

# ANNUAL PERFORMANCE PLAN 2026/27



Working Together to Enhance the Natural Scientific Professions




science, technology  
& innovation

Department:  
Science, Technology and Innovation  
REPUBLIC OF SOUTH AFRICA

**SACNASP**  
South African Council for Natural Scientific Professions  
*Integrity in science*

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# SACNASP'S GENERAL INFORMATION

## REGISTERED NAME

South African Council for Natural  
Scientific Professions (SACNASP)

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## EXTERNAL AUDITOR

RAiN Chartered Accountants  
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## BANK

Nedbank Limited

## COUNCIL SECRETARY

Mr Tumiso Machete (Acting)

# FIELDS OF PRACTICE



# LIST OF ABBREVIATIONS/ACRONYMS

<b>APP</b>	Annual Performance Plan
<b>CAST</b>	China Association for Science and Technology
<b>CHIETA</b>	Chemical Industries Education & Training Authority
<b>CISTE</b>	China International Science and Technology Exchange Centre
<b>CMP</b>	Candidate Mentoring Phase
<b>CPD</b>	Continuing Professional Development
<b>DSTI</b>	Department of Science, Technology and Innovation
<b>EISIED</b>	Economic Sectors, Investment, Employment, and Infrastructure Development
<b>ECP</b>	Employer Champion Programme
<b>GRPBMEAF</b>	Gender Responsive Planning, Budgeting, Monitoring, Evaluation, and Auditing Framework
<b>HEIs</b>	Higher Education Institutions
<b>HSRC</b>	Human Sciences Research Council
<b>ICT</b>	Information and Communication Technology
<b>MoU</b>	Memorandum of Understanding
<b>MTDP</b>	Medium-Term Development Plan
<b>NSI</b>	National System of Innovation
<b>NASPA</b>	Natural Scientific Professions Academy
<b>NDP</b>	National Development Plan Vision 2030
<b>PAC</b>	Professional Advisory Committee
<b>QAC</b>	Qualifications Assessment Committee
<b>SACNASP</b>	South African Council for Natural Scientific Professions
<b>SADC</b>	Southern African Development Community
<b>SAQA</b>	South African Qualifications Authority
<b>SEP</b>	Student Enrolment Programme
<b>SOP</b>	Standard Operating Procedure
<b>SOI</b>	Statement of Intent
<b>STI</b>	Science, Technology & Innovation
<b>VAs</b>	Voluntary Associations
<b>WYPD</b>	Women, Youth, and Persons with Disabilities



**Dr Magezi Mabaso** *Pr.Sci.Nat.*  
President of the SACNASP Council

## ACCOUNTING AUTHORITY STATEMENT

As the newly appointed President of SACNASP, I am honoured to present the Annual Performance Plan (APP) for the Financial Year 2026/27. This marks the second year of implementing the SACNASP Strategic Plan 2025–2030 and reflects our continued alignment with the Medium-Term Development Plan (MTDP) 2024–2029. The MTDP 2024–2029 outlines South Africa’s strategic priorities for the next five years, focusing on inclusive growth, poverty reduction, and building a capable, ethical, and developmental state. It aligns with the National Development Plan (NDP) Vision 2030, the United Nations Sustainable Development Goals (SDGs), the African Union’s Agenda 2063, and the SADC Regional Indicative Strategic Development Plan.

I am dedicated to providing strong governance, fostering a culture of continuous improvement, and ensuring that resources are allocated efficiently to maximise impact. This APP represents a collaborative effort, shaped by the insights and contributions of our stakeholders. It reflects not only our institutional mandate but also our commitment to advancing South Africa’s developmental agenda.

In 2025/26, SACNASP laid the groundwork by strengthening registration systems, advancing professional development programmes, and enhancing stakeholder engagement. Building on these achievements, the 2026/27 APP consolidates progress while scaling initiatives that contribute directly to MTDP's three Strategic Priorities:

**Driving inclusive growth and job creation** through expanded lifelong learning opportunities, mentorship programmes, and international exchanges that enhance employability and innovation among natural science professionals.

**Reducing poverty and tackling the high cost of living** through programmes to empower women, youth, and persons with disabilities through skills development, thereby increasing household incomes. In addition, ensuring their representation in policy and service delivery strengthens social protection systems and reduces economic vulnerability for marginalised groups.

**Building a capable, ethical, and developmental state** by streamlining registration processes, reinforcing ethical and professional standards, and supporting the professionalisation of the public sector through science-based advice and policy engagement. In addition, the finalisation of the 2019 NSP Bill will further strengthen institutional capacity and accountability.

Through these interventions, SACNASP will continue to uphold its mandate of registration, regulation, enabling, and advising, ensuring that natural science professionals play a transformative role in advancing South Africa's national development priorities.

SACNASP remains committed to strengthening financial planning, prioritisation, and operational efficiency to ensure that the approved baseline allocation is utilised optimally in support of the organisation's strategic objectives. Through improved financial governance and targeted partnerships, the organisation will continue to enhance the sustainability and impact of its programmes in line with national development priorities.

Looking ahead, our priorities include:

- Strengthening the ICT Unit to digitise and streamline registration workflows, with robust security measures to safeguard the integrity of the professional database.
- Advancing the Organisational Design process, with a focus on staffing capacity and effective delivery of the five-year strategy.
- Finalising and implementing a fit-for-purpose organogram as a strategic imperative.
- Enhancing stakeholder engagement and public communication to restore confidence and elevate SACNASP's role within the National System of Innovation (NSI).

On behalf of SACNASP, I endorse this Annual Performance Plan and reaffirm our dedication to realising the strategic objectives and priorities it sets forth. Together, we will address challenges, seize opportunities, and create lasting value for all stakeholders, while ensuring that the natural scientific professions continue to drive innovation, inclusivity, and sustainability for the nation.

I would like to thank the Minister of Science, Technology and Innovation, Prof Blade Nzimande, Deputy Minister Dr Nomalungelo Gina, and officials of the DSTI for their unwavering support. I also extend my gratitude to fellow Council Members, the CEO Dr Nompumelelo Obokoh, Management Team, SACNASP employees, and all the VAs and registered scientists for their dedication and contributions to our success.



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**Dr Magezi Mabaso** *Pr.Sci.Nat.*  
President of the SACNASP Council



**Dr Nompumelelo Obokoh** *Pr.Sci.Nat.*  
**Chief Executive Officer**

## CEO STATEMENT

As the Chief Executive Officer of the South African Council for Natural Scientific Professions (SACNASP), I am pleased to present the Annual Performance Plan (APP) for the 2026/27 Financial Year. This APP reflects our continued commitment to strengthening the professionalisation of the natural scientific professions while contributing meaningfully to South Africa's national development agenda as articulated in the Medium-Term Development Plan (MTDP) 2024–2029 and SACNASP's Strategic Plan 2025–2030.

During the 2025/26 Financial Year, SACNASP consolidated its institutional foundation and made significant progress in advancing its mandate of registration, regulation, enabling and advising. Key achievements included improvements in registration efficiency, the expansion of Continuing Professional Development (CPD) and mentoring programmes, the strengthening of science communication initiatives, and the establishment of partnerships across government, academia, industry, and international platforms.

Guided by the Department of Science, Technology and Innovation's mantra of placing science, technology and innovation at the centre of government, education, industry and society, SACNASP has positioned its work to reflect this integrated approach. The 2026/27 APP is designed to give practical expression to that mantra, positioning it as a central driver of our work in the year ahead.

## Placing Science, Technology and Innovation at the Centre of Government, Education, Industry and Society

Pillar	SACNASP Implementation
Government	SACNASP advances the professionalisation of the public sector through strategic partnerships with government departments and municipalities. These include the Memorandum of Understanding with the City of Cape Town, engagement with the Gauteng Department of Agriculture and Rural Development (GDARD), the Department of Water and Sanitation (DWS), and the Department of Agriculture, Land Reform and Rural Development (DALRRD), strengthening ethical governance and evidence-based service delivery.
Education	Collaboration with the South African Qualifications Authority (SAQA), the Council on Higher Education (CHE), and Higher Education Institutions enables alignment of academic programmes with professional registration requirements, supports student chapters, and creates pathways from education into professional practice.
Industry	Through the Employer Champion Programme (ECP) and partnerships with employers such as UVU Bio, SACNASP promotes workplace readiness, skills relevance, and adherence to professional standards in key economic sectors.
Society	Science engagement initiatives, including the SheSTEAM programme and partnerships with non-profit organisations such as NEMATECH, promote science literacy, youth participation, and community-level awareness of the value of the natural sciences in addressing societal challenges.

### Lifelong Learning as a Catalyst for Inclusive and Sustainable Development

SACNASP positions lifelong learning as a central instrument for driving transformation, building resilience, and supporting sustainable development.

Focus Area	SACNASP Approach
Just Transition	CPD programmes and webinars will equip professionals with knowledge and skills in important and emerging issues such as climate-resilient economies, Just Transition, and low-carbon technologies.
Climate Change	CPD offerings will address climate adaptation, water security, biodiversity loss, and environmental risk management, including scientific responses to extreme weather events.
Ethical Practice and GBV Awareness	Lifelong learning interventions will reinforce professional conduct, ethical leadership, and safe workplace awareness.
Transformation and Equity	Targeted lifelong learning interventions will support women, youth, persons with disabilities, and emerging scientists from Historically Disadvantaged Institutions, informed by intersectional data systems.
National Spatial Equity	SACNASP will expand decentralised roadshows and district-level training to rural and underserved provinces, ensuring equitable access to professional development opportunities. In particular, the SheSTEAM Summit of 2026 will take place in Mthatha in the Eastern Cape to enable young girls from quintiles 1-3 schools to participate in the STI careers day event.

In support of transformation and equity objectives, SACNASP will institutionalise the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (GRPBMEAF) across its planning, monitoring, and reporting processes. This will ensure that programme design, resource allocation, and performance tracking are responsive to the differentiated needs of women, youth, and persons with disabilities, while strengthening the organisation's capacity to analyse intersectional trends across race, gender, age and disability in the natural scientific professions.

## INTERNATIONAL ENGAGEMENTS AND STRATEGIC PARTNERSHIPS

In line with Strategic Objective 5, SACNASP continues to deepen its international footprint to expand opportunities for South African natural science professionals. This includes the active implementation of the DSTI–China Association of Science and Technology (CAST) Memorandum of Understanding, participation in BRICS science platforms, and engagement with international partners to facilitate training, exchange programmes, internships, and conference participation. These partnerships strengthen SACNASP's contribution to global knowledge exchange, skills development, and capacity building, positioning South African natural scientists within competitive international networks and advancing national development priorities through science diplomacy.

As SACNASP enters 2026/27, we welcome the newly appointed Council, whose leadership will be instrumental in deepening our impact and strengthening governance. We will continue to advance ethical mastery, environmental stewardship and excellence in the natural scientific professions, contributing to a transformed and thriving South Africa.

I would like to extend heartfelt gratitude to the Minister of Science, Technology and Innovation, Prof Blade Nzimande, Deputy Minister Dr Nomalungelo Gina, the Director-General, Dr Mlungisi Cele and the staff of the DSTI, Council members, staff, and all our registered scientists and partners for their unwavering support and dedication. Your contributions are the cornerstone of our success. Together, we will continue to build a vibrant and dynamic scientific community that drives progress and makes a meaningful impact on our society.

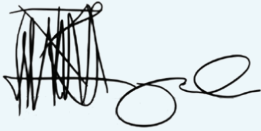


**Dr Nompumelelo Obokoh** *Pr.Sci.Nat.*  
Chief Executive Officer

# OFFICIAL SIGN-OFF

It is hereby certified that this Annual Performance Plan:

- Was developed by the management of the SACNASP under the guidance of the Department of Science, Technology and Innovation.
- Considers all the relevant policies, legislation and other mandates for which SACNASP is responsible
- Accurately reflects the Impact, Outcomes and Outputs which SACNASP will endeavour to achieve over the period 2026/27.



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**Mr Terrence Mangalana**  
Finance Manager



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**Dr Nompumelelo Obokoh** *Pr.Sci.Nat.*  
Chief Executive Officer



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**Dr Magezi Mabaso** *Pr.Sci.Nat.*  
President of the SACNASP Council

Approved by:

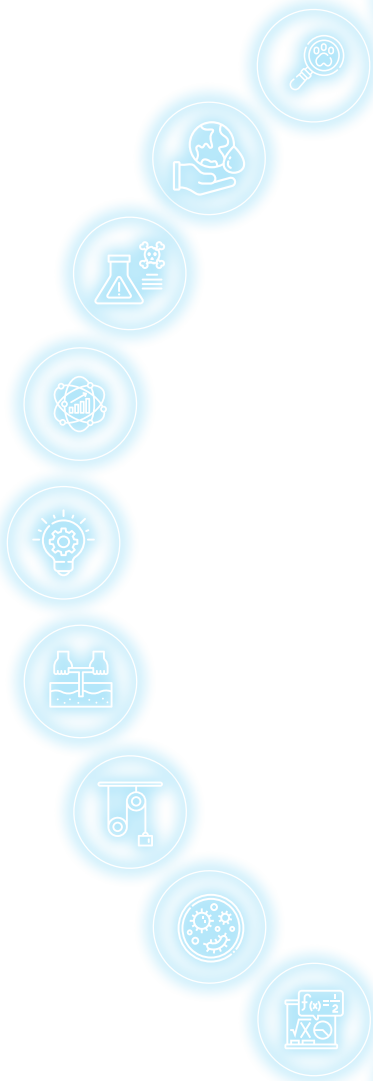


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**Prof Blade Nzimande**  
Minister of Science, Technology and Innovation

# PART A:

## Our Mandate



# CONSTITUTIONAL LEGISLATIVE AND OTHER MANDATES

## EXECUTIVE MANDATE

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

## LEGISLATIVE MANDATE

The Council is mandated as the Accounting Authority to implement the provisions of the NSP Act, under the oversight of its Executive Authority, the Minister of Science, Technology and Innovation. In terms of the NSP Act (No. 27 of 2003), it is a statutory requirement that persons practising in any of the fields of practice listed in Schedule I of the Act must be registered with the Council in any of the prescribed categories (Section 18):

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

## NATURAL SCIENTIFIC PROFESSIONS BILL (2019)

The NSP Act (No. 27 of 2003) is being revised and there are some key improvements.

### 1. CLARITY REGARDING THE MANDATORY NATURE OF REGISTRATION:

Identification of individuals to whom registration applies.

The contextual understanding of amendments to the term "practice".

The application scope of the act.

Ensuring consistency in expressing these positions throughout the Bill.

### 2. BOLSTERING THE REGULATORY MANDATE OF SACNASP AND PROVIDING POWERS TO THE MINISTER:

- Strengthening the regulatory component for effective oversight of unregistered natural scientists by the Council.
- Regulations to allow the Minister to gazette new fields of practice and registration categories.
- Enhancing responsiveness of SACNASP to evolving professional needs, transdisciplinary education, transformation, and inclusivity.
- Alignment with objectives of the decadal plan and the National Development Plan.

### 3. ALIGNMENT AND BENCHMARKING WITH OTHER GOVERNMENT ENTITIES:

The 2003 NSP Act would be repealed, and a new Act would bring registration and regulation of natural scientists in line with the current legislative environment and best practices in Government. The DSTI and SACNASP intend to have the Bill passed into Law in the early half of the Strategic Plan period.

## POLICY MANDATE

Government has set five goals for the next five years, which are:

- A dynamic, growing economy;
- A more equal society, where no person lives in poverty;
- A capable state delivering basic services to all citizens;
- A safe and secure environment; and
- A cohesive and united nation.

To achieve these goals, the MTDP 2024-2029 identifies three Strategic Priorities which will be implemented across the state:



### REGISTRATION

- Strengthening professionalisation

### ENABLING

- Lifelong learning and transformation

### ADVISE

- Expanding knowledge networks and professional collaboration

### REGULATION

- Upholding ethical, legal and social responsibility in natural science

Professional regulation contributes to achieving broader government goals under the MTDP by ensuring that natural science professionals meet standards of competence, ethics, and accountability. Through effective regulation, SACNASP safeguards the quality and integrity of scientific practice, supports evidence-based decision-making, and builds public trust in science.

Thus, strengthening state capacity, promoting ethical governance and enabling the effective implementation of professional development programmes, thereby advancing MTDP Priority 3: A capable, ethical and developmental state. SACNASP is well-positioned to play a critical role in assisting the government to achieve these objectives, focusing on SACNASP's core areas.

## INSTITUTIONAL REVIEW

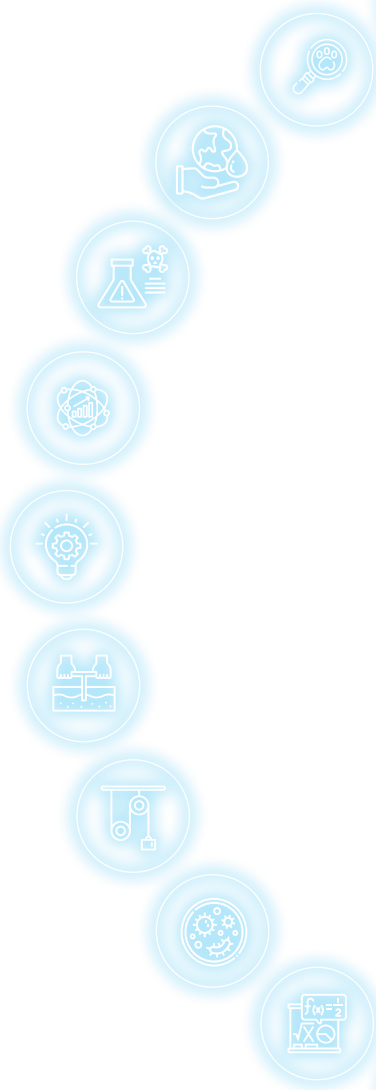
SACNASP has made significant progress in fulfilling the recommendations of the Institutional Review, which was completed in December 2023. The key recommendations are tabulated below.

List of recommendations from the Institutional Review

<b>LEGAL</b>
Ensure the NSP Bill is submitted to Parliament.
Ensure equal representation of recognised VAs when Board members are reduced to a maximum of 16 (under the new Bill).
Consequences for instances of misconduct should be made public, as is done by other professional bodies.
Finalise the delineation of work issues between the SACNASP and the South African Veterinary Council (SAVC).
<b>REGISTRATION</b>
SACNASP should conduct consultative workshops with recognised VAs on the approved Core Competencies Framework.
Ensure professional registration procedures cover the registration of natural scientists with interdisciplinary degrees.
SACNASP needs to continue to streamline, modernise, and manage the process to register natural science professionals.
Strengthen SACNASP's relationship with HEIs, VAs, and all relevant stakeholders within the National Systems of Innovation (NSI).
<b>LIFELONG LEARNING</b>
Encourage recognised VAs to expand lifelong learning activities and support the implementation of the Continuing Professional Development Management Programme (CMP).
Engage with Voluntary Associations (VAs) to strengthen the existing CMP programme to improve accessibility and expand participation among mentees.
Training on CPD programme.
Ensure greater recognition of mentors.
<b>FINANCE</b>
Consider alternative registration fee models for applicants.
<b>GENERAL</b>
Detailed dashboard of achievements in the Annual Report.

# PART B:

## Our Strategic Focus



# SITUATIONAL ANALYSIS

SACNASP continuously evaluates its internal and external operating environment to ensure that its strategic direction, systems and programmes remain aligned with its mandate and responsive to national development priorities.

## EXTERNAL FACTORS

### FUNDING

SACNASP is strengthening its financial planning and resource optimisation mechanisms to ensure the effective delivery of its mandate within the approved baseline allocation. In partnership with the Department of Science, Technology and Innovation (DSTI) and other stakeholders, SACNASP continues to explore opportunities for diversified funding partnerships that support the sustainability of key programmes, particularly in the areas of lifelong learning, transformation and science engagement.

### ECONOMIC CONDITIONS

Economic pressures necessitate a strong focus on employability, retention of scarce skills, and alignment of professional development with labour market needs. SACNASP responds to this environment through targeted CPD offerings, early-career support, mentoring programmes, and strategic partnerships with employers and industry.

### STAKEHOLDER EXPECTATIONS

Stakeholders expect efficient registration processes, high ethical standards, and visible impact. SACNASP continues to prioritise digitalisation, business process optimisation and proactive engagement to meet these expectations and to strengthen public trust in the natural scientific professions.

## INTERNAL FACTORS

### HUMAN RESOURCES

SACNASP is implementing its organisational design and work study outcomes to ensure that its structure, skills mix, and workflows are aligned with strategic priorities. Capacity development focuses on strengthening leadership, professional expertise, and cross-functional collaboration, supported by structured internship and graduate placement programmes in partnership with the Human Sciences Research Council (HSRC) and The Innovation Hub.

### ICT SYSTEMS

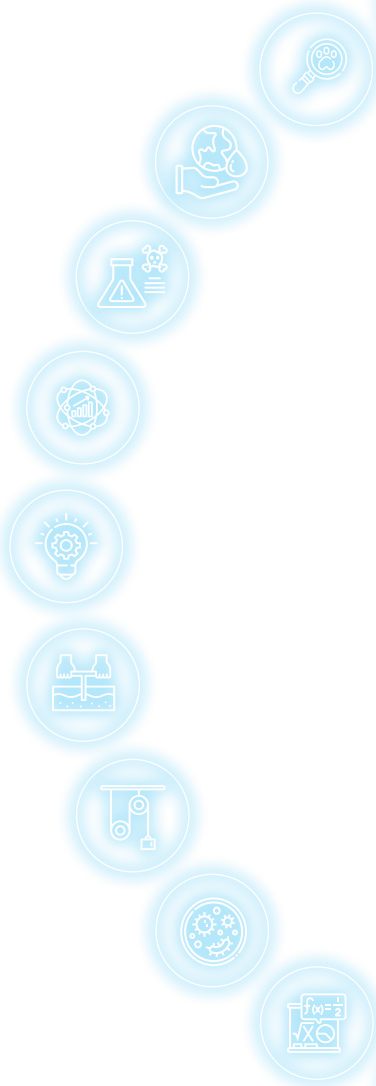
SACNASP continues to build a secure, modern and resilient ICT environment to support service delivery, data integrity, and stakeholder engagement. Investments in cybersecurity, cloud-based infrastructure, authentication systems, and staff digital awareness ensure that SACNASP operates in line with best practice standards for public entities.

### FINANCE

The organisation is strengthening financial management systems to improve cost efficiency, transparency, and alignment between resource allocation and strategic objectives. Emphasis is placed on ensuring that programme budgets directly support outcomes related to registration efficiency, professional development, transformation, science engagement, and international collaboration.

# PART C:

## Measuring Our Performance





## STRATEGIC OBJECTIVE 1:

To increase the number of registered natural scientists, ensure greater retention, and enhance the efficiency of the registration process

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

Outcome	Output Indicator	Estimated Performance Targets				
		2025/26	2026/27	2027/28	2028/29	2029/30
1. Increased registration of natural scientists	Number of new registered natural scientists per annum	2 400	2 400	2 400	2 400	2 400
2. Ensured retention of registered natural scientists	Percentage of registered natural scientists renewing their annual registration per annum	80%	80%	80%	80%	80%
3. Reduced turnaround time for processing complete applications	Number of days taken to process complete applications per annum	90-180 days	70-140 days	60-90 days	40-70 days	30-45 days

## OUTPUT INDICATORS, ANNUAL AND QUARTERLY TARGETS

Outcome indicator	Annual Target	Q1	Q2	Q3	Q4
Number of new registered natural scientists per annum	2 400	600	1 200	1 800	2 400
Percentage of registered natural scientists renewing their annual registration per annum	80%	N/A	N/A	N/A	80%
Number of days taken to process complete applications per annum	70-140 days	140 days	120 days	100 days	70 days

### Explanation of planned performance over the medium term

SACNASP will continue to strengthen its registration systems, processes, and data architecture to ensure a more efficient, accessible, and transformation-responsive regulatory environment. This objective directly supports the Medium-Term Development Plan (MTDP) Strategic Priority 3 of building a capable, ethical, and developmental state through the professionalisation of the natural scientific professions.

Over the medium term, SACNASP will implement enhanced digital workflows and refined business processes to reduce turnaround times, improve the quality of application assessments, and strengthen regulatory accountability. Collaboration with the Council on Higher Education (CHE) and the South African Qualifications Authority (SAQA) will be leveraged to improve qualification alignment and verification, while engagements with key stakeholders such as the National Deans of Science Forum will directly support collaboration with HEIs.

Registration systems will be progressively enhanced to enable the disaggregation of data by gender, race, age, disability, and geographic location. This will strengthen SACNASP's ability to monitor transformation trends, identify underrepresented groups and support evidence-based planning in line with national development imperatives.

Spatial analysis of registration data will be introduced to identify districts and provinces with low professional presence. This will inform targeted registration drives and outreach activities aimed at reducing spatial inequality and expanding the footprint of the natural scientific professions in underserved areas.

Through these interventions, SACNASP will ensure that improvements in efficiency, data quality, and inclusivity are sustained, strengthening the credibility of the regulatory system and contributing to a professional, responsive, and developmental state.



## STRATEGIC OBJECTIVE 2: To ensure high professional and ethical standards for natural science professionals

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

Outcome	Output Indicator	Estimated performance				
		2025/26	2026/27	2027/28	2028/29	2029/30
4. Enhanced professional and ethical conduct of natural science professionals	Number of educational campaigns conducted on ethical conduct and professionalism per annum	2	2	2	2	2
	Number of practice notes on science matters published per annum.	2	2	2	2	2

### OUTPUT INDICATORS, ANNUAL AND QUARTERLY TARGETS

Output indicator	Annual Target	Q1	Q2	Q3	Q4
Number of educational campaigns conducted on ethical conduct and professionalism per annum.	2	0	1	1	1
Number of practice notes on science matters published per annum.	2	0	1	1	1

#### Explanation of planned performance over the medium term

SACNASP will strengthen the professional and ethical standards of natural science professionals through the delivery of structured educational campaigns, and the development of regulatory practice notes. This objective contributes directly to the Medium-Term Development Plan (MTDP) Strategic Priority 3 of building a capable, ethical, and developmental state by reinforcing accountability, integrity and public trust in the profession.

Over the medium term, educational campaigns will focus on reinforcing the Code of Conduct, regulatory compliance, professional accountability, and the obligations of registered practitioners under the Natural Scientific Professions Act. These campaigns will increasingly be decentralised and delivered in rural, township and district spaces where professional presence and regulatory awareness are most limited, thereby addressing spatial inequality and strengthening the regulatory footprint of SACNASP beyond major urban centres.

Practice notes will continue to provide formal guidance on professional conduct, regulatory processes and statutory obligations, ensuring that practitioners are well-informed of evolving regulatory requirements. This will strengthen compliance, reduce incidences of unprofessional conduct, and support the effective enforcement of standards across all fields of practice.

Through these interventions, SACNASP will foster a culture of ethical leadership and professionalism, reinforcing the integrity of the natural scientific professions and safeguarding the public interest.



## STRATEGIC OBJECTIVE 3A:

To advance the professional development and transformation of the natural science profession through lifelong learning programmes

**IMPACT:** By 2029/30, CPD participation will increase by 15%, reaching 70% of registered natural science professionals. This will empower professionals with up-to-date skills, drive innovation, elevate standards and promote inclusivity, transformation, and greater opportunities for underrepresented groups.

Outcome	Output Indicator	Estimated performance				
		2025/26	2026/27	2027/28	2028/29	2029/30
5. Increased participation of registered natural scientists in the Continuing Professional Development (CPD) programme	Percentage of registered natural scientists participating in the CPD programme per annum	58%	60%	65%	65%	70%

### OUTPUT INDICATORS, ANNUAL AND QUARTERLY TARGETS

Output indicator	Annual Target	Q1	Q2	Q3	Q4
Percentage of registered natural scientists participating in the CPD programme per annum	60%	58%	58%	59%	60%

#### Explanation of planned performance over the medium term

The Continuing Professional Development (CPD) programme is institutionalised at SACNASP as a core mechanism for lifelong learning and professional relevance within the natural scientific professions. This objective supports the Medium-Term Development Plan (MTDP) Strategic Priority 1 of driving inclusive growth and job creation, as well as Strategic Priority 2 of reducing poverty and tackling the high cost of living through skills development and employability.

Over the medium term, SACNASP will expand the scope and reach of CPD offerings to prioritise emerging skills required for South Africa's development trajectory. CPD content will focus on areas aligned with national priorities, including climate change adaptation, just transition pathways, environmental resilience, food security, biodiversity protection, innovation for service delivery, and digital transformation. These interventions will equip professionals with future-oriented competencies that enhance employability and sector responsiveness.

To address spatial inequality and limited professional presence in underserved regions, SACNASP will decentralise CPD delivery through district-based workshops, provincial roadshows, virtual platforms, and partnerships with Historically Disadvantaged Institutions. This approach will ensure equitable access to lifelong learning opportunities, particularly in rural and township areas.

SACNASP will collaborate with Voluntary Associations, Higher Education Institutions, and industry partners to ensure that CPD material remains current, demand-driven and aligned with labour market needs. The report on the Skills and Competencies required for Future Natural Science Professionals will serve as a guiding framework for the planning and development of the Natural Scientific Professions Academy, strengthening the pipeline of skilled professionals across the country.

Through these interventions, SACNASP will enhance professional capability, drive innovation, and support inclusive economic participation in the natural sciences.



## STRATEGIC OBJECTIVE 3B:

To promote the professional development and transformation of the natural science profession through lifelong learning programmes

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

Outcome	Output Indicator	Estimated performance				
		2025/26	2026/27	2027/28	2028/29	2029/30
6. Increased participation of designated groups through targeted lifelong learning programmes	Percentage of women natural scientists participating in lifelong learning programmes per annum	50%	55%	60%	70%	80%
	Percentage of young natural scientists participating in lifelong learning programmes per annum	50%	55%	60%	70%	80%
	Percentage of people with disabilities participating in lifelong learning programmes per annum	50%	55%	60%	70%	80%

## OUTPUT INDICATORS, ANNUAL AND QUARTERLY TARGETS

Output indicator	Annual Target	Q1	Q2	Q3	Q4
Percentage of women natural scientists participating in lifelong learning programmes per annum	55%	50%	52%	53%	55%
Percentage of young natural scientists participating in lifelong learning programmes per annum	55%	50%	52%	53%	55%
Percentage of people with disabilities participating in lifelong learning programmes per annum	55%	50%	52%	53%	55%

### Explanation of planned performance over the medium term

SACNASP will intensify efforts to promote the participation of women, youth, and persons with disabilities in lifelong learning programmes in order to advance transformation and inclusive development within the natural scientific professions. This objective contributes directly to the Medium-Term Development Plan (MTDP) Strategic Priority 2 of reducing poverty and tackling the high cost of living through skills development, employability and economic participation.

Over the medium term, SACNASP will institutionalise the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (GRPBMEAF) to ensure that the design, resourcing, and monitoring of lifelong learning interventions are responsive to the differentiated needs of designated groups. Participation trends will be tracked through intersectional data systems, enabling SACNASP to analyse patterns across gender, race, age, disability and geographic location.

Targeted lifelong learning interventions will be delivered in partnership with Voluntary Associations, HEIs (including Historically Disadvantaged Institutions), student chapters, and sector partners to strengthen pathways for emerging scientists into professional practice. Particular emphasis will be placed on extending these programmes to rural and township districts where participation barriers are most pronounced.

Through these interventions, SACNASP will strengthen transformation outcomes, support sustainable livelihoods, and contribute to poverty reduction by enabling greater participation of designated groups in the natural science sector.



## STRATEGIC OBJECTIVE 4:

To enhance and promote the contribution of the natural science profession through science communication and engagement

**IMPACT:** Strengthen the influence of the natural scientific professions in national development through the dissemination of ten advisory notes and four newsletters.

Outcome	Output Indicator	Estimated performance				
		2025/26	2026/27	2027/28	2028/29	2029/30
7. Enhanced influence and role of the natural sciences in key and relevant areas of national development	Number of advisory notes published per annum	2	2	2	2	2
8. Enhanced science-aware and science-engaged citizenry	Number of science engagement events per annum.	10	10	10	10	10
	Number of newsletters published on science engagement initiatives per annum.	4	4	4	4	4

## OUTPUT INDICATORS, ANNUAL AND QUARTERLY TARGETS

Output indicator	Annual Target	Q1	Q2	Q3	Q4
Number of advisory notes published per annum	2	0	1	1	2
Number of science engagement events per annum	10	2	5	8	10
Number of newsletters published on science engagement initiatives per annum	4	1	2	3	4

### Explanation of planned performance over the medium term

SACNASP will strengthen the visibility, influence, and societal relevance of the natural scientific professions through structured science communication and engagement initiatives. This objective supports the Medium-Term Development Plan (MTDP) Strategic Priority 3 of building a capable, ethical, and developmental state by fostering a science-aware and science-engaged citizenry.

Over the medium term, SACNASP will expand science engagement activities beyond traditional urban centres by prioritising community-level outreach in rural, township, and district spaces where scientific capacity and awareness gaps are most evident. This will be achieved through targeted roadshows, school engagements and community-based programmes.

A key vehicle for this outreach will be the SheSTEAM programme, which focuses on girls from quintile 1–3 schools to promote participation in science, technology and innovation careers. In 2026, a flagship SheSTEAM event is planned for Mthatha in the Eastern Cape, extending SACNASP’s footprint into underserved regions and directly addressing spatial inequality and historical disadvantage.

Advisory notes will continue to position SACNASP as a thought leader on the professionalisation of the natural scientific professions, providing evidence-based guidance on regulatory and professional practice matters that support public sector reform and ethical governance.

Through collaboration with Voluntary Associations, Higher Education Institutions and DSTI entities, SACNASP will ensure that science engagement initiatives are coordinated, measurable, and aligned with national priorities, thereby enhancing the contribution of the natural sciences to societal development.



## STRATEGIC OBJECTIVE 5:

To foster strategic partnerships and collaboration to advance the natural science profession

**IMPACT:** Inclusive Empowerment of 100 professionals and students over five years, enhancing their skills, fostering innovation, and advancing South Africa’s development goals.

Outcome	Output Indicator	Estimated performance targets				
		2025/26	2026/27	2027/28	2028/29	2029/30
9. Increased global exposure; skills development and capacity building for professionals, students and learners contributing to a competitive and innovative workforce now and in the future	Number of professionals, students and learners benefiting from international mobility initiatives, including training, internships, conferences and exchange opportunities	10	15	20	25	30

### OUTPUT INDICATORS, ANNUAL AND QUARTERLY TARGETS

Output indicator	Annual Target	Q1	Q2	Q3	Q4
Number of professionals, students and learners benefitting from international mobility initiatives, including training, internships, conferences, and exchange opportunities	15	N/A	N/A	N/A	15

#### Explanation of planned performance over the medium term

SACNASP will strengthen strategic partnerships at local, regional, and international levels to expand opportunities for skills development, innovation and professional mobility within the natural scientific professions. This objective contributes to the Medium-Term Development Plan (MTDP) Strategic Priority 1 of driving inclusive growth and job creation by positioning South African natural scientists within competitive global networks.

Over the medium term, SACNASP will implement activities under the Department of Science, Technology and Innovation – China Association of Science and Technology (DSTI–CAST) Memorandum of Understanding and actively participate in BRICS science platforms and other multilateral cooperation frameworks. These engagements will facilitate international training (CPD) opportunities, exchange programmes, and conference participation for professionals, students and learners.

Partnership management systems will be strengthened through the development of a centralised partnership database, improved monitoring of collaboration outcomes, and regular reporting to DSTI on the status and impact of strategic engagements. Particular emphasis will be placed on expanding the diversity of SACNASP’s partnership portfolio and ensuring that international collaboration is integrated into organisational performance planning.

Through these interventions, SACNASP will enhance global exposure, strengthen professional capacity, and contribute to the development of a competitive, innovative, and internationally connected natural science workforce.

# PROGRAMME RESOURCE ALLOCATION (BUDGET ALLOCATION)

## INCOME

Income Stream	Audited	Estimated	MTEF		
	2024/25	2025/26	2026/27	2027/28	2028/29
Revenue from scientists	20 908	23 833	25 964	29 937	34 241
DSTI contract	10 791	10 000	12 075	12 618	13 186
Other income	215	629	692	796	915
<b>Total revenue</b>	<b>31 914</b>	<b>34 462</b>	<b>38 731</b>	<b>43 351</b>	<b>48 342</b>
<b>Total expenses</b>	<b>31 310</b>	<b>35 313</b>	<b>40 039</b>	<b>44 232</b>	<b>48 935</b>
<b>Gross profit</b>	<b>604</b>	<b>-851</b>	<b>-1 308</b>	<b>-881</b>	<b>-593</b>
Interest received	1 218	1 252	1 502	1 578	1 656
<b>Net surplus / deficit</b>	<b>1 822</b>	<b>401</b>	<b>195</b>	<b>697</b>	<b>1 063</b>

## BUDGET ALLOCATION

SACNASP budget allocation	Audited	Estimated	MTEF			
	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30
	R'000	R'000	R'000	R'000	R'000	R'000
<b>1. Administration (infrastructure, salaries and support)</b>	22 946	19 682	23 332	26 356	29 808	33 752
<b>2. Programmes</b>						
<b>A. Human capital development and Transformation (CMP/CPD)</b>	6 220	5 876	6 869	7 350	7 864	8 415
<b>B. Policy/ advisory</b>	-	2 399	2 567	2 747	2 939	3 145
<b>C. Regulatory</b>	1 452	5 949	5 766	6 169	6 601	7 063
<b>D. Science engagement</b>	692	850	910	973	1 041	1 114
<b>E. Collaborations and partnerships</b>	-	556	595	637	682	729
<b>Total</b>	<b>31 310</b>	<b>35 313</b>	<b>40 039</b>	<b>44 232</b>	<b>48 935</b>	<b>54 218</b>

# STRATEGIC RISK REGISTER

This is the second year of operating with the new Strategic Risk Register aligned to the Strategic Plan 2025/30. The risk register provides greater clarity and consistency in how we record, assess, and manage the organisation's most significant risks. The register captures those risks that could materially impact the delivery of our strategic objectives, with clear ownership, consequences, and mitigation plans.

In 2025/26, the Strategic Risk Register was reviewed and updated to reflect the current operating environment and emerging issues.

Management teams have reassessed risks and controls, and the updated register was presented to the Audit, Risk and ICT Committee for oversight and assurance.

This review process ensures that the committee maintains a strong line of sight over the organisation's key strategic risks, with focused attention on priority areas such as cyber security, resilience, compliance, and external factors that may affect delivery.



# SACNASP KEY RISKS AND RISK MITIGATION

Outcomes	Key Risks	Risk Mitigation
<b>STRATEGIC OBJECTIVE 1 (SO OG1): To increase the number of registered natural scientists, ensure greater retention, and enhance the efficiency of the registration process</b>		
<p>1. Increased registration of natural scientists</p>	<p>1. Ineffective ICT infrastructure and business application processes to ensure timeous registration of practising natural science professionals</p>	<p>1. Develop and implement clear Standard Operating Procedures (SOPs) for Registration Committees and Subcommittees to ensure consistent processes and defined guidelines to enhance the efficiency of the registration process</p> <p>2. To establish formal collaboration agreements with key stakeholders, including the South African Qualifications Authority (SAQA), the Department of Home Affairs (DHA), and the National Deans of Science Forum (NDSF)</p> <ul style="list-style-type: none"> <li>- Collaboration with SAQA will enable direct access to the National Learners' Records Database (NLRD), enhancing the verification of qualifications</li> <li>- Partnership with the NDSF will support the alignment and registrability of qualifications</li> <li>- Engagement with DHA will facilitate efficient identity verification through expedited access to ID records, reducing the risk of identity fraud</li> </ul> <p>3. Analyse current business processes through the appointment of a service provider in order to develop and implement robust and effective registration processes</p>

Outcomes	Key Risks	Risk Mitigation
<p>2. Ensured retention of registered natural scientists</p>	<p>2. Decline in the pool of registered natural science professionals</p>	<ol style="list-style-type: none"> <li>1. Enhance stakeholder engagement efforts to attract, support, and retain natural scientists through regular communication, value-driven initiatives, and inclusive participation</li> <li>2. Strengthen collaboration with key stakeholders to foster partnerships, knowledge sharing, and professional development</li> <li>3. Implement targeted marketing initiatives focused on debt recovery by raising awareness, providing clear guidance, and encouraging compliance</li> <li>4. Develop and implement a retention strategy aimed at maintaining active registration, increasing member satisfaction, and supporting long-term professional growth</li> </ol>
<p>3. Reduced turnaround time for processing complete applications for registration</p>	<p>3. Reputational damage to SACNASP due to frustration from natural science professionals</p>	<ol style="list-style-type: none"> <li>1. Establish a clear SOPs for Registration Committees and Subcommittees</li> <li>2. Establish collaboration with key stakeholders (SAQA, Department of Home Affairs, National Deans of Science Forum)</li> <li>3. Analyse current business processes to develop and implement robust and effective registration processes</li> </ol>

Outcomes	Key Risks	Risk Mitigation
<b>STRATEGIC OBJECTIVE 2 (SO OG2): To ensure high professional and ethical standards for natural science professionals</b>		
4. Enhanced professional and ethical conduct of the natural science professionals	Ineffective enforcement of high professional and ethical standards among practising natural science professionals to benefit the profession, the environment, and the public	<ol style="list-style-type: none"> <li>1. Rigorous consultative sessions and workshops with key stakeholders</li> <li>2. Establish and strengthen collaboration and alignment with the enforcement statutory stakeholders</li> <li>3. Strengthening of the regulatory and compliance function to effectively implement applicable legislations, NSP Act and Code of Conduct</li> <li>4. Promulgation of new legislation (Draft Bill)</li> <li>5. Verification and authentication of processes</li> </ol>
Outcomes	Key Risks	Risk Mitigation
<b>STRATEGIC OBJECTIVE 3 (SO OG3): To advance the professional development and transformation of the natural science profession through lifelong learning programmes</b>		
5. Increased participation of registered natural scientists in the Continuing Professional Development (CPD) programme	Limited uptake of the CPD programme by the natural science professions	<ol style="list-style-type: none"> <li>1. Enhance the lifelong learning platforms</li> <li>2. Develop a framework of CPD programmes to be included in the proposed SACNASP training and development academy</li> <li>3. Development of a Professional Development Strategy for natural science professionals</li> </ol>
6. Increased participation of designated groups through targeted lifelong learning programmes	Limited participation of designated groups in lifelong learning programmes	<ol style="list-style-type: none"> <li>1. Establish and strengthen partnerships with the Department of Women, Youth and Persons with Disabilities and other key stakeholders to collaboratively develop lifelong learning initiatives that enhance the inclusion of designated groups in the natural sciences</li> </ol>

Outcomes	Key Risks	Risk Mitigation
		<ol style="list-style-type: none"> <li>2. Facilitate and promote participation of registered natural scientists in targeted lifelong learning programmes aimed at empowering individuals from designated groups</li> <li>3. Establish and expand the Student Chapter to build a supportive platform for student engagement, professional development, and awareness of career pathways in the natural sciences</li> </ol>
Outcomes	Key Risks	Risk Mitigation
<b>STRATEGIC OBJECTIVE 4 (SO OG4): To enhance and promote the contribution of the natural science profession through science communication and engagement</b>		
<ol style="list-style-type: none"> <li>7. Enhanced influence and role of the natural sciences in key and relevant areas of national development</li> </ol>	<p>Inadequate promotion of the relevance and contribution of the natural scientific professions</p>	<ol style="list-style-type: none"> <li>1. Implement the SACNASP Stakeholder Engagement and Management Strategy to systematically identify, engage, and manage key stakeholders through coordinated, measurable activities that support the promotion and development of the natural sciences profession</li> <li>2. A Stakeholder Engagement and Management Strategy has been developed, providing a structured and measurable approach to stakeholder management</li> <li>3. Host and participate in targeted conferences, workshops, and seminars to raise awareness about the importance and relevance of the natural sciences profession</li> <li>4. Develop and implement targeted outreach initiatives, including school engagement, mentorship programmes, science fairs, and career awareness campaigns, to promote natural science education</li> </ol>

Outcomes	Key Risks	Risk Mitigation
<b>STRATEGIC OBJECTIVE 5 (SO OG5): To foster strategic partnerships and collaboration to advance the natural science profession</b>		
<p>8. Enhanced influence and increased learning opportunities for natural science professionals through local, regional and international strategic partnerships</p>	<p>Ineffective partnerships and collaborations with international partners.</p>	<ol style="list-style-type: none"> <li>1. Develop a centralised partnership database</li> <li>2. Enhance training and support for staff involved in international work</li> <li>3. Integrate international collaboration into organisational performance plans - 100 learners, students and professionals to benefit from international mobility initiative over 5 years as part of the 2025-2030 Strategic Plan</li> <li>4. Improve visibility and promotion of SACNASP globally through participating in DSTI international engagements</li> <li>5. Secure multi-year budget lines for international activities</li> </ol>



# PART D:

## Technical Indicator Description (TID)



<b>OUTCOME 1</b>	<b>Increased registration of natural scientists</b>
<b>Indicator title</b>	Number of new registered natural scientists per annum
<b>Definition</b>	The number of new applicants granted registration during the financial year (excluding upgrades and additional fields of practice)
<b>Source of data</b>	SACNASP scientists' database
<b>Method of calculation/ assessment</b>	Simple count of new registrations
<b>Assumptions</b>	Functional system and accurate records in the SACNASP registration database
<b>Disaggregation of beneficiaries (where applicable)</b>	Target for Women: Applicable Target for Children: N/A Target for Youth: Applicable Target for People with Disabilities: Applicable
<b>Spatial transformation (where applicable)</b>	Reflect on contribution to spatial transformation priorities: N/A Reflect on spatial impact area: N/A
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan
<b>Desired performance</b>	Actual performance in line with targeted performance
<b>Indicator responsibility</b>	CEO and Registrations Manager

<b>OUTCOME 2</b>	<b>Ensured retention of registered natural scientists</b>
<b>Indicator title</b>	Percentage of registered natural scientists renewing their annual registration per annum
<b>Definition</b>	The proportion of natural scientists registered on the database in the previous year who pay their annual registration fees in the current financial year expressed as %
<b>Source of data</b>	List of scientists registered extracted from SACNASP scientist database and financial records
<b>Method of calculation/ assessment</b>	Customer Retention Rate Formula (CRR) is used for the calculation. <b>CRR= ((E-N)/S) x 100</b> Where: E: The number of registered scientists at the end of the period N: The number of new registered scientists during the period S: The number of registered scientists at the start of the period
<b>Assumptions</b>	Functional system and accurate financial records and SACNASP database entries
<b>Disaggregation of beneficiaries</b>	Target for Women: Applicable Target for Children: N/A Target for Youth: Applicable Target for People with Disabilities: Applicable
<b>Spatial transformation (where applicable)</b>	Reflect on contribution to spatial transformation priorities: N/A Reflect on spatial impact area: N/A
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan
<b>Desired performance</b>	Actual performance in line with targeted performance
<b>Indicator responsibility</b>	CEO, Registrations Manager and Finance Manager

<b>OUTCOME 3</b>	<b>Reduced turnaround time for processing complete applications</b>
<b>Indicator title</b>	Average number of days to process complete applications per annum (a day is an eight-hour working day)
<b>Definition</b>	Timeframe to review a completed application - from the date the Professional Advisory Committee (PAC) receives the application to the date of the registration meeting in which the application is approved
<b>Source of data</b>	An Excel extract from the SACNASP database An approved addendum on Registration Strategic Reports
<b>Method of calculation/ assessment</b>	Simple Excel Calculation
<b>Assumptions</b>	Functional system and accurate records in the SACNASP database
<b>Disaggregation of beneficiaries</b>	Target for Women: N/A Target for Children: N/A Target for Youth: N/A Target for People with Disabilities: N/A
<b>Spatial transformation (where applicable)</b>	Reflect on contribution to spatial transformation priorities: N/A Reflect on spatial impact area: N/A
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan
<b>Desired performance</b>	Actual performance in line with the targeted performance
<b>Indicator responsibility</b>	CEO and Registrations Manager

<b>OUTCOME 4</b>	<b>Enhanced professional and ethical conduct of the natural science professionals</b>
<b>Indicator title</b>	<ul style="list-style-type: none"> <li>a. Number of educational campaigns conducted on ethical conduct and professionalism per annum</li> <li>b. Number of practice notes on natural science matters published per annum</li> </ul>
<b>Definition</b>	<ul style="list-style-type: none"> <li>a. The number of events held that inform and educate natural scientists about ethical conduct and professional behaviour</li> <li>b. The number of official SACNASP guidance documents published to clarify and elaborate on regulatory, professional standards and best practices that should be followed by natural scientists</li> </ul>
<b>Source of data</b>	<ul style="list-style-type: none"> <li>a. Online registration and performance reports, or signed attendance register and/or legal and compliance alerts</li> <li>b. SACNASP website, internal repository</li> </ul>
<b>Method of calculation/ assessment</b>	<ul style="list-style-type: none"> <li>a. Simple count of events held</li> <li>b. Simple count of practice notes</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>a. Functional online platform, establishment of a stakeholder database and reliable connectivity</li> <li>b. Well-functioning ICT systems</li> </ul>
<b>Disaggregation of beneficiaries</b>	<p>Target for Women: Applicable</p> <p>Target for Children: N/A</p> <p>Target for Youth: Applicable</p> <p>Target for People with Disabilities: Applicable</p>
<b>Spatial transformation (where applicable)</b>	<p>Spatial transformation priorities: N/A</p> <p>Spatial impact area: N/A</p>
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan
<b>Desired performance</b>	Actual performance in line with the targeted performance
<b>Indicator responsibility</b>	CEO and Legal Manager

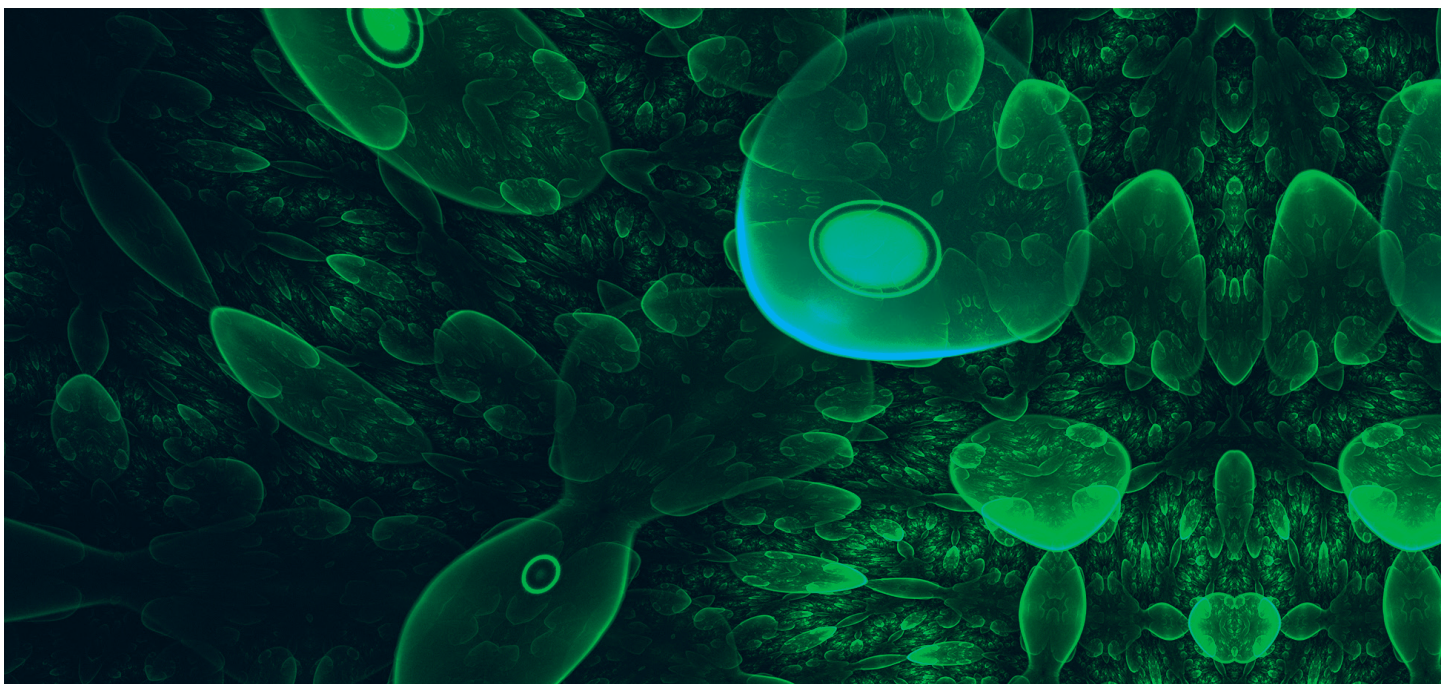
<b>OUTCOME 5</b>		<b>Increased participation of registered natural scientists in the Continuing Professional Development (CPD) programme</b>	
<b>Indicator title</b>	Percentage of registered natural scientists participating in the CPD programme per annum		
<b>Definition</b>	The percentage of registered natural scientists (certificated and professional) who are participating in the CPD programme per year		
<b>Source of data</b>	CPD portal		
<b>Method of calculation/ assessment</b>	<p><b>Formula:</b></p> $(np/n) \times 100$ <p><i>Where:</i></p> <p><i>np</i> = registered natural scientists participating in CPD programme (certificated and professional)</p> <p><i>n</i> = number of registered natural scientists</p>		
<b>Assumptions</b>	<p>Functional CPD system</p> <p>Approved CPD policy</p> <p>Training and awareness about CPD system and requirements</p>		
<b>Disaggregation of beneficiaries</b>	<p>Target for Women: Applicable</p> <p>Target for Children: N/A</p> <p>Target for Youth: Applicable</p> <p>Target for People with Disabilities: Applicable</p>		
<b>Spatial transformation (where applicable)</b>	<p>Spatial transformation priorities: N/A</p> <p>Spatial impact area: N/A</p>		
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan		
<b>Desired performance</b>	Actual performance in line with the targeted performance		
<b>Indicator responsibility</b>	CEO and Science Communications Manager		

OUTCOME 6	Increased participation of designated groups through targeted lifelong learning programmes
Indicator title	<ul style="list-style-type: none"> <li>a. Percentage of women natural scientists participating in lifelong learning programmes per annum</li> <li>b. Percentage of young natural scientists participating in lifelong learning programmes per annum</li> <li>c. Percentage of persons living with disabilities participating in lifelong learning programmes per annum</li> </ul>
Definition	<ul style="list-style-type: none"> <li>a. The percentage of women natural scientists who are participating in lifelong learning programmes</li> <li>b. The percentage of young natural scientists (18-35 years) who are participating in lifelong learning programmes</li> <li>c. The percentage of persons living with disabilities who are participating in lifelong learning programmes</li> </ul>
Source of data	CPD database
Method of calculation/assessment	<p><i>Formula</i></p> <p><math>(npR/nR) \times 100</math></p> <p><i>R = women or youth or persons with disabilities</i></p> <p><i>Where:</i></p> <ul style="list-style-type: none"> <li><b>a.</b> <b>npR</b> = number of registered women natural scientists participating in lifelong learning programmes</li> <li><b>nR</b> = number of registered women natural scientists</li> <li><b>b.</b> <b>npR</b> = number of registered young natural scientists participating in lifelong learning programmes</li> <li><b>nR</b> = number of registered young natural scientists</li> <li><b>c.</b> <b>npR</b> = number of registered natural scientists with disabilities participating in lifelong learning programmes</li> <li><b>nR</b> = number of registered natural scientists with disabilities</li> </ul>
Assumptions	<p>Functional CDP and CPD system</p> <p>CDP and approved CPD policy</p> <p>Training and awareness about CDP and CPD system and requirements</p>

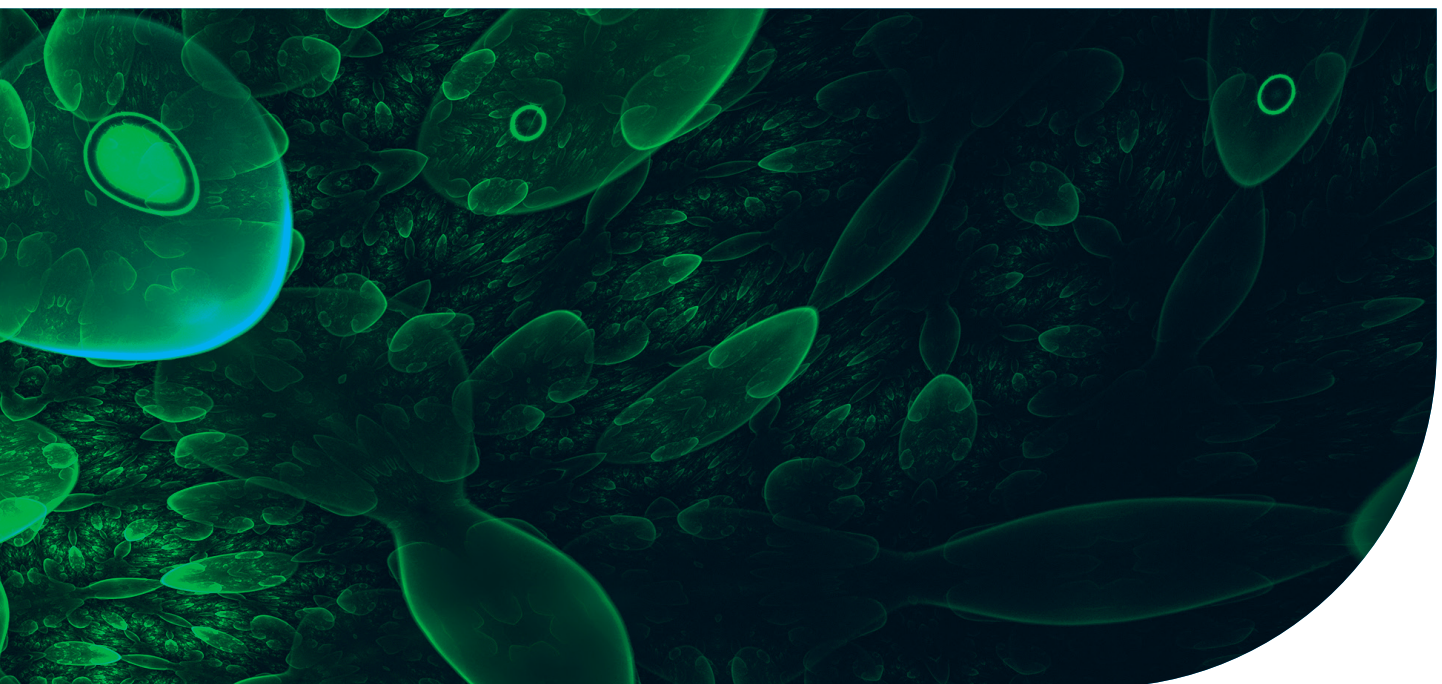
<b>Disaggregation of beneficiaries</b>	Target for Women: Applicable Target for Children: N/A Target for Youth: Applicable Target for People with Disabilities: Applicable
<b>Spatial transformation (where applicable)</b>	Spatial transformation priorities: N/A Spatial impact area: N/A
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan
<b>Desired performance</b>	Actual performance in line with the targeted performance
<b>Indicator responsibility</b>	CEO and Science Communications Manager

<b>OUTCOME 7</b>	<b>Enhanced influence and role of the natural sciences in key and relevant areas of national development</b>
<b>Indicator Title</b>	Number of advisory notes published per annum
<b>Definition</b>	Official SACNASP documents published to provide evidence-based advice to natural science professionals, government and relevant stakeholders on emerging issues, and industry practices
<b>Source of data</b>	SACNASP website, internal repository
<b>Method of calculation/ assessment</b>	Simple count of advisory notes
<b>Assumptions</b>	Well-functioning ICT systems
<b>Disaggregation of beneficiaries</b>	Target for Women: N/A Target for Children: N/A Target for Youth: N/A Target for People with Disabilities: N/A
<b>Spatial transformation (where applicable)</b>	Spatial transformation priorities: N/A Spatial impact area: N/A
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan
<b>Desired performance</b>	Actual performance in line with the targeted performance.
<b>Indicator responsibility</b>	CEO and Science Communications Manager

<b>OUTCOME 8</b>	<b>Enhanced science-aware and science-engaged citizenry</b>
<b>Indicator title</b>	<ul style="list-style-type: none"> <li>a. Number of science engagement events per annum</li> <li>b. Number of newsletters issued on science engagement initiatives per annum</li> </ul>
<b>Definition</b>	<ul style="list-style-type: none"> <li>a. The number of initiatives hosted by SACNASP to enhance science awareness and public engagement</li> <li>b. Strategic communication documents to scientists, government and key stakeholders aimed at promoting SACNASP and enhancing its value proposition</li> </ul>
<b>Source of data</b>	<ul style="list-style-type: none"> <li>a. Online registration, performance reports and signed attendance register</li> <li>b. SACNASP website</li> </ul>
<b>Method of calculation/ assessment</b>	Simple count
<b>Assumptions</b>	<p>Functional online platforms</p> <p>Reliable connectivity</p>
<b>Disaggregation of beneficiaries</b>	<p>Target for Women: N/A</p> <p>Target for Children: N/A</p> <p>Target for Youth: N/A</p> <p>Target for People with Disabilities: N/A</p>
<b>Spatial transformation (where applicable)</b>	<p>Spatial transformation priorities: N/A</p> <p>Spatial impact area: N/A</p>
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan
<b>Desired performance</b>	Actual performance in line with the targeted performance
<b>Indicator responsibility</b>	CEO and Science Communications Manager



<b>OUTCOME 9</b>	<b>Increased global exposure, skills development and capacity building for professionals, students and learners contributing to a competitive and innovative workforce now and in the future</b>
<b>Indicator title</b>	Number of professionals, students and learners benefitting from international mobility initiatives
<b>Definition</b>	This indicator tracks the number of professionals, students and learners who benefit from the international mobility programme, including training, internships, conferences and exchange opportunities, aimed at enhancing their skills and global exposure
<b>Source of data</b>	Programme records, application and participation forms and project reports
<b>Method of calculation/ assessment</b>	The total number of professionals, students and learners who have participated in international mobility programmes annually will be counted; this will be measured as a total of those participating in training, internships, conferences or exchange programmes each year
<b>Assumptions</b>	Mutual agreements by both parties
<b>Disaggregation of beneficiaries</b>	Target for Women: Applicable Target for Children: Applicable Target for Youth: Applicable Target for People with Disabilities: Applicable
<b>Spatial transformation (where applicable)</b>	Spatial transformation priorities: N/A Spatial impact area: N/A
<b>Reporting cycle</b>	Quarterly progress against the approved Annual Performance Plan
<b>Desired performance</b>	Actual performance in line with the targeted performance
<b>Indicator responsibility</b>	CEO and Science Communications Manager









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Working Together to Enhance the Natural Scientific Professions



science, technology  
& innovation

Department:  
Science, Technology and Innovation  
REPUBLIC OF SOUTH AFRICA



**SACNASP**  
South African Council for Natural Scientific Professions

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