

South Africa

### NATURE OF BUSINESS AND PRINCIPAL ACTIVITIES

Regulatory body for the practice of natural sciences in South Africa

### COUNCIL MEMBERS

Dr GE Botha <i>Pr.Sci.Nat.</i>	Prof M Gulumian <i>Pr.Sci.Nat.</i>
Prof KA Nephawe <i>Pr.Sci.Nat.</i>	Mr KD Musetsho <i>Pr.Sci.Nat.</i>
Prof RM Crewe <i>Pr.Sci.Nat.</i>	Dr SE Terblanche <i>Pr.Sci.Nat.</i>
Prof JS Galpin <i>Pr.Sci.Nat.</i>	Dr J van Heerden <i>Pr.Sci.Nat.</i>
Mr F Ramagwede <i>Pr.Sci.Nat.</i> (Resigned November 2020)	Dr M Mayekiso (Resigned May 2020)
Dr W Ngoma	Dr PT Govender <i>Pr.Sci.Nat.</i>
Ms TN Mashanda CA(SA) RA	Dr PR Vukea
Mr NL Baartjes <i>Pr.Sci.Nat.</i>	Ms MP Masemola CA(SA)
Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i>	Prof BK Reilly <i>Pr.Sci.Nat.</i>
Dr R Coetzer <i>Pr.Sci.Nat.</i>	Dr S Moodley
Prof I Gledhill <i>Pr.Sci.Nat.</i>	

### REGISTERED OFFICE

Suite L4 and U13 Enterprise Building  
The Innovation Hub  
Mark Shuttleworth Street, Pretoria  
0087

### BUSINESS ADDRESS

Suite L4 and U13 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 (S.A.)  
Registered Auditors

### COUNCIL SECRETARY

Ms D Fisher

### COMPANY REGISTRATION

Natural Scientific Professions Act (No. 27 of 2003) as amended (NSP Act)

### TAX REFERENCE NUMBER

9808825146

### LEVEL OF ASSURANCE

These annual financial statements have been audited in compliance with the applicable requirements of the NSP Act.

### PREPARER

The annual financial statements were internally compiled by  
T Mangalana, Finance Manager

### PUBLISHED

29 July 2021

### CHIEF EXECUTIVE OFFICER

Dr P Rampersadh *Pr.Sci.Nat.*

### ATTORNEYS

RW Attorneys

## 23 COUNCIL MEMBER'S RESPONSIBILITIES AND APPROVAL

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

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

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

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

The Council members have reviewed the Council's cash flow forecast for the year to 31 March 2022 and, in 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 63 to 65.

The annual financial statements set out on pages 68 to 86, which have been prepared on the going concern basis, were approved by the Council on 29 July 2021 and were signed on its behalf by:

Approval of financial statements



**DR GE BOTHA**

**Pr.Sci.Nat.**

*Chairperson*



**DR P RAMPERSADH**

**Pr.Sci.Nat.**

*Chief Executive Officer*



## 24 AUDIT AND RISK COMMITTEE REPORT

This report is provided by the A&RCo appointed in respect of the 2021 financial year of the South African Council for Natural Scientific Professions.

### 24.1 AUDIT AND RISK COMMITTEE MEMBERS

The Audit and Risk Committee consists of five Council members:

Name	Attendance
Ms TN Mashanda CA(SA) RA (Chairperson)	2/7
Mr KD Musetsho <i>Pr.Sci. Nat.</i>	7/7
Ms MP Masemola CA(SA)	7/7
Prof KA Nephawe <i>Pr.Sci. Nat.</i>	7/7
Dr PT Govender <i>Pr.Sci. Nat.</i>	7/7

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

The A&RCo met seven times in the 2021 financial year. Members of management and external auditors attend these meetings by invitation. This committee does not form part of management, its role is of an independent and objective adviser and it operates as an overseer, making recommendations to Council for final approval.

### 24.2 AUDIT AND RISK COMMITTEE RESPONSIBILITIES

The responsibilities of A&RCo 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 A&RCo by Council.
- Conducting the appointment process to appoint external auditors.

### 24.3 THE EFFECTIVENESS OF INTERNAL CONTROL AND RISK MANAGEMENT

The A&RCo reviewed quarterly management accounts and made recommendations on internal controls as per its 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 the combined assurance provided by its subcommittee structures, management and the external auditor.

### 24.4 EXTERNAL AUDIT

Morar Incorporated was appointed by the Council as the external auditors for the 2021 financial year.

The A&RCo is satisfied that Morar Incorporated is independent of the Council.

The audit fee was approved on 17 May 2021 for the 2021 financial year and the fee was considered reasonable.

### 24.5 ANNUAL REPORT

The A&RCo reviewed the content of the Annual Report and has recommended it for approval.

### 24.6 ANNUAL FINANCIAL STATEMENTS

The A&RCo reviewed the results of annual financial statements for the year ended 31 March 2021 recommended their approval to the Council. In the course of its review the A&RCo:

- Took appropriate steps to ensure that the annual financial statements were prepared in accordance with the IFRS for SMEs;
- Considered the appropriateness of accounting policies and disclosures made.

On behalf of the Audit and Risk Committee



**MS TN MASHANDA**

**CA(SA) RA**

*Chairperson: Audit and Risk Committee*

**Thursday, 29 July 2021**

# 25 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 68 to 84, which comprise the statement of financial position as at 31 March 2021, 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 2021, 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 2021", 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



Reg. No: 2000/008551/21  
IRBA Reg. No: 901449

Eco Fusion 6, Block C, Unit 25  
324 Witch-Hazel Avenue  
Highveld, Centurion, 0169

PO Box 68268  
Highveld Park, 0169

Tel: 012 661 3140  
Fax: 012 661 5046  
e-mail: [info@morar.co.za](mailto:info@morar.co.za)  
website: [www.morar.co.za](http://www.morar.co.za)

Offices In:  
Pietermaritzburg  
Kimberley  
Centurion  
Cape Town  
East London  
Durban  
Bloemfontein  
Polokwane  
Rustenburg  
Mbombela  
Mahikeng

**Directors:**  
*R. Morar CA (SA), CFE*  
*C. Machiri CA (SA)*  
*K. Naidoo CA (SA)*  
*V. Samarjith CA (SA)*  
*J. Reddy CA (SA)*  
*B. Temba CA (SA)*  
*M. Naicker CA (SA)*  
*A. Bikram CA (SA)*  
*S. Maharaj CA (SA)*  
*P. Daver Rampersadh CA (SA)*



## 25 INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL MEMBERS OF THE SOUTH AFRICAN COUNCIL FOR NATURAL SCIENTIFIC PROFESSIONS (CONTINUED)

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 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.

## 25 INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL MEMBERS OF THE SOUTH AFRICAN COUNCIL FOR NATURAL SCIENTIFIC PROFESSIONS (CONTINUED)

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 3 years.



**ROSHAN MORAR**

**Director**

Morar Incorporated

*Chartered Accountants (SA)*

Registered Auditors

**29 July 2021**

## 26 COUNCIL MEMBERS' REPORT

The Council members have pleasure in submitting their report on the annual financial statements of the South African Council for Natural Scientific Professions for the year ended 31 March 2021.

### 26.1 INCORPORATION

The Council was incorporated on 28 November 2003.

### 26.2 NATURE OF BUSINESS

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

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 NSP Act.
- 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.
- Ensure that prospective registrants meet the educational standards and work experience required for registration.

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

### 26.3 REVIEW OF FINANCIAL RESULTS AND ACTIVITIES

The annual financial statements have been prepared in accordance with IFRS for SMEs and the requirements of the NSP Act. 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.

### 26.4 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
Prof RM Crewe <i>Pr.Sci.Nat.</i>	Member
Prof JS Galpin <i>Pr.Sci.Nat.</i>	Member
Dr PT Govender <i>Pr.Sci.Nat.</i>	Member
Dr W Ngoma	Member
Ms TN Mashanda CA(SA) RA	Member
Mr NL 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 I Gledhill <i>Pr.Sci.Nat.</i>	Member
Prof M Gulumian <i>Pr.Sci.Nat.</i>	Member
Mr KD Musetsho <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 M Mayekiso (Resigned May 2020)	Member
Mr F Ramagwede <i>Pr.Sci.Nat.</i> (Resigned November 2020)	Member
Dr PR Vukea	Member
Ms MP Masemola CA(SA)	Member
Prof BK Reilly <i>Pr.Sci.Nat.</i>	Member
Dr S Moodley	Member (DSI representative)

### 26.5 EVENTS AFTER THE REPORTING PERIOD

The Council approved the revised Strategic Plan 2020–2025 in September 2020 after the revised government budget required all entities funded by government to reprioritise spending due to the COVID-19 pandemic. The contract with Department of Science and Innovation (DSI) has been extended for three years (2019–2022) amounting to **R14 946 813**. The third instalment of **R5 235 563** is expected to be received in July 2021.

## 26 COUNCIL MEMBERS' REPORT (CONTINUED)

The Council is not aware of any other material event which occurred after the reporting date except the effect of the COVID-19 pandemic, which resulted in a national lockdown since the end of March 2020 and will have an effect on the employment of natural scientists in South Africa. It is expected that this will have a negative effect on the number of new applications going forward, the bad debt at SACNASP and eventually the income derived by the Council related to this.

### 26.6 GOING CONCERN

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

### 26.7 AUDITORS

Morar Incorporated were appointed as the external auditors by the Council for the year ended 31 March 2021.

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

### 26.8 COUNCIL SECRETARY

The Council secretary is Ms D Fisher.

### 26.9 CHAIRPERSON

The annual financial statements set out on pages 68 to 86, which have been prepared on the going concern basis, were approved by Council on 29 July 2021, and were signed on its behalf by:



**DR GE BOTHA**

**Pr.Sci.Nat.**

*Chairperson*

**Thursday, 29 July 2021**



# STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2021

## ASSETS

### Non-current assets

Property, plant and equipment	3	163 888	201 506
Intangible assets	4	260	1 093

**164 148**      **202 599**

### Current assets

Trade and other receivables	5	14 533 436	12 459 546
Cash and cash equivalents	7	15 886 815	8 854 347
Deposit receivable	6	204 499	204 499

**30 624 750**      **21 518 392**

### Total assets

**30 788 898**      **21 720 991**

## EQUITY AND LIABILITIES

### Equity

Accumulated surplus		2 718 540	1 602 196
---------------------	--	-----------	-----------

## LIABILITIES

### Current liabilities

Trade and other payables	8	4 594 764	3 661 262
Deferred income	9	22 939 427	15 971 184
Provisions	10	536 167	486 349

**28 070 358**      **20 118 795**

## TOTAL EQUITY AND LIABILITIES

**30 788 898**      **21 720 991**

# STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2021

	Note(s)	2021 (R)	2020 (R)
Revenue	11	15 539 975	14 340 950
DSI Project Income	12	3 252 860	5 406 954
SAASTA Grant – 2019 National Science Week	12	-	10 875
<b>Total revenue</b>		<b>18 792 835</b>	<b>19 758 779</b>
Operating expenses		(17 817 730)	19 113 512)
<b>Operating surplus</b>	13	<b>975 105</b>	<b>645 267</b>
Investment revenue	15	141 239	257 960
<b>SURPLUS FOR THE YEAR</b>		<b>1 116 344</b>	<b>903 227</b>

# STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2021

	RETAINED INCOME (R)	TOTAL EQUITY (R)
<b>BALANCE AT 1 APRIL 2019</b>	<b>698 969</b>	<b>698 969</b>
Surplus for the year	903 227	903 227
<b>Total comprehensive income for the year</b>	<b>903 227</b>	<b>903 227</b>
<b>BALANCE AT 1 APRIL 2020</b>	<b>1 602 196</b>	<b>1 602 196</b>
Surplus for the year	1 116 344	1 116 344
<b>Total comprehensive income for the year</b>	<b>1 116 344</b>	<b>1 116 344</b>
<b>BALANCE AT 31 MARCH 2021</b>	<b>2 718 540</b>	<b>2 718 540</b>

# STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

## CASH FLOWS FROM OPERATING ACTIVITIES

Cash receipts from customers

Cash paid to suppliers and employees

Cash generated from/(used in) operations

Interest income

**Net cash from operating activities**

## CASH FLOWS FROM INVESTING ACTIVITIES

Purchase of property, plant and equipment

Purchase of deposit receivable

**Net cash from investing activities**

## TOTAL CASH MOVEMENT FOR THE YEAR

Cash at the beginning of the year

**TOTAL CASH AT END OF THE YEAR**

Note(s)	2021 (R)	2020 (R)
	24 250 236	18 659 107
	(17 323 177)	(18 978 423)
18	6 927 059	(319 316)
	141 239	257 960
	<b>7 068 298</b>	<b>(61 356)</b>
3	(35 830)	(515 299)
	-	(140 628)
	<b>(35 830)</b>	<b>(655 927)</b>
	<b>7 032 468</b>	<b>(717 283)</b>
	8 854 347	9 571 630
7	<b>15 886 815</b>	<b>8 854 347</b>

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021

## 1. BASIS OF PREPARATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The annual financial statements have been prepared on a going concern basis in accordance with the IFRS for SMEs and the Natural Scientific Professions Act (No. 27 of 2003) as amended (NSP Act). 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. Amounts 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 determine 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. An additional disclosure of these estimates of provisions is included in note 10 – Provisions.

## 1.2 PROPERTY, PLANT AND EQUIPMENT

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

#### RECOGNITION AND MEASUREMENT

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

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

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

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

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

#### SUBSEQUENT COSTS

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

#### DEPRECIATION

Items of property, plant and equipment are depreciated from the date they are available for use or in respect of

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

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

Depreciation is provided using the straight-line method to write-down the cost, less estimated residual value over the useful life of 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 after development has been completed.

## 1.4 FINANCIAL INSTRUMENTS

### INITIAL MEASUREMENT

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

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

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

### FINANCIAL INSTRUMENTS AT AMORTISED COST

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

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

### FINANCIAL INSTRUMENTS AT FAIR VALUE

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

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## Trade and other receivables

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

## Trade and other payables

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

## Cash and cash equivalents

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

## 1.5 LEASES

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

### OPERATING LEASES – LESSOR

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

- another systematic basis is representative of the time pattern of the benefit from the leased asset, even if the receipt of payments is not on that basis, or

- the payments are structured to increase in line with expected general inflation (based on published indexes or statistics) to compensate for the lessor's expected inflationary cost increases.

### OPERATING LEASES – LESSEE

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

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

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

## 1.6 IMPAIRMENT OF ASSETS

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

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

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in profit or loss.

## 1.7 EMPLOYEE BENEFITS

### SHORT-TERM EMPLOYEE BENEFITS

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as leave pay, 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.



# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 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, where 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 have been 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.

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 2. CHANGES IN ACCOUNTING POLICY

There have been no changes in accounting policies during the current financial year. The annual financial statements have been prepared in accordance with the IFRS for SMEs on a basis consistent with the prior year.

## 3. PROPERTY, PLANT AND EQUIPMENT

	2021 (R)			2020 (R)		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Furniture and fixtures	843 613	(724 195)	119 418	843 613	(667 356)	176 257
IT equipment	894 230	(849 760)	44 470	858 401	(833 152)	25 249
<b>Total</b>	<b>1 737 843</b>	<b>(1 573 955)</b>	<b>163 888</b>	<b>1 702 014</b>	<b>(1 500 508)</b>	<b>201 506</b>

### RECONCILIATION OF PROPERTY, PLANT AND EQUIPMENT – 2021

	Opening balance	Additions	Depreciation	Closing balance
Furniture and fixtures	176 257	-	(56 839)	119 418
IT equipment	25 249	35 830	(16 609)	44 470
	<b>201 506</b>	<b>35 830</b>	<b>(73 448)</b>	<b>163 888</b>

### RECONCILIATION OF PROPERTY, PLANT AND EQUIPMENT – 2020

	Opening balance	Additions	Depreciation	Closing balance
Furniture and fixtures	99 668	276 574	(199 985)	176 257
IT equipment	5 533	238 725	(219 009)	25 249
	<b>105 201</b>	<b>515 299</b>	<b>(418 994)</b>	<b>201 506</b>

A Fixed Asset Register is available for inspection at the registered office of the Council. The existing Fixed Asset Register will be reviewed by an independent service provider during the 2022 financial year to review detail lines and possible disposal and impairment adjustments required.

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

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 4. INTANGIBLE ASSETS

	2021 (R)			2020 (R)		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	853 300	(853 040)	260	853 300	(852 207)	1 093

### RECONCILIATION OF INTANGIBLE ASSETS – 2021

	Opening balance	Amortisation	Total
Computer software	1 093	(833)	260

### RECONCILIATION OF INTANGIBLE ASSETS – 2020

	Opening balance	Amortisation	Total
Computer software	99 940	(98 847)	1 093

## 5. TRADE AND OTHER RECEIVABLES

	2021 (R)	2020 (R)
Trade receivables	18 268 825	14 417 808
Provision for bad debts allowance	(3 735 389)	(1 958 262)
	<b>14 533 436</b>	<b>12 459 546</b>

Trade receivables with credit balances amounting to R919 463 (2020: R796 187) have been moved and reclassified under trade payables, refer to note 8.

### TRADE AND OTHER RECEIVABLES PLEDGED AS SECURITY

No trade and other receivables were pledged as security

### AGEING OF TRADE AND OTHER RECEIVABLES

0–30 days	343 309	233 359
31–60 days	10 923 050	10 132 856
61–90 days	7 924	6 941
91–120 days	9 104	(5 638)
120+ days	6 985 438	4 050 290
	<b>18 268 825</b>	<b>14 417 808</b>

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 6. DEPOSIT RECEIVABLE

Deposits on leases and other

2021 (R)	2020 (R)
204 499	204 499

## 7. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:

Cash on hand  
Bank balances  
Short-term deposits

2021 (R)	2020 (R)
22	49
1 258 930	1 844 107
14 627 863	7 010 191
<b>15 886 815</b>	<b>8 854 347</b>

Included in short-term deposits is an amount of R9 336 618 (2020: R3 403 793) received from the DSI for the DSI Project, refer to note 9.1.

## 8. TRADE AND OTHER PAYABLES

Trade payables  
Unallocated deposits  
VAT  
SAASTA Grant – 2019 National Science Week  
Accrued expenses  
Operating lease liability  
Year end accruals

2021 (R)	2020 (R)
1 193 179	1 035 817
318 817	398 739
2 139 508	1 698 869
-	22 882
827 734	490 504
-	14 451
115 526	-
<b>4 594 764</b>	<b>3 661 262</b>

### AGING OF DEBTORS WITH CREDIT BALANCES

0–30 days  
31–60 days  
61–90 days  
91–120 days

(45 254)	(52 831)
127 287	95 729
(38 814)	(17 064)
(23 370)	(41 398)
(939 312)	(780 623)
(919 463)	(796 187)

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

VAT is declared on a payment basis; therefore, the VAT liability will reduce as and when we receive payment for annual registration fees. Output VAT which was previously raised on the DSI Project Income in the 2020 and prior financial years was incorrectly accounted for. This is zero rated income and does not carry any output VAT element. This has therefore been reallocated from the VAT control account to DSI Project Income and the related VAT returns are currently being adjusted and resubmitted to SARS accordingly. Included in trade payables above are trade receivables with credit balances amounting to R919 463 (2020: R796 187), refer to note 5.

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 9. DEFERRED INCOME

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

	2021 (R)	2020 (R)
DSI Project funding	9 336 618	3 403 793
Fees invoiced in advance	13 303 273	12 240 843
Application fees received in advance	299 536	326 548
	<b>22 939 427</b>	<b>15 971 184</b>
<b>9.1 DSI PROJECT FUNDING</b>		
<p>The Minister of Higher Education, Science and Innovation agreed to fund SACNASP as part of the project funding agreement to assist SACNASP in executing its mandate of remaining relevant and aligned to the National Development Plan.</p> <p>The project extends over a three (3) year period (2019–2022) and SACNASP will receive a total amount of R14 946 813 over this period. The amount received to date is R9 000 000 (R4 000 000 first instalment and R5 000 000 second instalment). The third instalment of R5 235 563 is expected to be received in July 2021.</p> <p>The funds should be used exclusively for the projects or as per direction by the DSI and SACNASP agreement.</p> <p>The deferred income on the government grant is recognised in surplus or deficit on a systematic basis over the periods necessary to match the income with the related DSI Project costs that the grant is intended to compensate.</p> <p>Included in the 2017/18 DSI Project expenses is an amount of R85 800 relating to fruitless and wasteful website development expenditure incurred during that financial year. This expenditure is subject to a legal dispute and it is not certain whether SACNASP will recover this amount.</p> <p>A dispute is under way with Bonema Technologies (Pty) Ltd regarding a faulty facial recognition system which was capitalised under IT equipment purchased during the current financial year. Assistance is being received from RW Attorneys to ensure the dispute is finalised and no fruitless and wasteful expenditure is incurred.</p>		
<b>DSI PROJECT FUNDING</b>		
Opening balance	3 403 793	3 725 585
Deposit received	9 000 000	4 725 000
Interest received	185 685	360 161
DSI Project movement (refer to note 12)	(2 985 859)	(5 017 274)
VAT	(267 001)	(389 679)
	<b>9 336 618</b>	<b>3 403 793</b>

Included in the above balance is an amount of R1 456 409 (2020: R1 431 566) which is committed for existing and ongoing projects, refer to note 21.

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 9.2 FEES INVOICED IN ADVANCE

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

## 10. PROVISIONS

### RECONCILIATION OF PROVISIONS – 2021

	Opening balance	Additions	Utilised during the year	Total
Provisions for employee benefits	349 366	137 389	-	486 755
Other provisions	136 983	-	(87 571)	49 412
	<b>486 349</b>	<b>137 389</b>	<b>(87 571)</b>	<b>536 167</b>

### RECONCILIATION OF PROVISIONS – 2020

	Opening balance	Additions	Utilised during the year	Total
Provisions for employee benefits	458 433	-	(109 067)	349 366
Other provisions	49 412	87 571	-	136 983
	<b>507 845</b>	<b>87 571</b>	<b>(109 067)</b>	<b>486 349</b>

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.

The 2020 addition to other provisions is made up of an increase in the CEO salary for the 2019/20 year amounting to R84 396 and a team building exercise amounting to R3 175.

The 2021 total for other provisions is made up of an increase in honoraria as per National Treasury rates amounting to R49 412.



# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 11. REVENUE

	2021 (R)	2020 (R)
Annual fees	12 240 843	11 249 820
Application fees	1 770 019	1 520 642
Critical skills fees	273 391	244 344
Upgrading fees	266 356	221 939
Reinstating fees	417 591	355 323
Qualification fees	405 714	370 723
CPD validation	97 500	196 000
Fees written off recovered	68 561	182 159
	<b>15 539 975</b>	<b>14 340 950</b>

## 12. OTHER INCOME

	2021 (R)	2020 (R)
SAASTA Grant – 2019 National Science Week	-	10 875
DSI Project Income (Refer to note 9.1)	3 252 860	5 406 954
	<b>3 252 860</b>	<b>5 417 829</b>

Income for the DSI Project is only recognised in the statement of comprehensive income when performance conditions are met.

## 13. OPERATING SURPLUS

	2021 (R)	2020 (R)
Operating surplus for the year is stated after accounting for the following:		
Lease rentals on operating lease		
- Contractual amounts	1 225 231	428 767
Amortisation on intangible assets	833	98 846
Auditor's remuneration	116 352	125 436
Bad debts	1 868 929	2 090 312
Council travel	119	167 559
Depreciation on property, plant and equipment	73 448	418 992
DSI Project: Continuing Professional Development Programme	1 618 773	2 072 798
DSI Project: Development of Candidate Mentoring Phase	419 220	1 287 299
DSI Project: Information Technology Platform	830 521	1 258 093
DSI Project: Regulations	84 677	-
Employee costs	8 900 146	8 508 949

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 14. DEPRECIATION, AMORTISATION AND IMPAIRMENTS

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

### DEPRECIATION

Property, plant and equipment

### AMORTISATION

Intangible assets

### TOTAL DEPRECIATION, AMORTISATION AND IMPAIRMENTS

Depreciation

Amortisation

2021 (R)	2020 (R)
73 448	418 992
833	98 846
73 448	418 992
833	98 846
<b>74 281</b>	<b>517 838</b>

## 15. INVESTMENT REVENUE

### INTEREST REVENUE

Interest income

Bank

2021 (R)	2020 (R)
131 987	251 618
9 252	6 342
<b>141 239</b>	<b>257 960</b>

## 16. TAXATION

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

## 17. OPERATING LEASE

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

### FUTURE MINIMUM LEASE PAYMENTS

- Within one year

- In second to fifth year

2021 (R)	2020 (R)
1 150 035	1 163 361
107 867	1 146 705
<b>1 257 902</b>	<b>2 310 066</b>

Two-year operating leases relate to offices ending in July 2020. It was decided not to renew an 18-month lease due to the current economic circumstances. Council then entered into a month-to-month agreement which is currently still in place.

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 18. CASH GENERATED FROM/(USED IN) OPERATIONS

	2021 (R)	2020 (R)
Profit before taxation	1 116 344	903 227
<b>ADJUSTMENTS FOR:</b>		
Depreciation and amortisation	74 281	517 838
Interest received	(141 239)	(257 960)
Movements in provisions	49 818	(21 496)
<b>CHANGES IN WORKING CAPITAL:</b>		
Trade and other receivables	(2 073 890)	(1 840 116)
Trade and other payables	933 502	(199 169)
Deferred income	6 968 243	578 360
	<b>6 927 059</b>	<b>(319 316)</b>

## 19. RELATED PARTIES

### RELATIONSHIPS

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

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

	2021 (R)	2020 (R)
<b>RELATED PARTY BALANCES</b>		
<b>Amounts included in deferred income regarding related parties</b>		
Department of Science and Innovation	9 336 618	3 403 793
<b>Amounts included in trade and other payables regarding related parties</b>		
South African Agency for Science and Technology Advancement (SAASTA)	-	22 882
<b>Non-exchange revenue</b>		
Environmental Assessment Practitioners Association of South Africa (EAPASA)	11 299	-

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

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

### RELATED PARTY BALANCES

#### Honoraria fees

	2021 (R)	2020 (R)
Dr GE Botha <i>Pr.Sci.Nat.</i>	182 913	181 059
Prof KA Nephawe <i>Pr.Sci.Nat.</i>	143 412	134 582
Prof RM Crewe <i>Pr.Sci.Nat.</i>	60 610	32 619
Prof JS Galpin <i>Pr.Sci.Nat.</i>	6 327	20 589
Dr PT Govender <i>Pr.Sci.Nat.</i>	130 739	80 884
Dr W Ngoma	34 257	25 821
Ms TN Mashanda CA(SA) RA	9 481	20 362
Mr NL Baartjes <i>Pr.Sci.Nat.</i>	21 090	15 000
Prof GJ Bredenkamp <i>Pr.Sci.Nat.</i>	8 436	2 109
Dr R Coetzer <i>Pr.Sci.Nat.</i>	17 496	9 921
Prof I Gledhill <i>Pr.Sci.Nat.</i>	23 199	14 139
Prof M Gulumian <i>Pr.Sci.Nat.</i>	31 635	17 109
Mr KD Musetsho <i>Pr.Sci.Nat.</i>	61 161	41 406
Dr SE Terblanche <i>Pr.Sci.Nat.</i>	25 308	21 951
Dr J van Heerden <i>Pr.Sci.Nat.</i>	23 199	17 346
Ms MP Masemola CA(SA)	37 411	19 547
Prof BK Reilly <i>Pr.Sci.Nat.</i>	41 629	26 618
Non-Council Members	236 620	138 432
	<b>1 094 923</b>	<b>819 494</b>

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

Council Members	11 250	25 500
Non-Council Members	65 250	84 000
	<b>76 500</b>	<b>109 500</b>

### EVALUATION FEES

Council Members	42 700	17 900
Non-Council Members	35 650	41 150
	<b>78 350</b>	<b>59 050</b>

# ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

## 20. KEY PERSONNEL EMOLUMENTS

### EXECUTIVE

#### 2021

	Emoluments	Disability insurance and retirement contributions	Total
Dr P Rampersadh <i>Pr.Sci.Nat.</i>	1 324 571	45 052	1 369 623

#### 2020

	Emoluments	Disability insurance and retirement contributions	Total
Dr P Rampersadh <i>Pr.Sci.Nat.</i>	1 189 042	46 597	1 235 639

## 21. COMMITMENTS

	2021 (R)	2020 (R)
DSI Project: Continuing Professional Development Programme	210 284	752 297
DSI Project: Development of Candidate Mentoring Phase	432 500	480 000
DSI Project: Information Technology Platform	813 625	77 889
DSI Project: Regulations	-	121 380
	<b>1 456 409</b>	<b>1 431 566</b>

# DETAILED INCOME STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

	Note(s)	2021 (R)	2020 (R)
<b>REVENUE</b>			
DSI Project Income	11	15 539 975	14 340 950
SAASTA Grant – 2019 National Science Week	12	3 252 860	5 406 954
Interest income	12	-	10 875
	15	141 239	257 960
<b>Total revenue</b>		<b>18 934 074</b>	<b>20 016 739</b>
<b>OPERATING EXPENSES</b>			
Accounting fees and consulting		2 500	-
Advertising		115 092	135 913
Auditor's remuneration		116 352	125 436
Bad debts		1 868 929	2 090 312
Bank charges		313 361	216 009
Catering and meetings		5 558	97 316
Cleaning		567	10 423
Computer expenses		135 276	139 678
Consumables		-	70 555
Corporate social responsibility		-	5 000
Council travel		119	167 559
DSI Project: Continuing Professional Development Programme		1 618 773	2 072 798
DSI Project: Development of Candidate Mentoring Phase		419 220	1 287 299
DSI Project: Information Technology Platform		830 521	1 258 093
DSI Project: Regulations		84 677	-
Depreciation, amortisation and impairments		74 281	517 838
Employee costs		8 900 146	8 508 949
Fines and penalties		3 174	12 681
COVID-19 related expenditure		76 088	-
Honoraria		1 249 773	988 044
HR services		74 505	80 265
Insurance		72 401	34 176
Lease rentals on operating lease		1 225 231	428 767
Legal and professional conduct related expenses		117 867	160 668
Office expenses		22 579	35 288
Postage		-	14 339
Printing and stationery		55 329	154 645
Promotions		-	10 875
Registration related expenses		-	2 673
Repairs and maintenance		4 609	55 417
Subscriptions		35 440	34 033



## DETAILED INCOME STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)

Note(s)	2021 (R)	2020 (R)
Telephone and fax	38 430	64 539
Training	75 726	183 775
Transport and freight	(887)	150 149
Professional conduct expenses	282 093	-
<b>Total operating expenses</b>	<b>17 817 730</b>	<b>19 113 512</b>
<b>Surplus for the year</b>	<b>1 116 344</b>	<b>903 227</b>

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

## NOTES

[illegible]

## NOTES

[illegible]





**SUITE L4 AND U13, ENTERPRISE BUILDING**

**THE INNOVATION HUB**

**PRETORIA**

**0087**

**TEL: +27 12 748 6500**

**RP256/2021 | ISBN: 978-0-621-49696-3**

**[WWW.SACNASP.ORG.ZA](http://WWW.SACNASP.ORG.ZA)**