



# Annual Report 2019/20



science & innovation  
Department  
Science and Innovation  
REPUBLIC OF SOUTH AFRICA



# CONTENTS

<b>PART A: GENERAL INFORMATION</b>	<b>2</b>
1 Contact information	3
2 List of abbreviations	4
3 Foreword by the Chairperson	6
4 Chief Executive Officer's Report	9
5 Statement of responsibility and confirmation of the accuracy of the Annual Report	11
6 Strategic overview	12
7 Legislative and other mandates	13
7.1 Executive mandate	13
7.2 Legislative mandate	13
7.3 Policy mandate	13
7.4 Institutional policies and strategies over the five-year planning period	16
7.5 Resolving conflicting interpretations of legislation	16
8 Organisational structure	17
8.1 SACNASP Council	18
8.2 SACNASP Staff	19
<b>PART B: PERFORMANCE INFORMATION</b>	<b>20</b>
9 Situational analysis	21
9.1 Service delivery environment	21
9.2 Organisational environment	21
9.3 Key policy developments and legislative changes	21
9.4 Strategic goals and objectives 2017 – 2022	21
10 Performance information	26
10.1 Operations Department report	26
10.2 Registration Department report	27
10.3 Finance Department report	28
10.4 Marketing and stakeholder report	28
<b>PART C: GOVERNANCE</b>	<b>32</b>
11 SACNASP Council Report	33
12 Strategic Projects Committee report	36
13 Professional Conduct Committee report	38
14 Human Resources and Remuneration Committee report	40
15 Registration Committee and QAC report	43
<b>PART D: FINANCIAL INFORMATION</b>	<b>46</b>
16 General Information	47
17 Council Members' Responsibilities and Approval	48
18 Audit and Risk Committee report	49
19 Independent Auditor's Report	50
20 Council Members' Report	52
21 Statement of Financial Position	54
22 Statement of Comprehensive Income	55
23 Statement of Changes in Equity	56
24 Statement of Cash Flows	57
25 Accounting Policies	58
26 Notes to the Annual Financial Statements	63
27 Detailed Income Statement	73





PART A  
**GENERAL  
INFORMATION**

# 1. CONTACT INFORMATION

**REGISTERED NAME** South African Council for Natural Scientific Professions (SACNASP)

---

**PHYSICAL ADDRESS** Suite L4, 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](http://www.sacnasp.org.za)

---

**EXTERNAL AUDITOR** Morar Incorporated

---

**BANK** Nedbank Limited

---

**COUNCIL SECRETARY** Ms D Fisher

## 2. LIST OF ABBREVIATIONS

<b>A&amp;RCo</b>	Audit and Risk Committee
<b>ASSAf</b>	Academy of Science South Africa
<b>CCMA</b>	Commission for Conciliation, Mediation and Arbitration
<b>CEO</b>	Chief Executive Officer
<b>CHE</b>	Council for Higher Education
<b>CMP</b>	Candidate Mentor Programme
<b>CPD</b>	Continuing Professional Development
<b>CSIR</b>	Council for Scientific and Industrial Research
<b>CSRC</b>	Critical Skills Committee
<b>ECSA</b>	Engineering Council of South Africa
<b>DALRRD</b>	Department of Agriculture, Land Reform and Rural Development
<b>DEFF</b>	Department of Environment, Forestry and Fisheries
<b>DHA</b>	Department of Home Affairs
<b>DHET</b>	Department of Higher Education and Training
<b>DPW</b>	Department of Public Works
<b>dti</b>	Department of Trade and Industry
<b>DSI</b>	Department of Science and Innovation
<b>DWS</b>	Department of Water and Sanitation
<b>EISED</b>	Economic Sector, Employment and Infrastructure Development
<b>ExCo</b>	Executive Committee
<b>GDARD</b>	Gauteng Department of Agriculture and Rural Development
<b>HPCSA</b>	Health Professions Council of South Africa
<b>HR&amp;RemCo</b>	Human Resources and Remuneration Committee
<b>HSRC</b>	Human Sciences Research Council
<b>HEI</b>	Higher Education Institution
<b>HEQC</b>	Higher Education Quality Council
<b>IT</b>	Information Technology
<b>MoU</b>	Memorandum of Understanding
<b>NACI</b>	National Advisory Council on Innovation
<b>NDP</b>	National Development Plan

<b>NGP</b>	New Growth Path
<b>NHBRC</b>	National Home Builders Registration Council
<b>NRF</b>	National Research Foundation
<b>NRLD</b>	National Learner Records Database
<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>PESTLE</b>	Political Economic Social Technological and Environmental Analysis
<b>QAC</b>	Qualifications Assessment Committee
<b>QCTO</b>	Quality Council for Trades and Occupations
<b>RCo</b>	Registration Committee
<b>SAASTA</b>	South African Agency for Science and Technology Advancement
<b>SABSPlat</b>	South African Basic Sciences Platform
<b>SACNASP</b>	South African Council for Natural Scientific Professions
<b>SANAS</b>	South African National Accreditation System
<b>SANSA</b>	South African National Space Agency
<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>SEIAS</b>	Socio-Economic Impact Assessment System
<b>SFSA</b>	Science Forum South Africa
<b>SPC</b>	Strategic Projects Committee
<b>SO-OG</b>	Strategic Outcome-Orientated Goals
<b>STI</b>	Science, Technology and Innovation
<b>VAs</b>	Voluntary Associations



### 3. FOREWORD BY THE CHAIRPERSON

**DR GERDA BOTHA** *Pr.Sci.Nat*

It is a privilege to present SACNASP's Annual Report to you – the 2019/2020 financial year was another exciting year for the Council. We attribute this to the dedication of our office bearers, stakeholders and to government's commitment to ensure the growth of the organisation.

During the period under review, SACNASP processed more than 1 595 new applications and the total number of scientists registered on the SACNASP database now stands at 12 794.

The upgraded website went live on 1 April 2019 and this has significantly improved and streamlined the registration process, financial administration and downloading of certificates. SACNASP has also established a networking portal where scientists can share information about consulting services and employment opportunities.

The promotion of lifelong learning and transformation in the natural science sector is a priority.

The Continuing Professional Development (CPD) website is operational and has accredited over 1200 events since its inception. A total of 247 stakeholders are registered on the SACNASP's CPD service provider website.

For younger scientists, there has been significant progress towards the implementation of the Candidate Mentoring Phase (CMP) programme at SACNASP. Participating Voluntary Associations (VAs) are implementing programmes that will be jointly monitored. The enrolment of students from Higher Education Institutes is also ongoing and gaining momentum.

SACNASP is striving to sponsor the top achieving natural scientist student at each of the Higher Education Institutes in the country – this accolade is awarded at the graduation

ceremony. Furthermore, SACNASP, in conjunction with SAASTA, hosted science engagement initiatives at schools during National Science Week in Gauteng Province.

One of the key roles of SACNASP is to inform government policy on the role of natural science professions in South Africa. Some of these engagements included input on: the Department of Science and Innovation's Decadal Plan and the Department of Agriculture, Land Reform and Rural Development's (DALRRD) Draft National Policy on Comprehensive Producer Development Support. SACNASP also participated in the Water and Sanitation Sector Leadership Group Skills Task Team and contributed to the line Ministry on the list of skills in high demand in South Africa. The National Treasury has identified SACNASP – together with other selected organisations and statutory councils – as having the knowledge, skills and expertise to be part of the steering committee that will assist with strategic guidance and support towards the implementation of the Infrastructure Skills Development Grant (ISDG). SACNASP participated in stakeholder engagements on the White Paper for Science Technology and Innovation.

A report, compiled in conjunction with the Human Sciences Research Council (HSRC), entitled "Tracking of Employed, Unemployed and Underemployed Natural Science Graduates", was commissioned. This will be completed in the 2020/2021 financial year.

Furthermore, in terms of addressing challenges in natural science, the National Home Builders Registration Council (NHBRC) approached SACNASP to assist with identifying Level 4 (L4) Geo-Professionals as recognised in SANS 1936. After a rigorous evaluation, SACNASP identified competent L4 professionals.





*"The promotion of lifelong learning and transformation in the natural science sector is a priority."*



The focus of the Professional Conduct Committee (PCC) is to promote adherence to ethical standards by the natural scientific workforce. It has addressed complaints raised and, where necessary, appointed investigation committees to ensure that it addressed complaints fairly and concluded them in line with our governance mandate. SACNASP has also implemented a whistle-blowing hotline service as per the need identified.

SACNASP was actively involved in public dialogues to promote professional registration, dissemination of knowledge and enable collaboration within the natural science sector.

SACNASP hosted the first Voluntary Association (VA) Chairpersons Biennial Meeting, where issues relevant to the VAs were discussed. SACNASP also hosted the National Biological Science Forum discussion; establishing itself as a key stakeholder in enabling science in South Africa.

The Department of Science and Innovation (DSI), in conjunction with the Innovation Bridge, hosted the fifth Science Forum South Africa (IBSFSA2019), on 4-6 December 2019 in Pretoria.

At this forum, SACNASP hosted the panel discussion "Science and Technology Opportunities in the Private and Public Sector: Implications of the 4IR for Natural Scientists," which was well received by all who attended.

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

- Engaging with the newly established Environmental Assessment Practitioners Association of South Africa (EAPASA);
- Interacting with the South African Agency for Science and Technology Advancement (SAASTA) in relation to the appointment of regional judges for the Eskom Expo for Young Scientists;
- Supporting nine VA events during the financial year;
- Holding multiple engagements with the South African Qualifications Authority (SAQA) and the VAs in relation to issuing professional titles;
- Supporting and contributing to the Quality Council for Trades and Occupations (QCTO) on the development of a new natural science occupation for SA; and
- Engaging with the editor of the SA Journal of Science, to explore the potential of co-authoring opinion papers.

SACNASP and the chairpersons and CEOs of other DSI entities were invited to engage with the Minister of Higher Education, Science and Technology, the Hon. Dr Minister Blade Nzimande MP. SACNASP also engaged with the Presidential Task Team on the Fourth Industrial Revolution (4IR) to assess where and how natural scientists can be involved.

While attending the budget vote in Cape Town, SACNASP was invited to meet with Director-General (DG) Jean-Eric Piquet of the European Commission's (EU) Directorate General: Research and Innovation (RTD). The recommendation of critical skills visas from peers in the natural science profession was part of the dialogue to foster international science collaboration.

The Council's CEO attended training in science diplomacy, hosted by the Academy of Science of South Africa (ASSAf), which will be beneficial when the Council attend international stakeholder events with the DSI.

The Council completed the review phase of the input process into the Amendment Bill to the Natural Scientific Professions Act (No. 27 of 2003) and submitted this to the DSI. This entailed engaging with the State Attorney and the Socio-Economic Impact Assessment Cluster to propose comments on the Bill. The amendment will greatly assist the Council to be more effective in enabling and regulating natural science in South Africa.

The Minister of Higher Education, Science and Innovation, The Hon Dr BE Nzimande, MP approved SACNASP's 2020-2025 Strategic Plan and the 2020/2021 Annual Performance Plan in March 2020. The focus of this new Strategic Plan is a greater emphasis on the enabling factor. SACNASP has identified the following five strategic objectives to promote the strategic outlook of the Council:

**1) To proactively advise government and relevant stakeholders on the contributions and role of the Natural Scientific Professions in South Africa**

The focus areas here will be on tracking unemployed natural science graduates to gain insight into areas where the state can intervene. Other areas that need attention include the impact of big data, the 4IR and the COVID-19 pandemic on natural science in South Africa. It is also crucial that SACNASP investigates the greater involvement of natural scientists in the district development model and advises key stakeholders accordingly.

**2) To enforce high professional and ethical standards for the natural scientific workforce**

SACNASP needs to ensure that it has an effective system to register and regulate natural science professionals in all sectors of the economy including State-Owned Enterprises (SOEs).

This will enhance SACNASP's mandate regarding its regulatory function, limit corruption, improve accountability and ethical practice, and better protect the public.

**3) To promote the natural science professions and science engagement in South Africa**

It is crucial for SACNASP to focus on public and industry awareness campaigns and the active

involvement of natural scientists and their VAs in order to offer specialist advice to district municipalities and local communities.

**4) To promote the professional development and transformation of the natural science sector in South Africa**

SACNASP will achieve this strategic objective by creating an environment for the lifelong learning of professionals. It will also emphasise transforming the natural science sector to increase the participation of designated groups and contribute to education qualifications and learning pathways for natural scientists.

**5) To foster a culture of good corporate governance**

SACNASP will ensure compliance with legislative and policy frameworks by developing and implementing robust systems, identifying and managing all risks and internal controls, and offering training/awareness events for VAs and scientist in this area.

This five-year strategic plan embodies the Council's vision, as it is more of an enabler to the natural sciences in the country. Moreover, it will make a greater contribution to the development of South Africa in support of National Priorities and the National Development Plan (NDP) vision.

In conclusion, SACNASP would like to thank the Honourable Minister of Higher Education, Science and Innovation and the Deputy Minister as well as their officials at the DSI for their guidance.

I would also like to thank those that assisted the Council in achieving its success this year.

This includes the members of Council, members of committees, the CEO and staff of SACNASP, the VAs as well as registered scientists and various stakeholders.

SACNASP looks forward to achieving its objectives in the 2020/2021 financial year and again entrenching some of the successes of the previous financial year.

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



## 4. CHIEF EXECUTIVE OFFICER'S REPORT

DR PRADISH RAMPERSADH *Pr.Sci.Nat*

The South African Council for Natural Scientific Professions (SACNASP) is the registration and regulation authority for natural scientists in South Africa. In terms of this mandate, it serves to protect the public and the profession.

The Council also focuses on enabling and advising the sector to assist in its development. In the next few years, the Council will focus on the following areas:

- Reports on key areas of national intervention, e.g. tracking of unemployed of natural science graduates;
- The impact of big data and 4IR on natural science in South Africa;
- The enhanced involvement of natural scientists in the district development model;
- Public awareness campaigns and the active involvement of natural scientists and their VAs to offer specialist advice to district municipalities and local communities;
- Creating an environment for lifelong learning of professionals to ensure that they are always at the cutting edge of science in order optimally to serve the country;
- Contributing to educational qualifications and learning pathways for natural scientists; and
- Placing a greater focus on the transformation of the natural science sector to increase the participation of designated groups.

These areas will be phased in over a few years and SACNASP is hoping to engage the Department of Science and Innovation, VAs and other entities within the DSI family to collaborate on some of the above initiatives.

In terms of registering natural scientists, SACNASP is facing some challenges – primarily caused by the economic environment – which has resulted in fewer registrations than previous years.

SACNASP has tried to mitigate this situation by allowing for online payment and the download of registration certificates, reducing the fees for candidate natural scientists, and introducing a relaxed payment system where scientists can pay their fees in instalments. SACNASP has increased its marketing to reach non-registered scientists in industry, Government and academia.

The Council has also embarked on a programme to enrol students at SACNASP, which will create a pipeline to registered scientists.

SACNASP has seen continuing growth of registrations in three main areas:

- Sectors that enforce registration, for instance agriculture, animal and water sciences;
- Sectors with peer recognitions, for instance geology and earth sciences; and
- Consultants that advise Government and industry, for instance environmental science.

There are fewer registrations from sectors such as academia and companies where registration is not enforced. SACNASP has engaged with the Department of Trade and Industry for guidance to assess and address legislation and policies to ensure the inclusion of professional registration.

Since regulation is crucial to the SACNASP mandate, the Council revised its Code of Conduct (available on the SACNASP website) during this period. This has tightened

the standards that apply to scientists working in South Africa. With an increasing awareness of SACNASP, it is likely the Professional Conduct Committee will need to handle a greater number of professional conduct matters. During the 2019/2020 financial year, the Council reviewed and approved several professional conduct-related policies. It also established a governance unit and appointed a Head of Governance. SACNASP aims to appoint a legal professional in this department to assist with cases that are more complicated.

Financially, the Council experienced another positive year in realising a small budget surplus.

This was due to prudent budgeting and strict financial control. This is also because SACNASP has financial policies in place and adheres strictly to policies and supply chain management rules.

The Council's key expenditure areas are expenses related to registration, regulation and outreach activities, whereas it derives income from application and registration fees. In terms of income, it can, however, be noted that the economic downturn in the past period has resulted in some job losses among the scientific community. SACNASP has also experienced this slump in terms of registered scientists struggling to meet their annual obligation to pay registration fees.

The non-payment of annual fees is a concern that SACNASP needs to address, since registration fees are its principal income source. In terms of bad debts, SACNASP started the process of writing off the debts of registered scientists who had failed to pay their annual fees and removing them from the database. This was necessary to ensure that SACNASP has a current database of registered scientists.

SACNASP received substantial assistance from the DSI with project-related grants and the allocation of an additional R14 946 813 of funding over the next three years. These funds have greatly assisted SACNASP in enhancing its mandate and enabling the natural sciences.

Among its other activities, SACNASP will utilise these funds to:

- Promote CPD;
- Maintain and support information technology (IT);
- Implement a CMP programme for young graduates; and

- Establish and implement the regulatory framework of the Natural Scientific Professions Act (No. 27 of 2003) as amended (NSP Act).

The Council will engage with the DSI for further assistance in future to ensure it meets all its objectives, as detailed in the 2020-2025 Strategic Plan, and makes a greater contribution to natural science in South Africa.

From a human resources perspective, SACNASP prides itself on being a transformed organisation.

Twenty two of the twenty five staff members at SACNASP are female and the majority of staff is from historically disadvantaged backgrounds. SACNASP has not experienced any turnaround of staff in the financial year and this has assisted in terms of delivery. However, the Council needs to bolster its staff complement with key skills in registration, information technology, regulation and marketing to realise its mandate and aspirations fully, as detailed in the 2020-2025 Strategic Plan. Attracting and retaining skilled personnel remain a challenge for SACNASP.

It is clear that due to the Coronavirus (COVID-19) pandemic, the work of scientists will change. The development of a "new normal" will affect not only the natural science community and how it practises science but also the operations of SACNASP. While this pandemic will have a negative effect on all, SACNASP believes that the natural science community will emerge stronger and more united.

SACNASP would like to thank all those that assisted the Council in achieving its success this year. These include the Minister of Higher Education, Science and Innovation, the Hon. Dr Blade Nzimande MP, the Deputy Minister The Hon. Mr Buti Manamela MP, the Director General Dr Phil Mjwara, the Chairperson and members of the Council, the Staff of SACNASP, the line department (DSI), as well as our VAs and registered scientists. SACNASP looks forward to achieving its objectives in the 2020/21 financial year.



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



“

*Financially, the Council experienced another positive year in realising a small budget surplus.*

”

## 5. STATEMENT OF RESPONSIBILITY

### 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 D) 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.

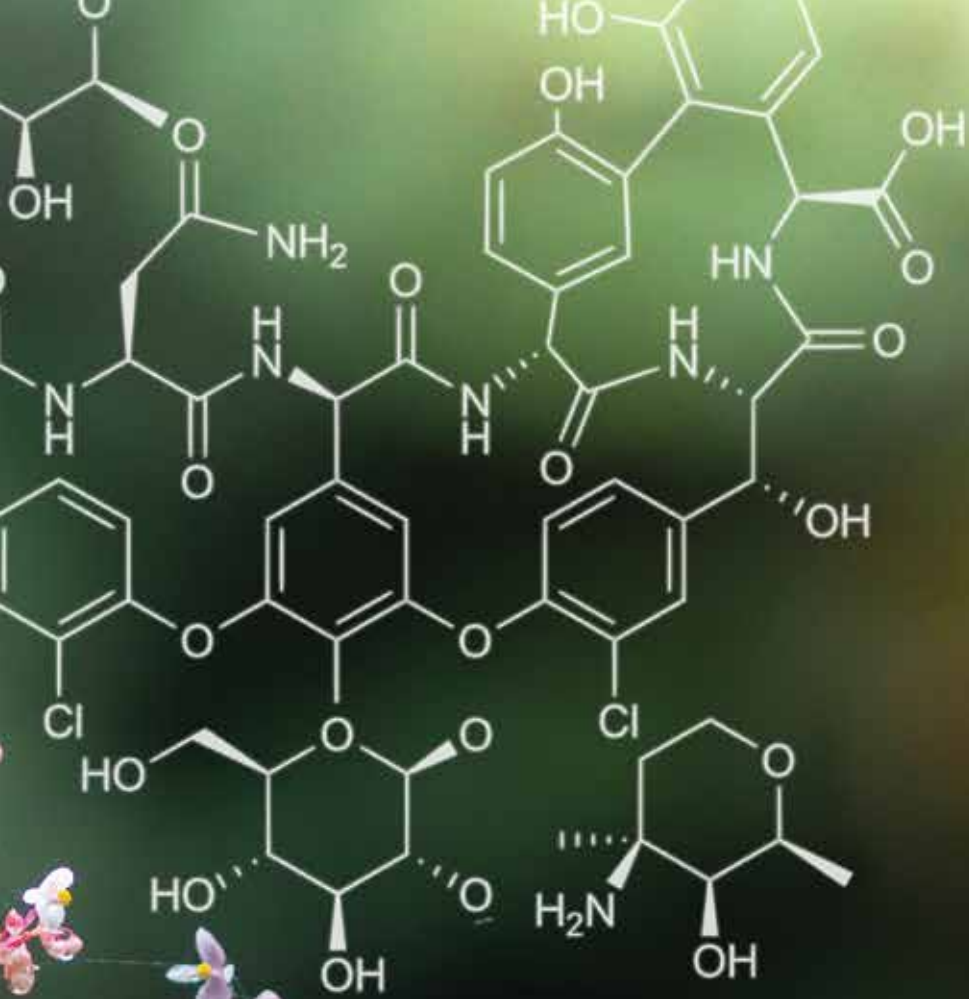
The accounting authority is responsible for establishing and implementing a system of internal control designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements.

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 2020.

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

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



## 6. STRATEGIC OVERVIEW

### 6.1 VISION

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

### 6.2 MISSION

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

### 6.3 VALUES

The Council will be guided by the values of independence, non-discrimination, diversity, honesty, integrity, respect, non-partisanship, innovation, diligence, responsiveness and collaboration.

Driven by these values, SACNASP will constructively contribute to the formation of a robust and productive science knowledge economy.

## 7. LEGISLATIVE AND OTHER MANDATES

### 7.1 EXECUTIVE MANDATE

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

### 7.2 LEGISLATIVE MANDATE

The 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 Science and Innovation (now 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);
- An investigation be conducted regarding any complaint, charge or allegation of unprofessional conduct against a person registered with SACNASP be instituted (Section 29); and
- Council may caution, impose a fine, suspend/cancel registration or publish the finding and penalty or sentence imposed in any manner it considers fit (Sections 33).

### 7.3 POLICY MANDATE

#### NATIONAL

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 development body for natural scientists,

SACNASP believes that science and technology is a conduit for the State to achieve its growth and development objectives. Based on the above, 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 Government’s Vision 2030 and the Science and Technology Objectives outlined in the National Development Plan (NDP) and the National Growth Path (NGP):

- A focus on education is crucial for a developing society and the NDP aims to increase enrolment at universities by at least 70% by 2030; that is, by approximately 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 potentially contribute significantly to increasing South Africa’s innovation performance. SACNASP has successfully embarked on a programme for the enrolment of students from Higher Educational Institutions (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 can play a pivotal role in this proposal by guiding the Government on areas where investment should be made. Such councils can contribute to “strengthening the co-ordination between departments, as well as the private and non-profit sectors,” which is a further requirement 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 is currently establishing a Candidate Mentoring Phase (CMP). Furthermore, it has completed Continuing Professional Development (CPD) programmes to ensure that less experienced candidates are ready for professional registration and, that once registered, scientists maintain and develop their skills levels via the CPD programme.
- The NDP has identified agriculture as a significant sector for the creation of jobs, and an area with the potential for economic activity in rural areas. SACNASP has collaborated with the Department of Agriculture, Land Reform and Rural Development to register and regulate Extension Officers that assist farmers with scientific advice.
- The 2019 White Paper on Science, Technology and Innovation, adopted and published in March 2019, provides long-term direction for South Africa in terms of:
  - o Promoting the growing role of Science, Technology and Innovation in a more prosperous and inclusive society;
  - o Making the economy more competitive;
  - o Improving the daily lives of South Africans; and
  - o Identifying benefits and threats related to global trends.
- The National Priorities as documented in the Medium Term Strategic Framework (MTSF) are key inputs that guide SACNASP’s direction, namely:
  - o A Capable, Ethical and Developmental State;
  - o Economic Transformation and Job Creation;
  - o Education, Skills and Health;
  - o Consolidating the Social Wage through Reliable and Basic Services;
  - o Spatial Development, Human Settlement and Local Government;
  - o Social Cohesion, Safer Communities; and
  - o 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:
  - o Contribute to human capital development;
  - o Produce new knowledge;
  - o Develop priority science areas; and
  - o Promote science engagement.
- In the long term, SACNASP could also contribute to the natural science space in the following areas:
  - o 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;
  - o 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;
  - o Science, technology and innovation – promote the use of science and technology to drive sustainable social and economic development amid the 4IR.
- Within the context of the above, the Council has decided to embrace the concept of disruptive thinking and it will not be business as usual at SACNASP. As indicated by the DSI, some of the important areas include:
  - o Data analytics;
  - o Prudent use of resources due to expected budget cuts;



- o The transformation indicators;
  - o Alignment and collaborations between entities and HEIs;
  - o Science and technology in relation to the Southern African Development Community (SADC) and Africa;
  - o Economic focus and industrialisation, including 4IR;
  - o The district development model;
  - o Greater co-ordination on initiatives in the post-school sector; and
  - o Greater emphasis on designated groups.
- 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 states, “Scientists who participate in science engagement activities will be awarded CPD points by SACNASP.” SACNASP has an operational CPD programme, which is constantly evolving.
  - SACNASP believes it can contribute to the four 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 VAs allows SACNASP to gain insight into the above-mentioned elements so it can guide the government as required. 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 can create a platform to allow input from registered scientists into the National System of Innovation and the Grand Challenges it has identified. This also applies to the 2002 National Research and Development Strategy, which 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 published in 2014 stated that science, technology and innovation knowledge workers in South Africa were affiliated to numerous professional bodies.
- These bodies (including SACNASP), would be encouraged to contribute to the framework by creating incentives for their members or registered scientists to effectively communicate their work to the broader society.
- The framework focuses mostly on communication and engagement; 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. It can be noted that one of the goals of the African Union (AU) 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 (STISA 2024), which the African Heads of State adopted in 2014, responds to the demand for Science, Technology and Innovation (STI) to play a role in critical sectors such as agriculture, energy, environment, health, infrastructure, mining, security and water.

## INTERNATIONAL GOALS

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.

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

### REGISTRATION OF ENVIRONMENTAL ASSESSMENT PRACTITIONERS (EAPS)

Section 24H of the National Environmental Management Act (No. 107 of 1998) as amended, states that anyone practising as an Environmental Assessment Practitioner (EAP) and conducting environmental impact assessments should be registered with the Environmental Assessment Practitioners Association of South Africa (EAPASA). However, when the Minister of Environmental Affairs gazetted the S24H Regulations, she granted a two-year window period for all practitioners to register with EAPASA. Environmental Impact Assessments (EIAs) also fall within the scope of environmental sciences, which is a field of practice at SACNASP. Any natural scientist that conducts any specialist work in support of such EIAs must be a registered scientist with SACNASP.

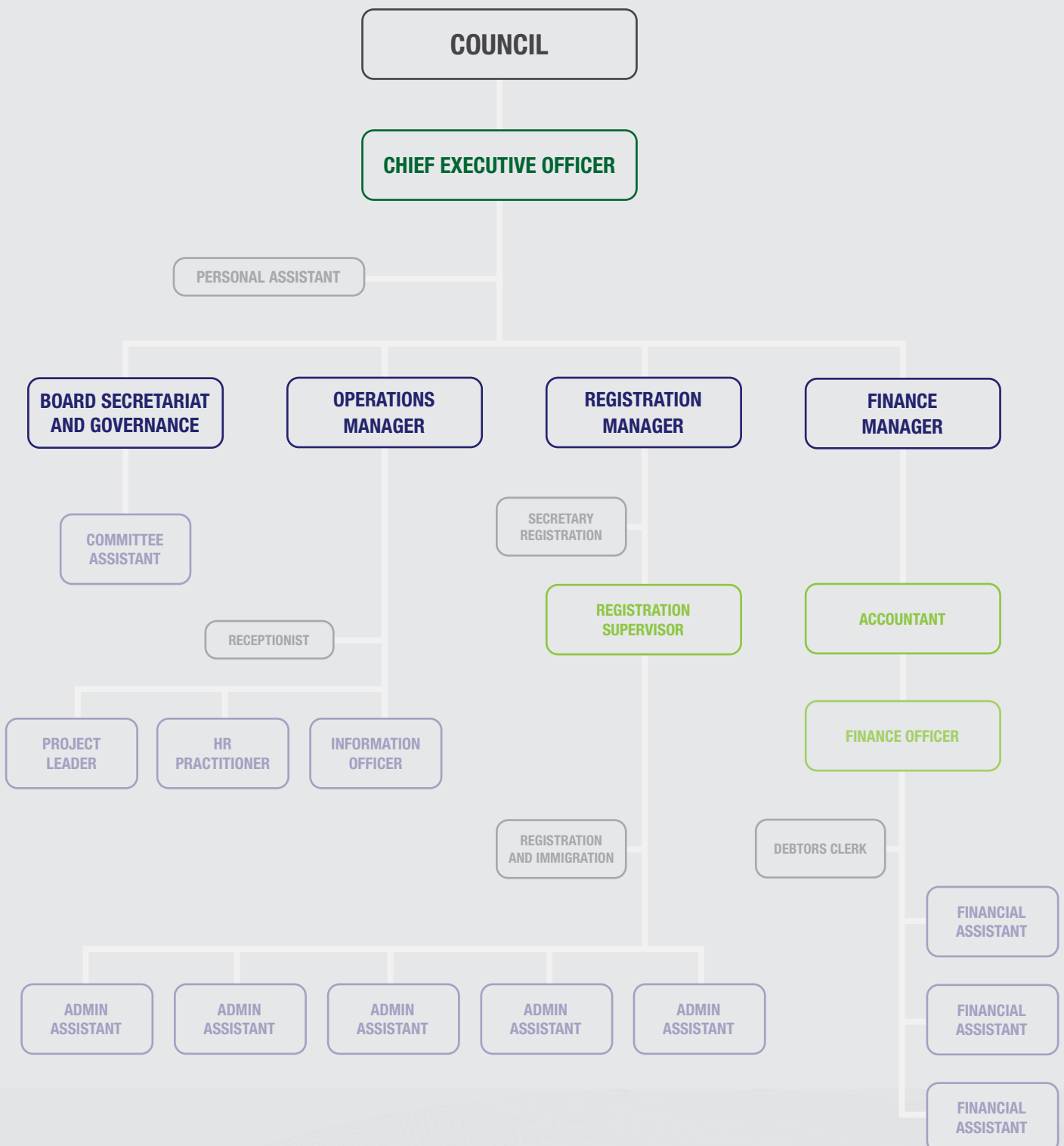
## 7.5 RESOLVING CONFLICTING INTERPRETATIONS OF LEGISLATION

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 that 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.

### DRAFT AMENDMENT BILL

The Draft Amendment Bill to repeal and replace the current NSP Act is currently going through the necessary legislative processes. The Sixth Parliament was constituted in May 2019, and the Draft Bill is expected to be submitted to Parliament for debate and approval towards the end of 2020.

## 8. ORGANISATIONAL STRUCTURE



## 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.*, (Chief Executive Officer), Dr S Terblanche *Pr.Sci.Nat.*, Mr N Baartjes *Pr.Sci.Nat.*, Ms D Fisher (Company Secretary).

**Front Row:** Prof I Gledhill *Pr.Sci.Nat.*, Dr 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 Galumian *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 P Rampersadh *Pr.Sci.Nat.*  
 Chief Executive Officer



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 Mahlangu



Boitumelo Semanya



Agnes Ledwaba



Suzan Pitso



Iris Popela



Tshupo Makhatholela



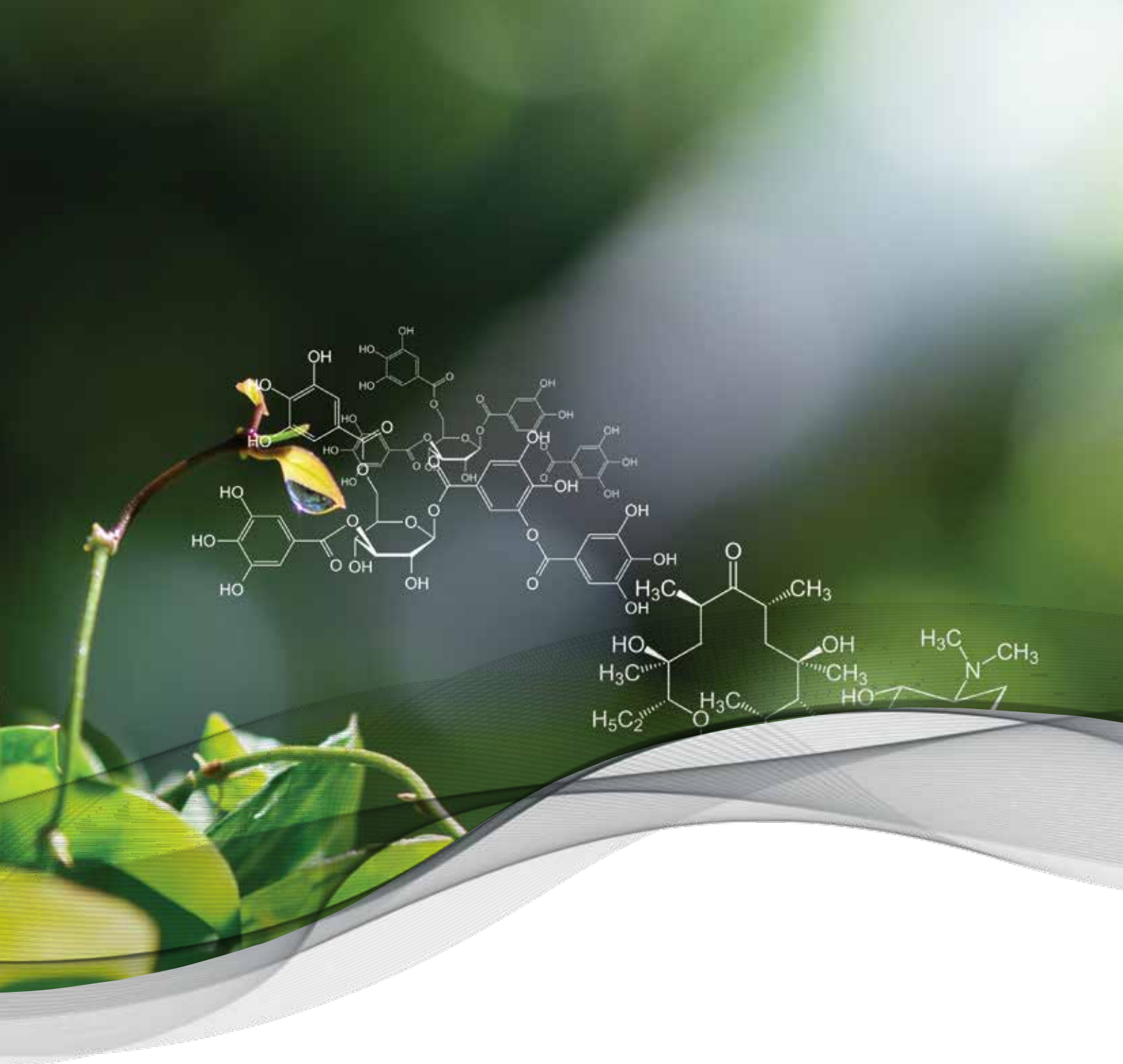
Lerato Hlongwane



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 Hon. 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 with SACNASP, following a revision of its Strategic Plan to align it to the department's new vision. This process, led by the Chairperson and members of the Council, has resulted in a Strategic Plan that more optimally serves the science community of South Africa.

Considering the COVID-19 pandemic, SACNASP has reviewed some areas of the Annual Performance Plan (APP) to facilitate the changing environment. The areas that the Council reconsidered addressed the following concerns:

- Potential delays to some projects due to remote working;
- Focus on retaining registered scientists rather than increasing numbers of scientists due to the economic situation and the inability of prospective applicants to afford the fees; and
- Create 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; and
- Increasing delays and non-payment of annual fees, which affect SACNASP's financial standing.

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

From an internal regulatory perspective, the Governance Unit was a long-needed addition to SACNASP. It not only oversees the Council's external regulation aspect, but also internal controls. Numerous policies and governance manuals were revised or reviewed during the financial year.

Due to the cramped offices space, SACNASP acquired additional office space in July 2019 that makes provision for proper visitor facilities and a more conducive work environment.

### 9.2 ORGANISATIONAL 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

There were no legislative or policy changes during the financial period 2019/2020.

### 9.4 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 Outcome-Orientated Goals (SO-OGs) and a summary of outcomes per SO-OG are listed below:



## SO-OG 1: INCREASED KNOWLEDGE GENERATION

**GOAL:** TO ADVISE GOVERNMENT AND RELEVANT STAKEHOLDERS PROACTIVELY ON THE CONTRIBUTIONS AND ROLE OF THE NATURAL SCIENTIFIC PROFESSIONS IN SOUTH AFRICA.

**DELIVERABLE:** TO INFORM GOVERNMENT POLICY ON THE ROLE OF NATURAL SCIENCE IN SOUTH AFRICA.

FIVE YEAR STRATEGIC PLAN TARGET	INDICATOR 1	ACTUAL ACHIEVEMENT 2018/2019	PLANNED TARGET 2019/2020	ACTUAL ACHIEVEMENT 2019/2020	DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020	COMMENTS ON 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.	Develop a brief on the delivery of core scientific skills to South Africa in terms of adequacy of delivery of scientists by 30 March 2020.	80% of the target has been achieved. To date, the following deliverables have been met:  A qualitative inquiry was conducted across various stakeholders, including employer bodies, major employers of natural science graduates, academics/ lectures in the field and university career offices.  A secondary analysis was performed, drawing from Statistic South Africa's data: the Quarterly Labour Force Survey (QLFS) and the Labour Market Dynamics of South Africa (LMDSA).	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 finalising the data collection instrument.  This includes an online questionnaire sampling of natural science graduates on the SACNASP database.	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 finalising the data collection instrument.  This includes an online questionnaire sampling of natural science graduates on the SACNASP database.

## SO-OG 2: HUMAN CAPITAL DEVELOPMENT

**GOAL:** TO REGISTER AND REGULATE NATURAL SCIENCE PROFESSIONALS.

**DELIVERABLE 1:** TO INCREASE THE NUMBER OF REGISTERED SCIENTISTS AT SACNASP.

FIVE YEAR STRATEGIC PLAN TARGET	INDICATOR 2	ACTUAL ACHIEVEMENT 2018/2019	PLANNED TARGET 2019/2020	ACTUAL ACHIEVEMENT 2019/2020	DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020	COMMENTS ON DEVIATIONS
Register 25 000 active scientists on SACNASP database by 2022.	Increase the number of registered scientists by at least 2 000 per annum.	The database had 13791 active registered scientists.	To have 18 000 active registered scientists on the database at the end of the financial year.	12794 active scientists were registered on the database at the end of the financial year.	-5206	The poor national economic situation is likely contributing to new applications and cancellations of registration due to inability to pay annual fees.

**DELIVERABLE 2:** TO ENSURE THAT THE ETHICAL PRACTICES REQUIRED FOR PROFESSIONAL REGISTRATION ARE MAINTAINED.

FIVE YEAR STRATEGIC PLAN TARGET	INDICATOR 3	ACTUAL ACHIEVEMENT 2018/2019	PLANNED TARGET 2019/2020	ACTUAL ACHIEVEMENT 2019/2020	DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020	COMMENTS ON DEVIATIONS
Review the Code of Conduct for SACNASP professionals annually.	Do an annual review of the Code of Conduct.	Council adopted a revised Code of Conduct on 13 March 2019.	Review the Code of Conduct.	Council reviewed and adopted the Code of Conduct and sent it to the DSI on 19 November 2019.	None.	None.



## SO-OG 2: HUMAN CAPITAL DEVELOPMENT (CONTINUED)

<b>GOAL: TO REGISTER AND REGULATE NATURAL SCIENCE PROFESSIONALS (CONTINUED).</b>						
<b>DELIVERABLE 3: DEVELOPMENT OF MECHANISMS TO INCORPORATE NATURAL SCIENCE STUDENTS AT SACNASP.</b>						
<b>FIVE YEAR STRATEGIC PLAN TARGET</b>	<b>INDICATOR 4</b>	<b>ACTUAL ACHIEVEMENT 2018/2019</b>	<b>PLANNED TARGET 2019/2020</b>	<b>ACTUAL ACHIEVEMENT 2019/2020</b>	<b>DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020</b>	<b>COMMENTS ON DEVIATIONS</b>
Visit all 26 Higher Education Institutions (HEIs) to enrol final-year students at SACNASP.	Enrol final-year students at HEIs with SACNASP.	Visited seven institutions.	Enrol 1000 students.	Enrolled 1217 students from seven HEIs.	None.	None.

## SO-OG-3 TO PROMOTE SACNASP AND THE NATURAL SCIENCE PROFESSIONS IN SOUTH AFRICA

<b>DELIVERABLE 1: PUBLIC DIALOGUE AND PUBLICATIONS TO PROMOTE DISSEMINATION OF SCIENCE.</b>						
<b>FIVE YEAR STRATEGIC PLAN TARGET</b>	<b>INDICATOR 5</b>	<b>ACTUAL ACHIEVEMENT 2018/2019</b>	<b>PLANNED TARGET 2019/2020</b>	<b>ACTUAL ACHIEVEMENT 2019/2020</b>	<b>DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020</b>	<b>COMMENTS ON DEVIATIONS</b>
Convene five workshops annually by 2022 to achieve an increased understanding of the role and importance of the natural science professions at both the systemic and institutional levels.	Convene five workshops annually from 2018.	Convened one workshop; the Strategic Projects Committee (SPC) discussed an analysis of public dialogue and presented it to the Council in March 2019.	Five workshops to be convened.	Four workshops convened.	-1	One workshop was cancelled due to COVID-19.
<b>DELIVERABLE 2: COLLABORATION WITH OTHER SCIENCE COUNCILS AND HEIS TO PROMOTE THE INVOLVEMENT OF THE NATURAL SCIENTIST.</b>						
<b>FIVE YEAR STRATEGIC PLAN TARGET</b>	<b>INDICATOR 6</b>	<b>ACTUAL ACHIEVEMENT 2018/2019</b>	<b>PLANNED TARGET 2019/2020</b>	<b>ACTUAL ACHIEVEMENT 2019/2020</b>	<b>DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020</b>	<b>COMMENTS ON DEVIATIONS</b>
Draw up three Memorandums of Understanding (MoUs) on collaborative interactions with key stakeholders in science in South Africa.	Conclude at least one MoU with a relevant stakeholder every two years.	Concluded one MoU with the South African Agency for Science and Technology Advancement (SAASTA), which the Council approved on 13 March 2019.	One MoU with a key stakeholder.	The Council approved one MoU with EAPASA and submitted it to EAPASA.	None.	None

## SO-OG-4 TO PROMOTE PROFESSIONAL DEVELOPMENT AND TRANSFORMATION OF THE NATURAL SCIENCE SECTOR IN SOUTH AFRICA

<b>DELIVERABLE 1: PROVIDE NETWORKS FOR REGISTERED SCIENTISTS.</b>						
<b>FIVE YEAR STRATEGIC PLAN TARGET</b>	<b>INDICATOR 7</b>	<b>ACTUAL ACHIEVEMENT 2018/2019</b>	<b>PLANNED TARGET 2019/2020</b>	<b>ACTUAL ACHIEVEMENT 2019/2020</b>	<b>DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020</b>	<b>COMMENTS ON DEVIATIONS</b>
Establish portals and mechanisms for scientists to network and obtain relevant information.	Make progress towards creating networking opportunities for scientists to register network information.	SACNASP completed the first phase of its website on 31 March 2019 and it went live on 1 April 2019.	Implement 60% of web-based networking portals.	The networking portal was developed and launched on the SACNASP website.	None.	None.
<b>DELIVERABLE 2: FOSTER PRIORITY TRAINING AREAS IN THE NATURAL SCIENCES, WHICH ALLOWS SOUTH AFRICA A COMPETITIVE ADVANTAGE.</b>						
<b>FIVE YEAR STRATEGIC PLAN TARGET</b>	<b>INDICATOR 8</b>	<b>ACTUAL ACHIEVEMENT 2018/2019</b>	<b>PLANNED TARGET 2019/2020</b>	<b>ACTUAL ACHIEVEMENT 2019/2020</b>	<b>DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020</b>	<b>COMMENTS ON DEVIATIONS</b>
Structure a Continuing Professional Development (CPD) programme for natural scientists in South Africa.	Make progress in implementing the SACNASP CPD programmes from 2017, with continuous monitoring and evaluation.	Actual numbers: Implemented 3 109 active portfolios. Registered 191 active service providers. Included 631 registered events.	Achieve a 40% CPD rollout and review, using material from the pilot phase to engage with remaining Voluntary Associations (VAs).	Made significant progress, with 3 618 active portfolios, 248 stakeholders and 1 232 validated events.	None.	None.
<b>FIVE YEAR STRATEGIC PLAN TARGET</b>	<b>INDICATOR 9</b>	<b>ACTUAL ACHIEVEMENT 2018/2019</b>	<b>PLANNED TARGET 2019/2020</b>	<b>ACTUAL ACHIEVEMENT 2019/2020</b>	<b>DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020</b>	<b>COMMENTS ON DEVIATIONS</b>
Introduce a Structured Candidate Mentor Programme (CMP) for natural scientists in South Africa.	Progress towards implementation of the CMP at SACNASP from 2017, with continuous monitoring and evaluation.	The CMP programme was presented to the SPC and the Council.	Implement 60% of CMP and Roll out CMP to all Fields of Practice.	The tender was advertised but it proved impractical. VAs were requested to submit proposals and four have been appointed to run a pilot programme.	Service providers were appointed, and implementation will commence Q1 of 2020.	None.

## SO-OG 5: TO FOSTER CULTURE OF GOOD CORPORATE GOVERNANCE IN RELATION TO THE COUNCIL

### DELIVERABLE 1: MAINTAIN EFFECTIVE AND EFFICIENT SYSTEMS OF FINANCIAL MANAGEMENT AND INTERNAL CONTROL.

FIVE YEAR STRATEGIC PLAN TARGET	INDICATOR 10	ACTUAL ACHIEVEMENT 2018/2019	PLANNED TARGET 2019/2020	ACTUAL ACHIEVEMENT 2019/2020	DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020	COMMENTS ON DEVIATIONS
Ensure strict adherence to the approved budget, with a maximum of 5% over expenditure on budget by 2022.	Implement a 5% reduction in variance in terms of the expenditure component of the annual budget.	Achieved a 20% variance on the overall annual budget.	Achieve a 15% variance on the overall annual budget.	15% variance. Under expenditure.	None.	None.
FIVE YEAR STRATEGIC PLAN TARGET	INDICATOR 11	ACTUAL ACHIEVEMENT 2018/2019	PLANNED TARGET 2019/2020	ACTUAL ACHIEVEMENT 2019/2020	DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020	COMMENTS ON DEVIATIONS
Achieve five unqualified audit reports on financial and governance matters by external auditors by 2022.	Achieve unqualified audit reports on financial and governance matters by external auditors by 2022.	Issued an unqualified audit for the financial year 2018/2019.	Issue an unqualified audit issued for the financial year 2019/2020.	Achieved.	None.	None.
FIVE YEAR STRATEGIC PLAN TARGET	INDICATOR 12	ACTUAL ACHIEVEMENT 2018/2019	PLANNED TARGET 2019/2020	ACTUAL ACHIEVEMENT 2019/2020	DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020	COMMENTS ON DEVIATIONS
Put all financial and HR policies in place and approve them.	Approve or review four policies at Council level annually.	Approved four policies.	Approve or review four policies.	12 Policies reviewed or approved.	None.	None.

### DELIVERABLE 2: ADVOCATE CHANGES TO BRING ABOUT AMENDMENTS TO ALIGN ENABLING LEGISLATION

FIVE YEAR STRATEGIC PLAN TARGET	INDICATOR 13	ACTUAL ACHIEVEMENT 2018/2019	PLANNED TARGET 2019/2020	ACTUAL ACHIEVEMENT 2019/2020	DEVIATIONS FROM PLANNED TARGET TO ACTUAL ACHIEVEMENT FOR 2019/2020	COMMENTS ON DEVIATIONS
Obtain revision and approval of the Natural Scientific Professions (NSP) Act by Parliament.	Progress towards a Parliamentary-approved NSP Act.	The DSI reviewed the Bill.	Provide 80% assistance to the DSI to take the Bill through to Parliament.	The SACNASP task team met to discuss the Socio- Economic Impact Assessment Study and provided input to the DSI.	None.	None.

# 10. PERFORMANCE INFORMATION

## 10.1 OPERATIONS DEPARTMENT REPORT

The number of registered scientists on the database has decreased to 12 794; 1262 new scientists were registered during the year, while the total approved applications stood at 1488. This includes existing scientists registering in an additional Field of Practice. These figures can be attributed to various factors. The economic situation in South Africa and the inability of scientists to pay fees have led to fewer applications. The cancellation of long-term debtors resulted in a decrease in the number of scientists in the database. On the other hand, SACNASP's new website has facilitated a faster turnaround time on the processing of applications and decreased the number of pending applications.

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

2017/2018	2018/2019	2019/2020
2 037	1 570	1 262

### 10.1.1 TREND ANALYSIS

SACNASP continues to show that it has overcome challenges in demographic transformation in terms of race, gender and age. Scientists registering with the Council are increasingly from previously disadvantaged population groups. In this period, there was a significant increase in the number of Asian scientists registered. (Four scientists did not wish to disclose their race.)

SACNASP and natural science in South Africa is showing a positive trend in the registration of female scientists; for the first time, more females than males registered. SACNASP is focusing on female scientists in its CMP programme. This is to encourage more females to register professionally and to further their careers as scientists. SACNASP's goal is that female registrations comprise at least 55% of the total to align with the Ministerial Guidelines on bursaries. Currently, SACNASP does not report on the number of people with disabilities registered with SACNASP – it will, however, address this issue in future website developments and include it in future reports.

SACNASP is seeing a steady increase in the number of younger scientists that are registering. This is the result of a concerted marketing drive, which includes student engagement, a strong social media presence and the CMP programme.

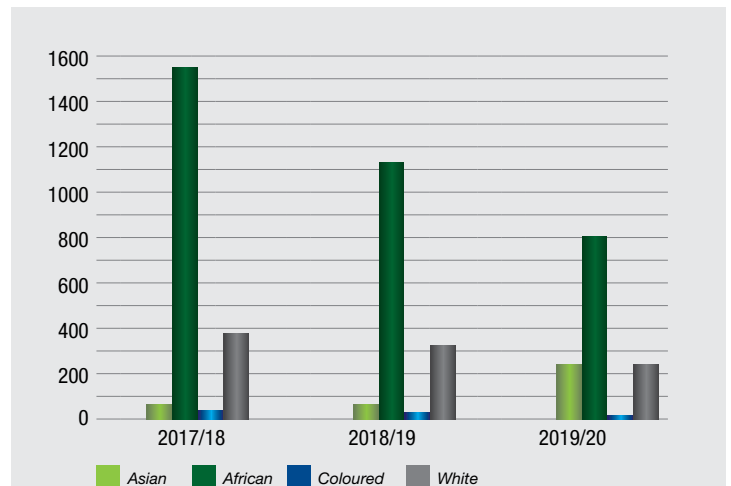


Figure 1: Year-on-year registration by race

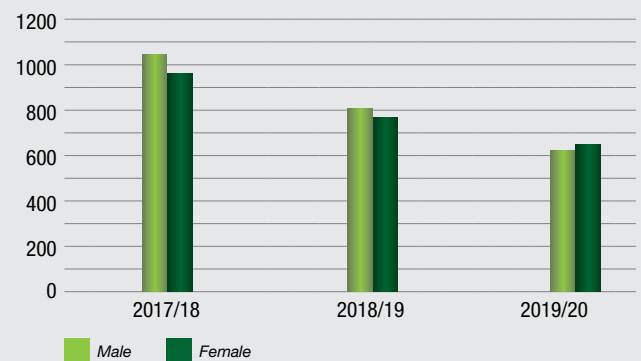


Figure 2: Year-on-year registration by gender

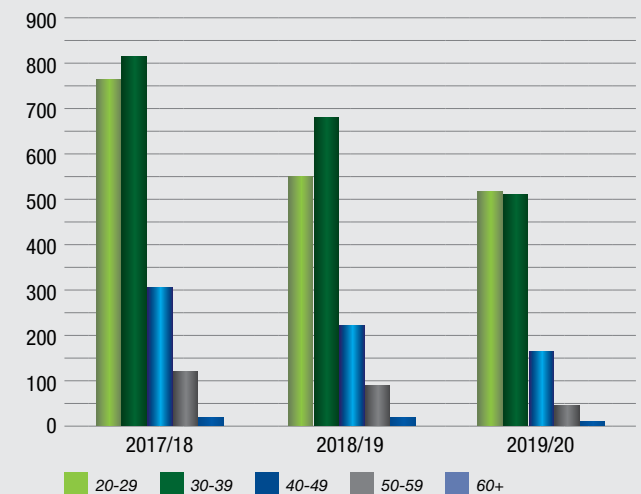


Figure 3: Year-on-year registration by age



### 10.1.2 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.

The CPD programme has resulted in an increased number of associations wishing to be aligned with SACNASP and the total number of VAs now stands at 54. In the period under review, the Council approved three new associations as VAs, namely:

- South African Sugar Industry Agronomists' Association (SASIAA)
- Southern African Plant Breeders' Association (SAPBA)
- South African Society of Dairy Technology (SASDT)

SACNASP and the VAs have a reciprocal relationship; the VAs provide training and education, while SACNASP provides support by sponsoring some events and training activities.

### 10.1.3 NEW FIELDS OF PRACTICE

The National Metrology Institute of South Africa (NMISA) requested SACNASP to consider adopting Measurement Science as a field of practice. NMISA expressed a need for a legislated recognition for duly qualified measurement scientists. Measurement Science was gazetted as a sub-field that could be added to any field of practice during the 2019/20 financial year. The Professional Advisory Committee (PAC) is still being appointed for this field of practice.

## 10.2 REGISTRATION DEPARTMENT REPORT

On 1 April 2019, SACNASP launched its new online scientists' portal. As of that date, all applications needed to be submitted online through the portal. The portal also offers a range of functionality to registered scientists. When a scientist is logged in, he/she can pay outstanding balances, download certificates, view and update contact details and advertise his/her services on the searchable database on SACNASP's website. Services on the portal are only available to scientists that have paid their accounts in full. As such, many scientists were encouraged to pay their annual fees to obtain services.

The scientists' portal, along with the new website, provides a source of clear, accurate information on the registration process and a user-friendly interface for applicants to submit their documents.

It ensures that scientists submit all the correct documents and information during the application process. As a result, SACNASP has seen a significant reduction in the average time it takes to process an application.

In addition, the Registrations Committee completed the switch to working electronically, and documentation for meetings was no longer printed, but loaded on tablets or on a shared cloud-based folder for participants to access. This proved invaluable when the Council implemented remote working due to the outbreak of the Covid-19 pandemic in March 2020.

During the 2019/2020 financial year, the Registrations Committee (RCO) met five times and tabled 1594 applications for registration. Of these, 1488 resulted in a registration, of which 1262 were new scientists, while the remaining involved additional fields of practice and upgrades. A total of 106 applications were declared unregistrable.

The Qualifications Assessment Committee (QAC) met six times during the 2019/2020 financial year and it tabled 223 applications for evaluation before the Committee.

The Critical Skills Review Committee met five times during the 2019/2020 financial year and tabled 84 applications for Confirmation of Skills letters. Of these, 64 were approved and 20 were not approved.

The Registrations Department has been working hard to clear the backlog of applications not yet evaluated. The goal is to process all applications within six months of the application date.

The department has made several process and procedural changes to try to assist with this.

At the beginning of the 2019/2020 financial year, approximately 2500 applications were still awaiting finalisation. By the end of the year, this had reduced to approximately 1880.

The Council gave much consideration this year to the handling of interdisciplinary degrees and those whose careers follow an interdisciplinary path. There is a great need to ensure that such scientists are adequately catered for in

SACNASP's system. The Council also placed emphasis on ensuring consistency in the way it evaluates applications. The terms of reference of the Registrations Committee as well as the processes and procedures it follows, are all being reviewed in an attempt to incorporate these concerns most effectively.

### 10.3 FINANCE DEPARTMENT REPORT

SACNASP achieved a positive financial performance during the year under review. Revenue decreased by 1.5% compared to the prior year. This is attributable to a slight decline in new applications; however, it still realised a surplus of R903,227. Despite the surplus, the Council continues to experience challenges in collecting annual fees and bad debts have increased year on year. Furthermore, SACNASP cancelled some registered scientists due to long overdue non-payment of their annual fees in excess of two years or more. The Council took this action to align itself with section 21(iii) of the Natural Scientific Profession Act, 2003 (No. 27 of 2003).

This states "The Council may cancel the registration of a registered person if he or she fails to pay the prescribed annual fee or a portion thereof, within 60 days from it becoming due or within such further period as the Council may allow, either before or after expiry of the 60 days."

The Finance team continues to monitor long outstanding debtors closely and has made provision for doubtful debtors >90 days.

The Management has implemented tighter controls over the budget and continues to do this. As a result, it achieved a surplus in the past two years. 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 as well as implementing and maintaining IT systems, which have improved the registration process and development of the CDP website. The contract with DSI has been extended for three years (2019-2022) amounting to R14 946 813.

The Strategic Plan (2021-2025) and Annual Performance Plans ensure that the Council takes a strategic approach to its financial planning, by setting up a forward-looking strategy covering a five-year period. It also helps to put

in place a link between the Council's strategic aims and the priorities of the government, as set out in the National Development Plan, and the resources that are likely to be available to fund the delivery and achievement of these.

SACNASP wishes to thank all registered scientists for their continued support and payment of annual fees. SACNASP would like to thank the Audit and Risk Committee for their consistent guidance that promotes and ensures strict financial discipline. In addition, it acknowledges the finance team for its tireless efforts to ensure that actions are taken timeously, resulting in improved financial results.

### 10.4 MARKETING AND STAKEHOLDER REPORT

#### 10.4.1 NATIONAL SCIENCE WEEK

The Hon. Dr Blade Nzimande of the Department of Higher Education, Science and Innovation officially launched the National Science Week (NSW 2019) on 27 July 2019. The annual event aims to exhibit and communicate awareness in science. Held countrywide, this celebration of science involves various stakeholders and role players that conduct science-based activities during the week. The NSW 2019 national launch event took place at the Mittah Seperepere Convention Centre, Kimberley, Northern Cape, under the theme "Facing the harsh realities of climate change." SACNASP collaborated with Split Second Science at NSW and learners received SACNASP branded periodic tables and various other prizes. The Council also received funding from the South African Agency for Science and Technology Advancement (SAASTA) to hold science engagement initiatives around Gauteng province from 29 July to 03 August 2019. SACNASP collaborated with various stakeholders to ensure that the initiative was a success.

#### 10.4.2 VA BIENNIAL MEETING

SACNASP hosted the first Voluntary Association (VA) Biennial Meeting on Tuesday, 27 August 2019. The critical issues discussed at the meeting included CPD and the CMP programme, Exit Level Outcomes (ELOs) and the future of SACNASP in terms of evaluating applications. The participants also discussed the reciprocal role of the VAs and SACNASP in creating an enabling environment for professional natural scientists. It is important to strengthen the relationship between SACNASP and its constituent VAs.

### 10.4.3 TOP PERFORMING NATURAL SCIENCE STUDENTS

SACNASP continues to honour and award natural science graduates to improve critical scarce skills in South Africa. Through partnerships with higher education institutions, this initiative contributes greatly to skills development and adds value to natural science graduates. Furthermore, the initiative will assist in identifying talented individuals from disadvantaged backgrounds and provide them with the opportunity to become registered natural scientists.

Ms Ntombizandile Matikinca, a BSc student in Biodiversity and Conservation Biology at the University of Western Cape, was honoured as the top performing natural science student for 2019 by Prof Mike Davies-Coleman, Dean of Natural Science at the University. During the award ceremony held on 5 October 2019, Ms Matikinca received a SACNASP-branded crystal trophy and certificate from SACNASP officials and the Dean as well as R3 000. When Ms Matikinca is eligible for SACNASP registration, the Council will cover her initial registration cost. This initiative is well aligned with the Council's second Strategic Objective, namely to promote SACNASP and the natural science professions in South Africa.

### 10.4.4 NATIONAL BIOLOGICAL SCIENCE FORUM

The National Biological Science Forum workshop was held on Thursday, 17 October 2019.

Various stakeholders were invited to participate to scope the feasibility of establishing a National Biological Science Forum.

### 10.4.5 SCIENCE FORUM SOUTH AFRICA 2019 (SFSFA2019)

The South African Department of Science and Innovation hosted the fifth Science Forum South Africa in conjunction with the Innovation Bridge (IBSFSFA2019) on 4-6 December 2019 in Pretoria. IBSFSFA2019 served as a large, open public platform for debating the science, policy and society interface. The 2019 joint event, under the theme "Igniting Conversations about Science for Innovation with impact," took place at the CSIR International Convention Centre. SACNASP hosted a panel discussion titled "Science and Technology opportunities in the private and public sector: Implications of the 4IR for natural scientists" on 6 December 2019 at the NRF Auditorium.

### 10.4.6 VA SPONSORSHIPS

The Council supported the following nine VA events during the current financial year:

DATE	EVENTS
1. 24 - 25 June 2019	9th International Conference on Deep and High Stress Mining, Misty Hills Conference Centre, Muldersdrift, Johannesburg.
2. 30 June - 4 July 2019	54th Annual Geological Society of South Africa (GSSA) Congress, including Research Skills Workshop, Desert Palace Hotel & Casino, Upington, Northern Cape.
3. 7 - 11 July 2019	Frank Warren Organic Chemistry Conference, Alpine Heath Resort, Drakensberg, KwaZulu-Natal.
4. 8 - 11 July 2019	21st Entomology Society of Southern Africa (ESSA) Congress, Coastlands Umhlanga Hotel & Conference Centre, Durban.
5. 21 - 23 August 2019	International Association for Impact Assessment (IAIASa), 23rd Annual National Conference, ATKV Klein Kariba, Bela-Bela, Limpopo.
6. 1 - 5 September 2019	Southern African Wildlife Management Association (SAWMA) Conference, Wilderness Hotel, Western Cape.
7. 3 - 4 October 2019	2019 National Association for Clean Air (NACA) Conference, Protea Hotel by Marriott Stellenbosch, Technopark, Western Cape.
8. 7 - 11 October 2019	National Wetlands Indaba, Karibu Leisure Resort and Conference, Tzaneen, Limpopo.
9. 20 - 23 January 2020	Combined Congress 2020 (Soil Science Society of South Africa, South African Society of Crop Production, Southern African Weed Science Society and Southern African Society for Horticultural Sciences), University of the Free State, Bloemfontein, Free State.

### 10.4.7 STUDENT ENROLMENT PROGRAMME

Part of the SACNASP's Annual Performance Plan: Strategic Goal 2 is to enrol final-year and postgraduate students from Higher Education Institutions (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.

During the current financial year 2019/2020, 1 217 natural science students were enrolled at the seven HEIs listed

below. Student protests and lack of human resources played a major role in delaying the achievement of this objective.

1. University of Limpopo
2. North West University
3. Sefako Makgatho University
4. Tshwane University of Technology
5. Stellenbosch University (Tygerberg Campus)
6. University of Western Cape
7. University of Cape Town

### 10.4.8 STAKEHOLDER ENGAGEMENT

SACNASP was involved in stakeholder engagement initiatives. The key stakeholder engagements included VAs and SACNASP had an opportunity to exhibit at the following events:

DATE	EVENT	ACTIVITIES
16 May 2019	Teaching and Learning Workshop, University of Limpopo, The Ranch Protea Hotel, Polokwane.	SACNASP gave a presentation on professional registration.
10 May 2019	Umgeni Waters, Road to Professional Registration Workshop, Protea Hotel, Hilton, Durban.	SACNASP gave a presentation on the importance of professional registration.
13 May 2019	Department of Science & Innovation, National Science Week, Garden Court, OR Tambo Airport.	SACNASP was involved in the following: <ul style="list-style-type: none"> <li>• Discussions about basic knowledge on climate change;</li> <li>• Promoting collaborations with other entities;</li> <li>• Interacting with as many people as possible during the NSW;</li> <li>• Creating awareness on psychological effects and opportunities around climate change; and</li> <li>• Holding discussions on different delivery methods on this issue, including the target market, activities and requirements that SACNASP requires from the DST.</li> </ul>
14 May 2019	Extension Symposium, Department of Agriculture & Rural Development, East London.	Discussion on <i>status quo</i> of registration.
27 May 2019	Infrastructure Skills Development Grant (ISDG) Steering Committee Meeting, National Treasury, Pretoria.	Participated in the infrastructure skills development grant National Steering Committee Meeting.
03 June 2019	Eskom and Professional bodies round-table discussion, Eskom Academy of Learning, Midrand.	Engaged in discussions aimed at fostering the Eskom Academy of Learning's aspiration to solidify its execution excellence within Eskom. This included interacting with other potential clients of the Academy, thus extending CPD points to all its learning associates.
03 June 2019	AGFRI Registration Training, Bridge Boulevard, Highveld, Centurion.	Training new employees at AGFRI on CPD and professional registration.



DATE	EVENT	ACTIVITIES
07 June 2019	12th Agriculture Research Symposium, Gauteng Department of Agriculture & Rural Development (GDARD), Saint George Hotel and Conference Centre, Irene.	Held an exhibition and networking.
5 - 6 June 2019	Eskom, Sunninghill, Johannesburg.	Exhibition and networking.
11 June and 02 July 2019	South African Qualifications Authority (SAQA) Professional body research report task team, Hatfield, Pretoria.	The Task Team had to develop a refined set of recommendations based on the findings emanating from a research study entitled: "Do Professional Bodies have the capacity to truly protect the interests of the public while remaining sustainable?"
10 - 12 June 2019	51st South African Society for Animal Science (SASAS) Congress, University of Free State, Bloemfontein.	Dr Pradish Rampersadh gave a talk on "Registration, regulation and SACNASP interaction with the SAVC." SACNASP also had an opportunity to exhibit.
19 June 2019	Department of Water and Sanitation Workshop, Emanzini G18, Pretoria.	Held discussions on registration, articulation and maintenance of professional scientists. The key objectives of the workshop were to share challenges and pitfalls that professionals experience; to identify the type of engagements that earn relevant CPD points; to facilitate professionalisation of scientists; to assist professionals with uploading of acquired CPD points; and to assist with maintenance and articulation of professional membership.
7 - 11 July 2019	Frank Warren Organic Conference, (South African Chemical Institute), Drakensberg.	Exhibition and networking.
8 - 12 July 2019	South African Institute of Physics (SAIP) Conference, The Ranch, Protea Hotel, Polokwane.	Exhibition and networking.
4 July 2019	Carl Roux Seminar, Agricultural Research Council – Animal Production Institute.	Highlighted the importance of professional registration.
18 July 2019	SASAS Northern Branch, University of Limpopo.	Dr Kirsten Lucas gave a talk on "The importance and role of SACNASP in the industry."
21 - 23 August 2019	IAIAsa 2019 Conference, Klein Kariba, Bela Bela, Limpopo Province.	SACNASP had an opportunity to exhibit at the IAIAsa 2019 Conference. The theme for the conference was "The role of integrated environmental management in the economic revival of South Africa."
25 - 28 August 2019	Bio Africa Convention, Durban ICC, KwaZulu-Natal Province.	Bio Africa Convention is an international event organised by AfricaBio. SACNASP had an opportunity to exhibit at the convention.
19 September 2019	Water and Sanitation sector – leadership group external skills task team meeting, Roodeplaat Training Centre.	The Council was informed on progress on the implementation of Skills Development and Capacity Building initiatives in the water and sanitation sector. It also shared the IUCMA mainstreaming and partnerships of the FET Water occupational qualification and discussed the SETAs contribution to the Water sector skills development programmes.
4 - 6 December 2019	Science Forum South Africa 2019 (SFSAs2019), CSIR International Conference Centre, Pretoria.	Exhibition.
7 February 2020	Institute of National Resources (INR)	Dr Troy Govender addressed INR's young professionals on SACNASP registration and regulation issues, as well as the role of SACNASP in society.
3 - 5 March 2020	Animal Feed Manufacturers Association of South Africa (AFMA) Forum 2020, Sun City, North West Province.	Exhibition.



# PART C GOVERNANCE

## 11. SACNASP COUNCIL REPORT

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

The then Minister (Ms Kubayi-Ngubane) extended the Council's term of office until 31 August 2019; the new Minister, Dr Nzimande, who was appointed in May 2019, further extended the term of Council until a new Council is appointed.

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.

The Registration Committee, Qualifications Assessment Committee and the Critical Skills Committee support the core functions of SACNASP. In addition to these Committees, there are four additional Committees:

- Audit and Risk Committee – to assist the Council by ensuring all financial and systems and controls are in place;
- HR and Remuneration Committee – to provide oversight and support to the HR department;
- Professional Conduct Committee – to ensure compliance with the compliance with the Code of Conduct and Natural Scientific Professions Act; and
- Special Projects Committee – to consider matters of strategic importance to the Council and provide recommendations on how it should address these matters.

### COUNCIL MEMBERS AS ON 31 MARCH 2020

#### NOMINATED BY THE VOLUNTARY ASSOCIATIONS

- Dr GE Botha *Pr.Sci.Nat.*, (Chairperson)
- Prof KA Nephawe *Pr.Sci.Nat.*, (Deputy Chairperson)
- Mr RNL Baartjes *Pr.Sci.Nat.*
- Prof GJ Bredenkamp *Pr.Sci.Nat.*
- Dr R Coetzee *Pr.Sci.Nat.*
- Prof RM Crewe *Pr.Sci.Nat.*
- Prof JS Galpin *Pr.Sci.Nat.*
- Prof I Gledhill *Pr.Sci.Nat.*
- Prof M Galumian *Pr.Sci.Nat.*
- Mr K Musetsho *Pr.Sci.Nat.*
- Prof BK Reilly *Pr.Sci.Nat.*
- Dr SE Terblanche *Pr.Sci.Nat.*
- Dr J van Heerden *Pr.Sci.Nat.*

#### NOMINATED BY THE STATE

- Dr M Mayekiso
- Mr F Ramagawede *Pr.Sci.Nat.*
- Dr S Moodley (DST representative)
- Dr PR Vukea

#### NOMINATED BY THE PUBLIC

- Dr PT Govender *Pr.Sci.Nat.*
- Dr W Ngoma
- Ms TN Mashanda CA(SA)RA
- Ms MP Masemola CA(SA)

Table 2: Attendance register for Council and Committee Meetings

COUNCIL MEMBER	REPRESENTING	COMMITTEE NAME AND NUMBER OF MEETINGS HELD					
		COUNCIL	EXCO	A&R CO	HR & REM	PCC	SPC
		4	5	6	3	3	3
Dr G Botha <i>Pr.Sci.Nat.</i>	Voluntary Association	4	5				3
Prof K Nephawe <i>Pr.Sci.Nat.</i>	Voluntary Association	4	5	6	3	2	3
Mr N Baartjes <i>Pr.Sci.Nat.</i>	Voluntary Association	4				3	
Dr G Bredenkamp <i>Pr.Sci.Nat.</i>	Voluntary Association	1					
Dr R Coetzer <i>Pr.Sci.Nat.</i>	Voluntary Association	3					2
Prof R Crewe <i>Pr.Sci.Nat.</i>	Voluntary Association	4	5				3
Prof J Galpin <i>Pr.Sci.Nat.</i>	Voluntary Association	2	4				
Prof I Gledhill <i>Pr.Sci.Nat.</i>	Voluntary Association	4					3
Dr PT Govender <i>Pr.Sci.Nat.</i>	Public	4	5	6		3	
Prof M Gulumian <i>Pr.Sci.Nat.</i>	Voluntary Association	4					3
Prof J Malherbe <i>Pr.Sci.Nat.</i>	Co-opted					3	
Ms P Masemola CA(SA)	Public	4		6			
Ms T Mashanda CA(SA)RA	Public	1	4	5			
Dr M Mayekiso	State	0					
Mr D Musetsho <i>Pr.Sci.Nat.</i>	Voluntary Association	4		6	1		
Mr F Ramagwede <i>Pr.Sci.Nat.</i>	State	2					
Dr W Ngoma	Public	3	4		3		
Prof B Reilly <i>Pr.Sci.Nat.</i>	Voluntary Association	3	4				
Dr S Terblanche <i>Pr.Sci.Nat.</i>	Voluntary Association	4					
Prof J van Heerden <i>Pr.Sci.Nat.</i>	Voluntary Association	3					3
Dr PR Vukea	State	0					1
Dr S Moodley	DST	1					
<b>MEMBERS OF THE QAC - 6 MEETINGS HELD</b>							
Dr G Botha <i>Pr.Sci.Nat.</i>	6						
Prof K Nephawe <i>Pr.Sci.Nat.</i>	3						
Prof L Brown <i>Pr.Sci.Nat.</i>	2						
Dr K Lucas <i>Pr.Sci.Nat.</i>	3						
Prof J B Malherbe <i>Pr.Sci.Nat.</i>	3						
Prof J Okonkwo <i>Pr.Sci.Nat.</i>	3						
Prof HJ Siweya <i>Pr.Sci.Nat.</i>	3						
Prof P Taylor <i>Pr.Sci.Nat.</i>	2						
Prof KR Mbatha <i>Pr.Sci.Nat.</i>	3						
Prof E Webb <i>Pr.Sci.Nat.</i>	6						
Prof E Momoniat <i>Pr.Sci.Nat.</i>	3						



Table 3: Attendance register for registration committee meetings

REGISTRATION COMMITTEE MEMBERS	FIELD OF PRACTICE	RCM
Dr G Botha <i>Pr.Sci.Nat.</i>	Food Science	4
Prof K Nephawe <i>Pr.Sci.Nat.</i>	Animal Science	4
Prof ELJ Breet <i>Pr.Sci.Nat.</i>	Chemical Science	3
Dr A Crockcroft <i>Pr.Sci.Nat.</i>	Zoological Science	0
Dr JF Eloff <i>Pr.Sci.Nat.</i>	Soil Science	3
Dr O Fourie <i>Pr.Sci.Nat.</i>	Toxicological Science	1
Prof J Galpin <i>Pr.Sci.Nat.</i>	Statistical Science	3
Dr PT Govender <i>Pr.Sci.Nat.</i>	Environmental Science	3
Dr G Henry <i>Pr.Sci.Nat.</i>	Geological and Earth Science	3
Prof D Hughes <i>Pr.Sci.Nat.</i>	Water Resources Science	4
Dr BH Koch <i>Pr.Sci.Nat.</i>	Agricultural Science	Retired
Dr K Lucas <i>Pr.Sci.Nat.</i>	Biological Science	4
Prof JB Malherbe <i>Pr.Sci.Nat.</i>	Physical Science	3
Mr KD Musetsho <i>Pr.Sci.Nat.</i>	Environmental Science	3
Prof B Reilly <i>Pr.Sci.Nat.</i>	Ecological Science and Conservation Science	4
Dr S Terblanche <i>Pr.Sci.Nat.</i>	Extension Science	2
Prof BK Siweya <i>Pr.Sci.Nat.</i>	Mathematical Science	3
Prof A Van Niekerk <i>Pr.Sci.Nat.</i>	Geospatial Science	1
Dr CJ van Rensburg <i>Pr.Sci.Nat.</i>	Animal Science	4
Dr W Vlok <i>Pr.Sci.Nat.</i>	Aquatic Science	3
Prof JKO Asante <i>Pr.Sci.Nat.</i>	Fire Origin and Cause	1

Table 4: Attendance register for Critical Skills Committee meetings

NUMBER OF MEETINGS HELD	7
Prof H. Siweya <i>Pr.Sci.Nat.</i>	3
Dr Botha <i>Pr.Sci.Nat.</i>	7
Dr K. Lucas <i>Pr.Sci.Nat.</i>	7

# 12. STRATEGIC PROJECTS COMMITTEE REPORT

## MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS)

Prof R M Crewe (Chairperson)

Dr R Coetzer *Pr.Sci.Nat.*

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

Prof I. Gledhill *Pr.Sci.Nat.*

Prof M Gulumian *Pr.Sci.Nat.*

Dr P Vukeya

## 12.1 ROLE OF THE COMMITTEE

The Strategic Projects Committee identifies relevant matters of significance to the 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 the Council for its consideration.

Number of meetings held during financial year: Four – April 2019, July 2019, October 2019 and February 2020.

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

Key outcomes/achievements: The Council considers and acts upon the advice it receives.

Challenges if any: None.

Future goals: To fulfil its mandate as defined in its Role described above.

## 12.2 MATTERS DISCUSSED BY THE COMMITTEE AND ADVICE PROVIDED TO THE COUNCIL:

- Review of the implementation and progress of the DST Special Projects (2019-2022). Reviewed the implementation of the projects, made comments and recommended to the Council that the Committee was satisfied with progress. The Committee did this monitoring at each meeting it held during the year.
- Reviewed and supported the Terms of Reference for the National Structure to co-ordinate the Biological Sciences for SACNASP participation.

- Provided feedback on the service providers appointed to prepare two research reports.
- Reviewed strategic risks identified by the Audit and Risk Committee and provided comments to the Council.
- Discussed and made recommendations regarding SAQA recognition of professional registration by certain VAs. This related to Recognising Professional Bodies and Registering Professional Designations for the Purposes of the National Qualifications Framework Act, Act 67 of 2008.
- Recommended the action plan for the 2019 Science Forum.
- Reviewed the Framework for the Recognition of VAs by the Council.
- Considered a number of applications by VAs for recognition and made recommendations to the Council regarding both the acceptance and refusal of recognition for particular applicants.
- Reviewed and recommended the Guidelines for the establishment of new fields of practice to the Council.
- Reviewed the new DSI White Paper on Science, Technology and innovation and considered the implications for the Council.
- Prepared the Agenda for the Annual meeting with the Chairpersons of the VAs and received the report of the outcome of the meeting.
- Considered the Committee's revised ToR and Work plan and finalised it for submission to the Council.
- Considered the draft response of SACNASP to the New White Paper.
- Considered the question of the development of a Motto for SACNASP and provided some suggestions for consideration.
- Initiated planning for the 2020 Science Forum session.
- Considered the recommendation of a service provider to manage the CPD program and sent this to the Council for finalisation.
- Reviewed SACNASP registration numbers in relation to the cancellation of registrations and the reasons for this. The Committee's analysis did not indicate an immediate strategic risk, although it recommended the need to monitor the registration numbers on an ongoing basis.



*The Strategic Projects Committee identifies relevant matters of significance to the Council for investigation and reviews policy matters relating to the basic sciences and the natural scientific professions in South Africa*



- 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 has not yet been resolved.
- Received and noted the report on the roundtable discussion hosted by the Higher Education, Science, Innovation and Innovation Institutional Landscape (HESTIL) Ministerial Review Panel.
- The Committee received feedback on the matters that it had discussed through the report back to the Council by the chair of the EXCO and the Council decisions.

Where either of these governance bodies felt that a matter needed further consideration, they referred them back to the Committee for re-consideration at its next meeting. In general, the Council acted on the advice that the Committee presented to it. The Committee provides a valuable sounding board for matters that the Council needs to consider and act upon.

**Prof RM Crewe** *Pr.Sci.Nat.*

Chairperson: Strategic Projects Committee  
22 April 2020

# 13. PROFESSIONAL CONDUCT COMMITTEE REPORT

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

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

<b>MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS)</b>
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
Mr L Hlope (Legal department, DSI)
Mrs Jurina Botha (SACNASP Governance)

## 13.1 ROLES AND RESPONSIBILITIES

The mandate of the Professional Conduct Committee (PCC) is to regulate compliance with the Natural Scientific Professions Act (No. 27 of 2003) (NSP), and to the SACNASP Code of Conduct. In pursuance of this mandate, the PCC oversees all SACNASP's complaints handling and disciplinary process(es) in accordance with the NSP Act and in line with SACNASP's Code of Conduct for Registered Natural Scientists. The PCC ensures that it investigates the submission of alleged improper conduct fully and in the light of the Act as a whole.

If necessary, it refers matters to a Disciplinary Tribunal for a disciplinary hearing. 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 (contracts) that are binding on the functions of SACNASP.

## 13.2 NUMBER OF MEETINGS

During the year under review, the PCC held three meetings, namely, in June 2019, August 2019 and February 2020.

## 13.3 ACHIEVEMENTS AND CHALLENGES

Some of the achievements for the year include:

- (a) Making inputs into the review of the Natural Scientific Professions Act No. 27 of 2003: SACNASP Amendment Bill;
- (b) Reviewing and updating the SACNASP Code of Conduct for Registered Persons;
- (c) Engaging with the Department of Agriculture, Fisheries and Forestry (DAFF) – now known as the Department of Agriculture, Land Reform and Rural Development (DALRRD) – as well as the Department of Water and Sanitation (DWS) and the Department of Environmental Affairs and Tourism (DEAT), on a number of collaboration issues with respect to investigations of natural scientists who contravene the legislation that these government departments are responsible for;
- (d) Reviewing the Terms of Reference and Standard Operating Procedures for the PCC and the Council's Corporate Governance Manual;
- (e) Compiling a proposal for the appointment of an in-house Legal Assistant /Paralegal for SACNASP, which is currently on hold;
- (f) Engaging with SAQA regarding Recognised Professional Bodies and Registering Professional Designations for the Purposes of the National Qualifications Framework Act;
- (g) Engaging with the Competition Commission, South Africa on natural science work requirements;
- (h) Attending a SACNASP meeting with the South African Directorate for Priority Crime Investigation (DPCI), The Hawks and the office of The Public Protector, South Africa, concerning allegations against unregistered scientists and malpractice of registered scientists; and
- (i) Drafting guidelines for dealing with unregistered scientists and compiling a Memorandum of Understanding (MoU). This will be entered into between SACNASP and the South African Police Service (SAPS), since SACNASP currently does not have jurisdiction over unregistered scientists.

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.





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



However, the PCC has reviewed and/or investigated the following alleged improper conduct cases:

- (a) An incomplete or problematic environmental assessment for a proposed residential development, which required SACNASP to appoint an external senior counsel to resolve;
- (b) Unregistered scientists undertaking natural science work, particularly in the Agricultural Science Field of Practice;
- (c) Unprofessional and unethical conduct of natural scientists towards their employer;
- (d) Poor quality of a geotechnical assessment by a registered Earth Scientist;
- (e) Non-payment for work conducted by registered scientists;
- (f) Poor support provided by a university Master's supervisor to a student;
- (g) Poor conditions of service and unfair treatment experienced by a registered scientist at her/his workplace;
- (h) An applicant claiming professional registration in his/her CV before being registered with SACNASP; and
- (i) An increasing number of Referee reports that SACNASP receives, which contain evidence of registered referees copying reports, or reports that applicants write themselves but that the referees sign off.

It must be noted that recruiting willing and available members for the various Investigating Committees, conducting investigations as well as 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.

**Dr PT Govender** Pr. Sci. Nat.  
 Chairperson: Professional Conduct Committee  
 22 April 2020

# 14. HUMAN RESOURCES AND REMUNERATION COMMITTEE REPORT

## MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS)

Dr W Ngoma (Chairperson)

Prof KA Nephawe *Pr.Sci.Nat.*

Mr K Musetsho *Pr.Sci.Nat.*

Consistent with the mandate of SACNASP, the legislative obligations for human resources and the organisational strategies, the Human Resources function regards its mission as dedicating itself to serve and support the organisation in achieving its strategic objectives, while serving the interests of the Minister of Science and Innovation and the registered scientists in particular.

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

### 14.1 HR FOCUS AREAS FOR 2019/2020

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

### 14.2 HUMAN RESOURCE AND REMUNERATION COMMITTEE

The HR and RemCo met 2 times during the period 2019-20 to deal with cost of living adjustments, industrial relations matters and policies, as well as recruiting SACNASP managerial staff.

### 14.3 RECRUITMENT

SACNASP has 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 filled one position through promotion namely, Governance Manager, while it kept temporary contract staff to a minimum of one.

### 14.4 EMPLOYEE BENEFITS AND COMPENSATION

SACNASP implemented reward and recognition in line with the Council policies. Employees received performance bonuses and salary increases for the year 2019-20.

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.

### 14.5 PERFORMANCE MANAGEMENT

The SACNASP Human Resources section plays an important role in facilitating performance management. Performance contracts are aligned to the Annual Performance Plan.

HR also facilitated the biannual performance evaluation for 2019-20 in accordance with the Performance Management and Development Policy.

### 14.6 LABOUR RELATIONS

The Council managed grievances and disciplinary matters effectively. During the period, it held a number of meetings with the representative union National Education, Health and Allied Workers Union (NEHAWU) in relation to wage negotiations. NEHAWU declared a deadlock during the 2019-20 wage negotiations and the case was resolved through conciliation at the Commission for Conciliation, Mediation and Arbitration (CCMA) in May 2019.

During the period under review, the Committee reported one case of employee misconduct in which it issued a final warning to the employee.

## 14.7 HIGHLIGHT OF ACHIEVEMENTS

Existing staff received training to upgrade their skills. Moreover, all SACNASP staff members were trained in communication skills in April 2019, while the Council provided online training in customer service to the Registration Department.

## 14.8 EMPLOYEE WELLNESS

SACNASP organised a team-building event on 29 April 2019.

Five HR-related policies were reviewed and approved during the year, notably:

- Leave Policy
- Grievance Procedure Policy
- Safety Health and Environmental Policy
- Remuneration Policy
- Policy on Employment Benefits for Permanent Staff

## 14.9 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 2019 to the Department of Labour in November 2019.

## 14.10 CHALLENGES FACED BY THE ORGANISATION

Due to its financial constraints, attracting skilled personnel and training existing staff members remain challenging for SACNASP.

## 14.11 FUTURE HR GOALS

Goals for the future are achieving market-related salaries and attracting skilled staff to achieve the strategic goals of the Council.

## 14.12 HR STAFF STATISTICS

Permanent:	24
Short-term contract:	1

## 14.13 SACNASP STAFF STATISTICS BREAKDOWN

SACNASP staff composition comprises 88% women and 12% men. Of these, 68% are African, 4% Coloured, 8% Indian and 20% White.

Table 5: Workforce profile by age

AGE GROUP	20-29	30-39	40-49	50-59	ABOVE 60	TOTAL
Number	2	13	5	3	2	25
Percentage %	8	52	20	12	8	100

Table 6: Employment changes

LEVEL OF MANAGEMENT	AT THE BEGINNING APRIL 2019	APPOINTMENTS/PROMOTION	TERMINATION/TERMINATION DUE TO PROMOTION	AT THE END MARCH 2020
Top Management	1	0	0	1
Senior Management	3	1	0	4
Professionally Qualified	4	0	1	3
Junior Management	4	0	0	4
Semi-skilled	14	0	1	13
<b>Total</b>	<b>26</b>	<b>1</b>	<b>2</b>	<b>25</b>

Table 7: Reasons for staff leaving

REASONS	NUMBER	PERCENTAGE %
Death	0	0
Ill health	0	0
Resignation	0	0
Dismissal	0	0
End of Contract	1	100%
<b>Total</b>	<b>1</b>	<b>100%</b>

Table 8: 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 9: Personnel Cost by Salary Band

LEVEL	PERSONNEL EXPENDITURE ('000)	% OF PERSONNEL EXPENDITURE TO TOTAL COST	NO. OF EMPLOYEES	AVERAGE COST PER EMPLOYEE ('000)
Top Management	1151	12.75	1	1151
Senior Management	2268	25.10	4	567
Professionally Qualified	1156	12.80	3	385
Junior Management	1647	18.23	4	412
Semi-skilled	2811	31.12	13	216

Table 10: Performance Rewards

LEVEL	PERFORMANCE REWARD ('000)	PERSONNEL EXPENDITURE ('000)	% PERFORMANCE REWARD TO TOTAL PERSONNEL COST
Top Management	26	1151	0.28
Senior Management	44	2268	0.48
Professionals	21	1156	0.22
Junior Management	35	1647	0.38
Semi-Skilled	50	2811	0.55



## 15. REGISTRATION COMMITTEE AND QAC REPORT

The Registration Committee consists of the Professional Advisory Committee Chairs that process applications as per their respective fields of practice. During the 2019/20 financial year, the Committee held five meetings in June 2019, September 2019, November 2019, January 2020 and March 2020. The following table shows the number of registrations at each meeting.

2019-06-05	153
2019-09-11	440
2019-10-17	1
2019-10-31	1
2019-11-13	285
2020-01-22	174
2020-03-11	208

During the 2019/2020 financial year, SACNASP received 1 595 new applications for registration from prospective registered scientists. This is a reduction in the numbers of new applications received for the previous three years and hence a cause for concern. The Council has implemented various marketing initiatives to address the decrease in

registration applications. Table 11 indicates the total number of new registrations approved in each category. Table 12 indicates the number of registrations approved in each field of practice.

Table 11: Natural Scientists registered by category

CATEGORY	2017/18	2018/19	2019/20
Professional Natural Scientist	673	533	353
Candidate Natural Scientist	458	694	710
Certificated Natural Scientist	906	343	199
<b>Total</b>	<b>2 037</b>	<b>1 570</b>	<b>1 262</b>

It is interesting to note that the registrations of Candidate Natural Scientists have grown from 44% of the total in 2018/2019 to 56%. This indicates a positive reaction to SACNASP's engagement with HEIs and graduate programmes at organisations, as well as the reduction of application and registration fees for candidates.

Table 12: Registrations by field of practice

FIELD OF PRACTICE	JUN-19	SEP-19	NOV-19	JAN-20	MAR-20	2019/20 TOTAL
Agricultural Science	0	36	107	7	3	153
Animal Science	18	46	33	18	43	158
Aquatic Science	0	11	3	6	4	24
Atmospheric Science	0	0	0	0	0	0
Biological Science	18	46	13	18	18	113
Botanical Science	0	4	0	2	2	8
Chemical Science	8	26	15	13	18	80
Conservation Science	1	4	1	0	0	6
Earth Science	30	15	10	33	25	113
Ecological Science	3	7	1	5	12	28
Environmental Science	25	130	56	28	47	286
Extension Science	0	60	23	13	16	112
Food Science	10	11	10	5	7	43
Geological Science	49	23	18	35	22	147
Geospatial Science	1	4	0	0	0	5

Table 12: Registrations by field of practice (continued)

FIELD OF PRACTICE	JUN-19	SEP-19	NOV-19	JAN-20	MAR-20	2019/20 TOTAL
Materials Science	0	1	0	0	2	3
Mathematical Science	1	2	1	1	3	8
Microbiological Science	9	21	9	7	11	57
Physical Science	0	7	2	0	2	11
Soil Science	0	11	1	3	2	17
Specified Science: Fire Origin and Cause Investigation	0	0	2	0	0	2
Statistical Science	0	1	1	1	2	5
Toxicological Science	0	0	0	0	0	0
Water Resources Science	11	32	16	16	19	94
Zoological Science	1	6	3	0	5	15
<b>Total</b>	<b>185</b>	<b>504</b>	<b>325</b>	<b>211</b>	<b>263</b>	<b>1488</b>

## 15.1 FOREIGN APPLICATIONS AND CRITICAL SKILLS

Some of the applications that SACNASP received are from foreign applicants and applicants with foreign qualifications. Foreign applicants applying for registration with SACNASP may also apply for a critical skills letter from the Council. In this case, the Critical Skills Review Committee (CSRC) assessed their applications to determine whether they meet the prescribed criteria. During the 2019/2020 financial year, SACNASP received applications from foreign applicants representing 24 different countries.

Table 13: Year-on-year critical skills applications approved

2017/2018	2018/2019	2019/2020
128	82	64

The Council issued Critical Skills letters to all successful applicants as part of their application for a Critical Skills visa. The Department of Home Affairs issues Critical Skills visas to individuals possessing skills in the areas identified and gazetted as such.

Table 14: Countries of origin with numbers of applications

COUNTRY OF ORIGIN	NO. OF APPLICATIONS
Belgium	1
Botswana	1
Cameroon	2
Colombia	1
Cuba	1
Czech Republic	1
Europe	0
France	2
Greece	1
India	6
Iran	1
Israel	1
Kenya	2
Lesotho	2
Malaysia	1
Mozambique	1
Namibia	2
Nigeria	4
Republic of Poland	1
Spain	1
Uganda	1
United Kingdom	2
USA	4
Zimbabwe	45



*The Registration Committee consists of the Professional Advisory Committee Chairs that process applications as per their respective fields of practice.*

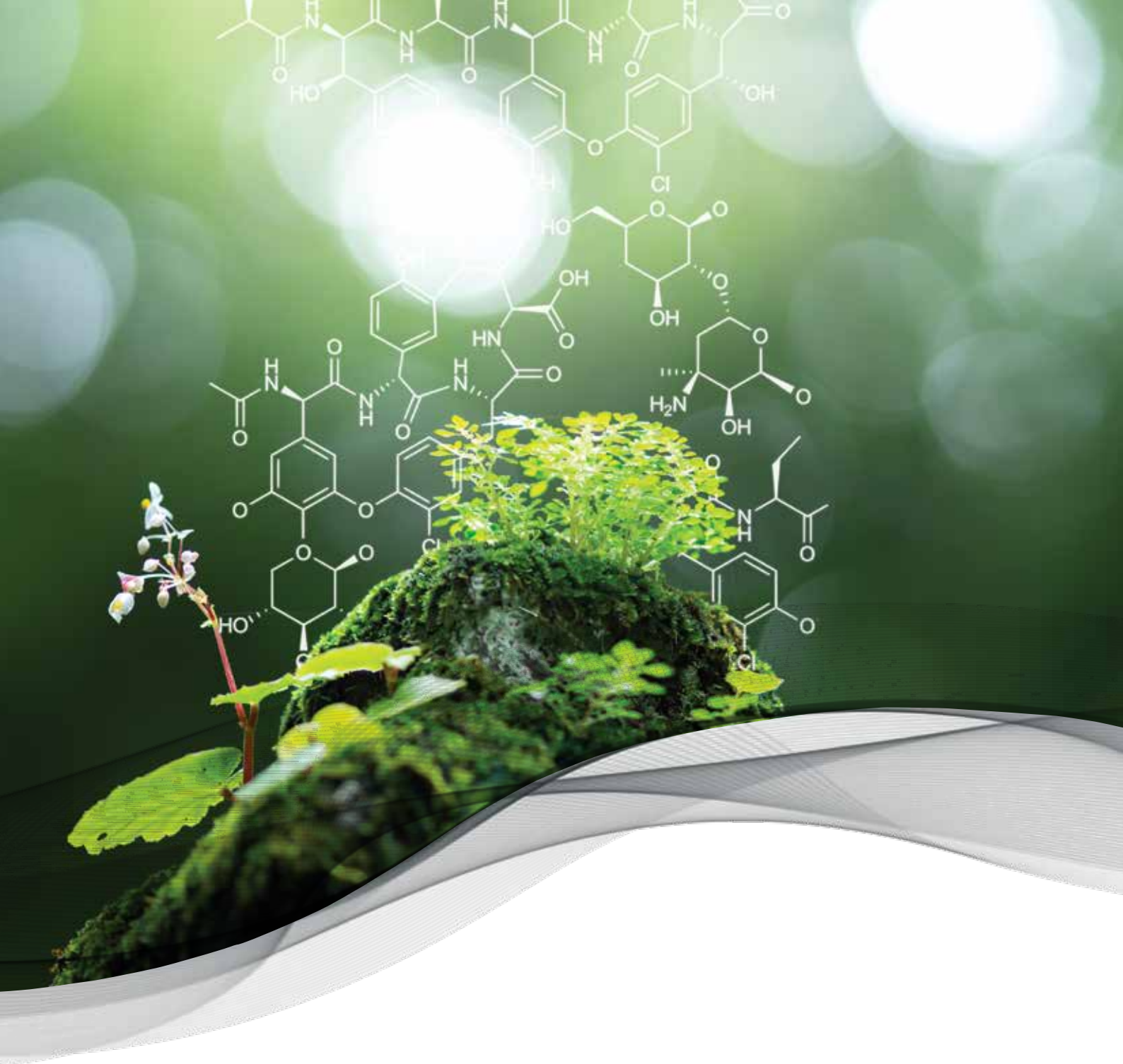


The Qualifications Assessment Committee (QAC) assesses applications from individuals possessing qualifications obtained outside South Africa before the relevant PAC for the field of practice evaluates them. The QAC assesses the

appropriateness of the foreign qualifications to SACNASP Registration. Table 15 below indicates the number of individuals whose qualifications the QAC approved during the 2019/2020 financial year.

*Table 15: Qualifications assessed and approved by the QAC*

DATE	MAY-19	AUG-19	OCT-19	DEC-19	FEB-20	TOTALS
Assessed	47	45	45	50	36	223
Recommended for PAC	41	41	34	33	33	182
Not registrable	4	3	10	11	2	30
Pending	2	1	1	6	1	11



PART D

# FINANCIAL INFORMATION



## 16. GENERAL INFORMATION

<b>COUNTRY OF INCORPORATION AND DOMICILE</b>	South Africa																						
<b>NATURE OF BUSINESS AND PRINCIPAL ACTIVITIES</b>	Regulatory body for the practice of natural sciences in South Africa																						
<b>COUNCIL MEMBERS</b>	<table border="0"> <tr> <td>Dr G.E. Botha <i>Pr.Sci.Nat.</i></td> <td>Prof. K.A. Nephawe <i>Pr.Sci.Nat.</i></td> </tr> <tr> <td>Prof. R.M. Crewe <i>Pr.Sci.Nat.</i></td> <td>Prof. J.S. Galpin <i>Pr.Sci.Nat.</i></td> </tr> <tr> <td>Dr P.T. Govender <i>Pr.Sci.Nat.</i></td> <td>Dr W. Ngoma</td> </tr> <tr> <td>Ms T.N. Mashanda CA(SA) RA</td> <td>Mr N.L. Baartjes <i>Pr.Sci.Nat.</i></td> </tr> <tr> <td>Prof. G.J. Bredenkamp <i>Pr.Sci.Nat.</i></td> <td>Dr R. Coetzer <i>Pr.Sci.Nat.</i></td> </tr> <tr> <td>Prof. I. Gledhill <i>Pr.Sci.Nat.</i></td> <td>Prof. M. Gulumian <i>Pr.Sci.Nat.</i></td> </tr> <tr> <td>Mr K. D. Musetsho <i>Pr.Sci.Nat.</i></td> <td>Dr S.E. Terblanche <i>Pr.Sci.Nat.</i></td> </tr> <tr> <td>Dr J. van Heerden <i>Pr.Sci.Nat.</i></td> <td>Dr M. Mayekiso</td> </tr> <tr> <td>Mr F. Ramagwede <i>Pr.Sci.Nat.</i></td> <td>Dr P.R. Vukea</td> </tr> <tr> <td>Ms M.P. Masemola CA(SA)</td> <td>Prof. B.K. Reilly <i>Pr.Sci.Nat.</i></td> </tr> <tr> <td>Dr S. Moodley</td> <td></td> </tr> </table>	Dr G.E. Botha <i>Pr.Sci.Nat.</i>	Prof. K.A. Nephawe <i>Pr.Sci.Nat.</i>	Prof. R.M. Crewe <i>Pr.Sci.Nat.</i>	Prof. J.S. Galpin <i>Pr.Sci.Nat.</i>	Dr P.T. Govender <i>Pr.Sci.Nat.</i>	Dr W. Ngoma	Ms T.N. Mashanda CA(SA) RA	Mr N.L. Baartjes <i>Pr.Sci.Nat.</i>	Prof. G.J. Bredenkamp <i>Pr.Sci.Nat.</i>	Dr R. Coetzer <i>Pr.Sci.Nat.</i>	Prof. I. Gledhill <i>Pr.Sci.Nat.</i>	Prof. M. Gulumian <i>Pr.Sci.Nat.</i>	Mr K. D. Musetsho <i>Pr.Sci.Nat.</i>	Dr S.E. Terblanche <i>Pr.Sci.Nat.</i>	Dr J. van Heerden <i>Pr.Sci.Nat.</i>	Dr M. Mayekiso	Mr F. Ramagwede <i>Pr.Sci.Nat.</i>	Dr P.R. Vukea	Ms M.P. Masemola CA(SA)	Prof. B.K. Reilly <i>Pr.Sci.Nat.</i>	Dr S. Moodley	
Dr G.E. Botha <i>Pr.Sci.Nat.</i>	Prof. K.A. Nephawe <i>Pr.Sci.Nat.</i>																						
Prof. R.M. Crewe <i>Pr.Sci.Nat.</i>	Prof. J.S. Galpin <i>Pr.Sci.Nat.</i>																						
Dr P.T. Govender <i>Pr.Sci.Nat.</i>	Dr W. Ngoma																						
Ms T.N. Mashanda CA(SA) RA	Mr N.L. Baartjes <i>Pr.Sci.Nat.</i>																						
Prof. G.J. Bredenkamp <i>Pr.Sci.Nat.</i>	Dr R. Coetzer <i>Pr.Sci.Nat.</i>																						
Prof. I. Gledhill <i>Pr.Sci.Nat.</i>	Prof. M. Gulumian <i>Pr.Sci.Nat.</i>																						
Mr K. D. Musetsho <i>Pr.Sci.Nat.</i>	Dr S.E. Terblanche <i>Pr.Sci.Nat.</i>																						
Dr J. van Heerden <i>Pr.Sci.Nat.</i>	Dr M. Mayekiso																						
Mr F. Ramagwede <i>Pr.Sci.Nat.</i>	Dr P.R. Vukea																						
Ms M.P. Masemola CA(SA)	Prof. B.K. Reilly <i>Pr.Sci.Nat.</i>																						
Dr S. Moodley																							
<b>REGISTERED OFFICE</b>	Suite U13, L4 & L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street, Pretoria 0087																						
<b>BUSINESS ADDRESS</b>	Suite U13, L4 & L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street, Pretoria 0087																						
<b>POSTAL ADDRESS</b>	Private Bag X540 Silverton Pretoria 0127																						
<b>BANKERS</b>	Nedbank Limited																						
<b>AUDITORS</b>	Morar Incorporated Chartered Accountants (S.A.) Registered Auditors																						
<b>COUNCIL SECRETARY</b>	Mrs D Fisher																						
<b>REGISTERED UNDER THE NSP ACT</b>	NSP Act No 27 of 2003																						
<b>TAX REFERENCE NUMBER</b>	9808825146																						
<b>LEVEL OF ASSURANCE</b>	These annual financial statements have been audited in compliance with the applicable requirements of the Natural Scientific Professions Act, 27 of 2003 (NSP Act No 27 of 2003).																						
<b>PREPARER</b>	The annual financial statements were internally compiled by: T Mangalana, Financial Manager																						
<b>PUBLISHED</b>	September 24, 2020																						
<b>CHIEF EXECUTIVE OFFICER</b>	Dr P Rampersadh <i>Pr.Sci.Nat.</i>																						
<b>ATTORNEYS</b>	RW Attorneys																						

## 17. COUNCIL MEMBERS' RESPONSIBILITIES AND APPROVAL

The Council members are required by the Natural Scientific Professions Act, 27 of 2003 (NSP Act No. 27 of 2003), to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the Council as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SME's). 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 SME's) and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Council members acknowledge that they are ultimately responsible for the system of internal financial control established by the Council and place considerable importance on maintaining a strong control environment. To enable the Council members to meet these responsibilities, they set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Council and all employees are required to maintain the highest ethical standards in ensuring the Council's business is conducted in a manner

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

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

The Council members have reviewed the Council's cash flow forecast for the year to March 31, 2021 and, in the light of this review and the current financial position, they are satisfied that the Council has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the Council's annual financial statements. The annual financial statements have been examined by the Council's external auditors and their report is presented on page 50 to 51.

The annual financial statements set out on pages 54 to 72, which have been prepared on the going concern basis, were approved by the Council on September 24, 2020 and were signed on its behalf by:



**Dr Gerda Botha** *Pr.Sci.Nat.*

Chairperson



**Dr Pradish Rampersadh** *Pr.Sci.Nat.*

Chief Executive Officer

# 18. AUDIT AND RISK COMMITTEE REPORT

This report is provided by the Audit and Risk Committee appointed in respect of the 2020 financial year of the South African Council for Natural Scientific Professions.

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

## 1. AUDIT AND RISK COMMITTEE MEMBERS

The Audit and Risk Committee consists of five Council members:

NAME	ATTENDANCE
Ms T. N. Mashanda CA (SA) RA (Chairperson)	5/6
Mr K. D. Musetsho Pr.Sci. Nat.	6/6
Ms M. P. Masemola CA (SA)	6/6
Prof K. A. Nephawe Pr.Sci. Nat.	6/6
Dr P. T. Govender Pr.Sci. Nat.	6/6

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

The Committee met six (6) times in the 2020 financial year. Members of management and external auditors attend these meetings by invitation. This Committee does not form part of management, its role is of an independent and objective adviser and it operates as an overseer, making recommendations to Council for final approval.

## 2. AUDIT AND RISK COMMITTEE RESPONSIBILITIES

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

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

## 3. THE EFFECTIVENESS OF INTERNAL CONTROL AND RISK MANAGEMENT

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

## 4. EXTERNAL AUDIT

Morar Incorporated was appointed by the Council as the external auditors for 2020 financial year. The Committee is satisfied that Morar Incorporated is independent of the Council.

The audit fee was approved on 05 May 2020 for the 2020 financial year and the fee was considered reasonable.

## 5. INTEGRATED ANNUAL REPORT

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

## 6. ANNUAL FINANCIAL STATEMENTS

The Committee reviewed the results of 31 March 2020 annual financial statements and made recommendations to the Council for its approval. In the course of its review the Committee:

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

On behalf of the Audit and Risk Committee



**Ms T N Mashanda** CA(SA) RA  
Chairperson Audit and Risk Committee  
Thursday, September 24, 2020

# 19. INDEPENDENT AUDITOR'S REPORT

## 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 54 to 72, which comprise the statement of financial position as at 31 March 2020, 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 2020, 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 2020", which includes the Council Members' Report as required by the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003) and the Detailed Income Statement, which we obtained prior to the date of this report. The other information does not include the financial statements and our auditor's report thereon.

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

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

### RESPONSIBILITIES OF THE COUNCIL MEMBERS FOR THE FINANCIAL STATEMENTS

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

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



## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we

conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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

## REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

In terms of the IRBA Rule published in Government Gazette Number 39475 dated 4 December 2015, I report that Morar Incorporated has been the auditor of the South African Council for Natural Scientific Professions for 2 years.



**Roshan Morar**

Director

Morar Incorporated Chartered Accountants (SA) Registered Auditors

24 September 2020

## 20. COUNCIL MEMBERS' REPORT

The Council members have pleasure in submitting their report on the annual financial statements of South African Council for Natural Scientific Professions for the year ended March 31, 2020.

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

### 1. INCORPORATION

The Council was incorporated on November 28, 2003.

### 2. NATURE OF BUSINESS

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

The Council's mandate is as follows:

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

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

### 3. REVIEW OF FINANCIAL RESULTS AND ACTIVITIES

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

### 4. COUNCIL MEMBERS

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

COUNCIL MEMBERS	OFFICE
Dr G.E. Botha <i>Pr.Sci.Nat.</i>	Chairperson
Prof. K.A. Nephawe <i>Pr.Sci.Nat.</i>	Deputy Chairperson
Prof. R.M. Crewe <i>Pr.Sci.Nat.</i>	Member
Prof. J.S. Galpin <i>Pr.Sci.Nat.</i>	Member
Dr P.T. Govender <i>Pr.Sci.Nat.</i>	Member
Dr W. Ngoma	Member
Ms T.N. Mashanda CA(SA) RA	Member
Mr N.L. Baartjes <i>Pr.Sci.Nat.</i>	Member
Prof. G.J. 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 K. D. Musetsho <i>Pr.Sci.Nat.</i>	Member
Dr S.E. Terblanche <i>Pr.Sci.Nat.</i>	Member
Dr J. van Heerden <i>Pr.Sci.Nat.</i>	Member
Dr M. Mayekiso	Member
Mr F. Ramagwede <i>Pr.Sci.Nat.</i>	Member
Dr P.R. Vukea	Member
Ms M.P. Masemola CA(SA)	Member
Prof. B.K. Reilly <i>Pr.Sci.Nat.</i>	Member
Dr S. Moodley	Member

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

### 5. EVENTS AFTER THE REPORTING PERIOD

The Council has approved the Annual Performance plan for the next five (5) years. The contract with the Department of Science and Innovation (DSI) has been extended for three years (2019-2022) amounting to R14 946 813. The second instalment of R4 000 000 was received in July 2020.

The Council is not aware of any other material event that occurred after the reporting date and up to the date of this report except the effect of the Coronavirus COVID-19 pandemic. This resulted in a national lockdown at the end of March 2020, which 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, the bad debt at SACNASP and eventually the income derived by the Council related to this.

## 6. GOING CONCERN

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

## 7. AUDITORS

Morar Incorporated were appointed in office as auditors by the Council for the year ended 31 March 2020.

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

## 8. COUNCIL SECRETARY

The Council secretary is Mrs D Fisher.

## 9. CHAIRPERSON

The annual financial statements set out on pages 10 to 30, which have been prepared on the going concern basis, were approved by Council on September 24, 2020, and were signed on its behalf by:



**Dr G.E. Botha** Pr.Sci.Nat.

Chairperson

Thursday, September 24, 2020

# 21. STATEMENT OF FINANCIAL POSITION

## AS AT 31 MARCH 2020

	NOTES	2020 R	2019 R
<b>ASSETS</b>			
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	3	201,506	105,201
Intangible assets	4	1,093	99,940
		<b>202,599</b>	<b>205,141</b>
<b>CURRENT ASSETS</b>			
Trade and other receivables	5	12,459,546	10,619,430
Cash and cash equivalents	7	8,854,347	9,571,630
Deposit receivable	6	204,499	63,871
		<b>21,518,392</b>	<b>20,254,931</b>
<b>Total Assets</b>		<b>21,720,991</b>	<b>20,460,072</b>
<b>EQUITY AND LIABILITIES</b>			
<b>EQUITY</b>			
Accumulated surplus		1,602,196	698,969
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	8	3,661,262	3,860,434
Deferred income	9	15,971,184	15,392,824
Provisions	10	486,349	507,845
		<b>20,118,795</b>	<b>19,761,103</b>
<b>Total Equity and Liabilities</b>		<b>21,720,991</b>	<b>20,460,072</b>

## 22. STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2020

	NOTES	2020 R	2019 Restated* R
Revenue	11	14,340,950	14,378,112
DSI Project Income	12	5,406,954	5,553,706
SAASTA Grant – 2019 National Science Week	12	10,875	-
<b>Total revenue</b>		<b>19,758,779</b>	<b>19,931,818</b>
Operating expenses		(19,113,512)	(18,874,353)
<b>Operating surplus</b>	13	<b>645,267</b>	<b>1,057,465</b>
Investment revenue	14	257,960	183,417
<b>Surplus for the year</b>		<b>903,227</b>	<b>1,240,882</b>



## 23. STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2020

	Accumulated (deficit)/ surplus R	Total R
Opening balance as previously reported	(1,139,945)	(1,139,945)
<b>Adjustments</b>		
Prior period error (Refer to Note 20)	598,032	598,032
<b>Restated* Balance at April 1, 2018</b>	<b>(541,913)</b>	<b>(541,913)</b>
Surplus for the year	1,240,882	1,240,882
<b>Total comprehensive surplus for the year</b>	<b>1,240,882</b>	<b>1,240,882</b>
<b>Restated* Balance at April 1, 2019</b>	<b>698,969</b>	<b>698,969</b>
Surplus for the year	903,227	903,227
<b>Total comprehensive surplus for the year</b>	<b>903,227</b>	<b>903,227</b>
<b>Balance at March 31, 2020</b>	<b>1,602,196</b>	<b>1,602,196</b>

## 24. STATEMENT OF CASH FLOWS

### FOR THE YEAR ENDED 31 MARCH 2020

	NOTES	2020 R	2019 R
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Cash receipts from customers		18,659,107	11,814,354
Cash paid to suppliers and employees		(18,978,423)	(17,599,182)
Cash used in operations	17	(319,316)	(5,591,674)
Interest income		257,960	183,417
<b>Net cash from operating activities</b>		<b>(61,356)</b>	<b>(5,408,257)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant and equipment	3	(515,299)	(40,475)
Purchase of other intangible assets	4	-	(174,788)
Increase in deposit receivable		(140,628)	(5,000)
<b>Net cash from investing activities</b>		<b>(655,927)</b>	<b>(220,263)</b>
<b>Total cash movement for the year</b>		<b>(717,283)</b>	<b>(5,628,520)</b>
Cash at the beginning of the year		9,571,630	15,200,150
<b>Total cash at end of the year</b>	7	<b>8,854,347</b>	<b>9,571,630</b>

# 25. ACCOUNTING POLICIES

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

---

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

These accounting policies are consistent with the previous period.

### 1.1 SIGNIFICANT JUDGEMENTS AND SOURCES OF ESTIMATION UNCERTAINTY

#### CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

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

#### KEY SOURCES OF ESTIMATION UNCERTAINTY

##### IMPAIRMENT TESTING

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

##### PROVISIONS

Provisions are inherently based on assumptions and estimates using the best information available, Refer to note 10.

### 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.

#### (I) RECOGNITION AND MEASUREMENT

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

Costs include expenditure that is directly attributable to the acquisition of asset. 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 dismantling and removing the items and restoring the site on which they are located and capitalised borrowing costs.

Purchase 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.

## (II) SUBSEQUENT COSTS

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

## (III) DEPRECIATION

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

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

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

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

## 1.3 INTANGIBLE ASSETS

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

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

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

ITEM	USEFUL LIFE
Computer software	3 years

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

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

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

## **1.4 FINANCIAL INSTRUMENTS**

### **INITIAL MEASUREMENT**

The 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.

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

### **FINANCIAL INSTRUMENTS AT AMORTISED COST**

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

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

### **FINANCIAL INSTRUMENTS AT FAIR VALUE**

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

### **TRADE AND OTHER RECEIVABLES**

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



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

## **TRADE AND OTHER PAYABLES**

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

## **CASH AND CASH EQUIVALENTS**

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

## **1.5 LEASES**

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

### **OPERATING LEASES – 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 lease payments are recognised as an expense on a straight-line basis over the lease term unless:

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

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

## **1.6 IMPAIRMENT OF ASSETS**

The Council assesses at each reporting date whether there is any indication that property, plant and equipment or intangible assets may be impaired. If such indication exists, the Council estimates the recoverable amount of the asset.

## **1.7 EMPLOYEE BENEFITS**

### **SHORT-TERM EMPLOYEE BENEFITS**

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

## 1.8 PROVISIONS AND CONTINGENCIES

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

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

Provisions are not recognised for future operating losses.

## 1.9 GOVERNMENT GRANTS

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

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

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

## 1.10 REVENUE

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

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

## 1.11 COMPARATIVE FIGURES

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

## 2. NEW STANDARDS AND INTERPRETATIONS

---

The annual financial statements have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SME's) on a basis consistent with the prior year.

## 26. NOTES TO THE ANNUAL FINANCIAL STATEMENTS

### 3. PROPERTY, PLANT AND EQUIPMENT

	2020			2019		
	COST R	ACCUMULATED DEPRECIATION R	CARRYING VALUE R	COST R	ACCUMULATED DEPRECIATION R	CARRYING VALUE R
Furniture and fixtures	843,613	(667,356)	176,257	567,039	(467,371)	99,668
IT equipment	858,401	(833,152)	25,249	619,677	(614,144)	5,533
<b>Total</b>	<b>1,702,014</b>	<b>(1,500,508)</b>	<b>201,506</b>	<b>1,186,716</b>	<b>(1,081,515)</b>	<b>105,201</b>

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

	OPENING BALANCE R	ADDITIONS R	DEPRECIATION R	CLOSING BALANC R
Furniture and fixtures	99,668	276,574	(199,985)	176,257
IT equipment	5,533	238,725	(219,009)	25,249
<b>Total</b>	<b>105,201</b>	<b>515,299</b>	<b>(418,994)</b>	<b>201,506</b>

#### RECONCILIATION OF PROPERTY, PLANT AND EQUIPMENT – 2019

	OPENING BALANCE R	ADDITIONS R	DEPRECIATION R	CLOSING BALANCE R
Furniture and fixtures	187,274	-	(87,606)	99,668
IT equipment	-	40,475	(34,942)	5,533
<b>Total</b>	<b>187,274</b>	<b>40,475</b>	<b>(122,548)</b>	<b>105,201</b>

An asset register is available for inspection at the registered office of the Council.

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

### 4. INTANGIBLE ASSETS

	2020			2019		
	COST R	ACCUMULATED DEPRECIATION R	CARRYING VALUE R	COST R	ACCUMULATED DEPRECIATION R	CARRYING VALUE R
Computer software	853,300	(852,207)	1,093	853,300	(753,360)	99,940

#### RECONCILIATION OF INTANGIBLE ASSETS – 2020

	OPENING BALANCE R	AMORTISATION R	TOTAL R
Computer software	99,940	(98,847)	1,093

#### RECONCILIATION OF INTANGIBLE ASSETS – 2019

	OPENING BALANCE R	ADDITIONS R	DEPRECIATION R	CLOSING BALANCE R
Computer software	79,102	174,788	(153,950)	99,940

## 5. TRADE AND OTHER RECEIVABLES

	2020 R	2019 R
Trade receivables	14,417,808	12,269,092
Provision for bad debts allowance	(1,958,262)	(1,649,662)
	<b>12,459,546</b>	<b>10,619,430</b>

Trade receivables with credit balances amounting to R796 187 (2019: R789 379) 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	233,359	407,489
31 - 60 days	10,132,856	8,902,424
61 - 90 days	6,941	65,013
91 - 120 days	(5,638)	(7,924)
120+ days	4,050,290	2,902,090
	<b>14,417,808</b>	<b>12,269,092</b>

## 6. DEPOSIT RECEIVABLE

Deposits on leases and other	204,499	63,871
------------------------------	---------	--------

Included in the above balance is an amount for a second rental operating lease commencing in July 2019 of R140 628 (2019: R58 871).

## 7. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:		
Cash on hand	49	194
Bank balances	1,844,107	1,373,024
Short-term deposits	7,010,191	8,198,412
	<b>8,854,347</b>	<b>9,571,630</b>

Included in short-term deposits is an amount of R3 403 793 (2019: R3 725 585) received from DSI for the DSI project. Refer to note 9.1.

## 8. TRADE AND OTHER PAYABLES

	2020 R	2019 R
Trade payables	1,035,817	1,459,322
Unallocated deposits	398,739	440,925
VAT	1,698,869	1,642,976
SAASTA Grant – National Science Week	22,882	-
Accrued expenses	490,504	303,158
Operating lease liability	14,451	14,053
	<b>3,661,262</b>	<b>3,860,434</b>

## AGING ON DEBTORS WITH CREDIT BALANCES

0 - 30 days	(52,831)	(67,820)
31 - 60 days	95,729	70,543
61 - 90 days	(17,064)	(19,666)
91 - 120 days	(41,398)	(4,140)
120 days+	(780,623)	(768,296)
	<b>(796,187)</b>	<b>(789,379)</b>

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

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

Included in Trade payables above are Trade receivables with credit balances amounting to R796 187 (2019: R789 379). Refer to note 5.

## 9. DEFERRED INCOME

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

9.1 DSI Project Funding	3,403,793	3,725,585
9.2 Fees invoiced in advance	12,240,843	11,249,820
9.3 Application fees received in advance	326,548	417,419
	<b>15,971,184</b>	<b>15,392,824</b>

### 9.1 DSI PROJECT FUNDING

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

The duration of 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. Amount received 2020: R4 725 000. The second instalment of R4 986 250 is expected to be received in June 2020 and the last instalment of R5 235 563 is expected to be received in April 2021.

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

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



## 9. DEFERRED INCOME (CONTINUED)

Included in the 2017/2018 DSI project expenses is an amount of R85 800 relating to fruitless and wasteful website development expenditure occurred during the financial year. This expenditure is subject to a legal dispute and it is not certain whether SACNASP will recover this amount.

<b>DSI PROJECT FUNDING</b>	<b>2020 R</b>	<b>2019 R</b>
Opening balance	3,725,585	8,764,823
Deposit received	4,725,000	-
Interest received	360,161	514,469
DSI Project movement (refer to note 12)	(5,017,274)	(5,086,661)
VAT	(389,679)	(467,046)
	<b>3,403,793</b>	<b>3,725,585</b>

Included in the above balance is an amount of R1 431 566 which is committed for existing and ongoing projects (refer to note 22).

### 9.2 FEES INVOICED IN ADVANCE

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

## 10. PROVISIONS

<b>RECONCILIATION OF PROVISIONS – 2020</b>	<b>OPENING BALANCE R</b>	<b>ADDITIONS R</b>	<b>UTILISED DURING THE YEAR R</b>	<b>TOTAL R</b>
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>

<b>RECONCILIATION OF PROVISIONS – 2019</b>	<b>OPENING BALANCE R</b>	<b>ADDITIONS R</b>	<b>TOTAL R</b>
Provisions for employee benefits	250,562	207,871	458,433
Other provisions	-	49,412	49,412
	<b>250,562</b>	<b>257,283</b>	<b>507,845</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 2019 addition to other provisions is made up of an increase in honoraria as per National Treasury rates amounting to R49 412.

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

## 11. REVENUE

	2020 R	2019 R
Annual fees	11,249,820	10,510,393
Pro Rata fee	-	543,766
Application fee	1,520,642	1,857,978
Critical skills fee	244,344	328,709
Upgrading fee	221,939	211,741
Reinstating fee	355,323	65,460
Qualification fee	370,723	587,479
CPD validation	196,000	235,861
Fees written off recovered	182,159	36,725
	<b>14,340,950</b>	<b>14,378,112</b>

## 12. OTHER INCOME

SAASTA Grant – 2019 National Science Week	10,875	-
DSI Project Income (Refer to note 9.1)	5,406,954	5,553,706
	<b>5,417,829</b>	<b>5,553,706</b>

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

## 13. OPERATING SURPLUS

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

### OPERATING LEASE CHARGES

#### LEASE RENTALS ON OPERATING LEASE

Contractual amounts	428,767	367,934
Amortisation on intangible assets	98,846	40,453
Auditors remuneration	125,436	138,515
Bad debts	2,090,312	2,278,052
Council Travel	167,559	238,940
Depreciation on property, plant and equipment	418,992	101,682
DSI Project: Continuing Professional Development Programme	2,072,798	2,525,739
DSI Project: Development of Candidate Mentoring Phase	1,287,299	939,698
DSI Project: Information Technology Platform	1,258,093	1,600,358
Employee costs	8,508,949	8,226,975

## 14. INVESTMENT REVENUE

### INTEREST INCOME

	2020 R	2019 R
Short-term deposits	251,618	178,665
Bank	6,342	4,752
	<b>257,960</b>	<b>183,417</b>

## 15. 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.

## 16. 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	1,163,361	1,031,102
- In second to fifth year	1,146,705	368,169
	<b>2,310,066</b>	<b>1,399,271</b>

Two existing rental operating leases ending in July 2020 will be replaced by a new lease commencing in August 2020 for a period of eighteen (18) months. Whilst this lease is still being finalised it has been included above.

A portion of operating lease payments is allocated to DSI project expenditure.

## 17. CASH USED IN OPERATIONS

Surplus before taxation	903,227	1,240,882
<b>Adjustments for:</b>		
<i>Depreciation and amortisation</i>	517,838	276,500
Interest received	(257,960)	(183,417)
Movements in provisions	(21,496)	257,283
Movements in provisions	(21,496)	257,283
<b>Changes in working capital:</b>		
<i>Trade and other receivables</i>	(1,840,116)	(3,495,655)
Trade and other payables	(199,169)	(418,458)
Deferred income	578,360	(3,866,841)
Prior period error (Refer to note 20)	-	598,032
	<b>(319,316)</b>	<b>(5,591,674)</b>

## 18. RELATED PARTIES

### RELATIONSHIPS

<b>Entities with significant influence</b>	Department of Science and Innovation
<b>Members of key management</b>	Council members
<b>Partnership</b>	South African Agency for Science and Technology Advancement

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

RELATED PARTY BALANCES	2020 R	2019 R
<b>Amounts included in deferred income regarding related parties</b>		
Department of Science and Innovation	3,403,793	3,725,585
<b>Amounts included in Trade and Other Payables regarding related parties</b>		
South African Agency For Science and Technology Advancement (SAASTA)	22,882	-

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

#### RELATED PARTY BALANCES

#### HONORARIA FEES

Dr G.E. Botha <i>Pr.Sci.Nat.</i>	181,059	161,472
Prof. K.A. Nephawe <i>Pr.Sci.Nat.</i>	134,582	98,880
Prof. R.M. Crewe <i>Pr.Sci.Nat.</i>	32,619	15,991
Prof J.S. Galpin <i>Pr.Sci.Nat.</i>	20,589	21,261
Dr P.T. Govender <i>Pr.Sci.Nat.</i>	80,884	68,473
Dr W. Ngoma	25,821	8,240
Ms T.N. Mashanda CA(SA) RA	20,362	23,072
Mr N.L. Baartjes <i>Pr.Sci.Nat.</i>	15,000	5,940
Prof. G.J. Bredenkamp <i>Pr.Sci.Nat.</i>	2,109	2,970
Dr R. Coetzer <i>Pr.Sci.Nat.</i>	9,921	7,425
Prof I. Gledhill <i>Pr.Sci.Nat.</i>	14,139	7,425
Prof. M. Gulumian <i>Pr.Sci.Nat.</i>	17,109	8,910
Mr K. D. Musetsho <i>Pr.Sci.Nat.</i>	41,406	32,670
Dr S.E. Terblanche <i>Pr.Sci.Nat.</i>	21,951	14,850
Dr J. van Heerden <i>Pr.Sci.Nat.</i>	17,346	8,910
Ms M.P Masemola CA(SA)	19,547	11,880
Prof. B.K. Reilly <i>Pr.Sci.Nat.</i>	26,618	19,613
Provision (refer to note 10)	49,412	49,412
	<b>730,474</b>	<b>567,394</b>

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

## 18. RELATED PARTIES (CONTINUED)

The difference between the above amount and the amount report in the detailed income statement is due to non-Council members who also receive honoraria fees.

	2020 R	2019 R
<b>CRITICAL SKILLS VISA ASSESSMENT FEE</b>		
Dr G.E. Botha <i>Pr.Sci.Nat.</i>	7,500	14,250
Prof J.S. Galpin <i>Pr.Sci.Nat.</i>	1,500	-
Dr P.T. Govender <i>Pr.Sci.Nat.</i>	6,000	1,500
Dr S.E. Terblanche <i>Pr.Sci.Nat.</i>	9,000	12,000
Prof. B.K. Reilly <i>Pr.Sci.Nat.</i>	1,500	7,500
	<b>25,500</b>	<b>35,250</b>

### EXTENSION SCIENCE ASSESSMENT FEE

Dr S.E. Terblanche <i>Pr.Sci.Nat.</i>	-	3,700
---------------------------------------	---	-------

### EVALUATION FEES

Council Members	17,900	16,900
Non-Council Members	41,150	43,400
	<b>59,050</b>	<b>60,300</b>

## 19. KEY PERSONNEL EMOLUMENTS

	EMOLUMENTS R	DISABILITY INSURANCE AND RETIREMENT CONTRIBUTIONS R	TOTAL R
<b>EXECUTIVE: 2020</b>			
Dr P Rampersadh <i>Pr.Sci.Nat.</i>	1,189,042	46,597	1,235,639

	EMOLUMENTS R	DISABILITY INSURANCE AND RETIREMENT CONTRIBUTIONS R	TOTAL R
<b>EXECUTIVE: 2019</b>			
Dr P Rampersadh <i>Pr.Sci.Nat.</i>	1,104,651	41,085	1,145,736



## 20. PRIOR PERIOD ERRORS

1. Output VAT to the value of R425 744 that was raised on DSI Project Income was incorrectly accounted for. This is zero-rated income and does not carry an Output VAT element. This has therefore been re-allocated from the VAT Control account to DSI Project Income.
2. IT Equipment with a cost of R18 812 that was purchased with DSI Project Funding was erroneously allocated to DSI Expenditure. This has been re-classified from DSI Expenditure to Fixed Assets and depreciated in full.
3. Intangible assets with a cost of R340 493 that was purchased with DSI Project Funding was erroneously allocated to DSI Expenditure. This has been re-classified from DSI Expenditure to Intangible Assets. The accompanying amortisation amounted to R168 205.

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

<b>STATEMENT OF FINANCIAL POSITION</b>	<b>2020 R</b>	<b>2019 R</b>
IT equipment	-	18,812
Accumulated depreciation: IT equipment	-	(18,812)
Intangible assets	-	340,493
Accumulated depreciation: Intangible assets	-	(168,205)
VAT	-	425,744
Accumulated surplus	-	(598,032)

### PROFIT OR LOSS

DSI Project Income	-	(425,744)
DSI Project: Information Technology Platform re-allocated to IT equipment	-	(18,812)
DSI Project: Information Technology Platform re-allocated to Intangible assets	-	(340,493)
Amortisation on Intangible assets	-	168,205
Depreciation on IT equipment	-	18,812

## 21. COMPARATIVE FIGURES

1. Output VAT to the value of R467 044 that was raised on DSI Project Income was incorrectly accounted for. This is zero-rated income and does not carry an Output VAT element. This has therefore been re-allocated from the VAT Control account to DSI Project Income.
2. IT Equipment with a cost of R20 867 that was purchased with DSI Project Funding was erroneously allocated to DSI Expenditure. This has been re-classified from DSI Expenditure to Fixed Assets and depreciated in full.
3. Intangible assets that was misallocated in the 2018 financial year was corrected and documented on the prior period error note. The amortisation in respect of the 2019 financial year amounts to R113 497.

The effects of the reclassification are as follows:

<b>STATEMENT OF FINANCIAL POSITION</b>		
IT equipment	-	20,867
Accumulated depreciation: IT equipment	-	(20,867)
Accumulated depreciation: Intangible assets	-	(113,497)
VAT	-	467,044
Accumulated surplus	-	(353,547)

## 21. COMPARATIVE FIGURES (CONTINUED)

	2020 R	2019 R
<b>PROFIT OR LOSS</b>		
DSI Project Income	-	(467,044)
DSI Project: Information Technology Platform re-allocated to IT equipment	-	(20,867)
Amortisation on Intangible assets	-	113,497
Depreciation on IT equipment	-	20,867

## 22. COMMITMENTS

DSI Project: Continuing Professional Development Programme	752,297	464,689
DSI Project: Development of Candidate Mentoring Phase	480,000	500,000
DSI Project: Information Technology Platform	77,889	1,329,557
DSI Project: Regulations	121,380	-
	<b>1,431,566</b>	<b>2,294,246</b>

## 27. DETAILED INCOME STATEMENT

	NOTES	2020 R	2019 R
<b>REVENUE</b>			
Revenue	11	14,340,950	14,378,112
DSI Project Income	12	5,406,954	5,553,706
SAASTA Grant – 2019 National Science Week	12	10,875	-
Interest income	14	257,960	183,417
<b>Total revenue</b>		<b>20,016,739</b>	<b>20,115,235</b>
<b>OPERATING EXPENSES</b>			
Accounting Fees and Consulting		-	26,715
Advertising		135,913	61,685
Auditors remuneration		125,436	138,515
Bad debts		2,090,312	2,278,052
Bank charges		216,009	105,630
Catering and meetings		97,316	93,175
Cleaning		10,423	8,312
Computer expenses		139,678	120,132
Consumables		70,555	77,748
Corporate social responsibility		5,000	-
Council travel		167,559	238,940
DSI Project: Continuing Professional Development Programme		2,072,798	2,525,739
DSI Project: Development of Candidate Mentoring Phase		1,287,299	939,698
DSI Project: Information Technology Platform		1,258,093	1,600,358
Depreciation, amortisation and impairments		517,838	276,500
Employee costs		8,508,949	8,226,975
Fines and penalties		12,681	26,638
Honoraria		988,044	807,361
HR Services		80,265	54,525
Insurance		34,176	53,310
Lease rentals on operating lease		428,767	367,934
Legal and Professional Conduct-related expenses		160,668	117,616
Municipal expenses		-	43,229
Office expenses		35,288	34,243
Postage		14,339	26,081
Printing and stationery		154,645	111,380
Promotions		10,875	-
Registration related expenses		2,673	1,660
Repairs and maintenance		55,417	4,530
Subscriptions		34,033	40,127
Telephone and fax		64,539	87,743
Training		183,775	192,303
Transport and freight		150,149	187,499
<b>Total operating expenses</b>		<b>19,113,512</b>	<b>18,874,353</b>
<b>Surplus for the year</b>		<b>903,227</b>	<b>1,240,882</b>

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











Suite L4 and L5 Enterprise Building  
Innovation Hub, Pretoria  
Gauteng  
Tel: +2712 748 6500

RP323/2020 | ISBN: 978-0-621-48799-2

[www.sacnasp.org.za](http://www.sacnasp.org.za)

