

# ANNUAL REPORT

2024/25



science, technology  
& innovation

Department:  
Science, Technology and Innovation  
REPUBLIC OF SOUTH AFRICA

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

# TABLE OF CONTENTS

<b>PART A: GENERAL INFORMATION</b>	<b>6</b>	<b>PART B: PERFORMANCE INFORMATION</b>	<b>28</b>	<b>PART C: GOVERNANCE</b>	<b>58</b>	<b>PART D: HUMAN RESOURCE MANAGEMENT</b>	<b>78</b>
1. SACNASP's General Information	7	1. Auditor's Report Predetermined Objectives	29	1. SACNASP Council Report	59	1. Introduction	79
2. List of Abbreviations/Acronyms	8	2. Situational Analysis	29	2. Portfolio Committee Presentations	59	2. Workforce Planning Framework and Strategies to Attract and Recruit a Skilled and Capable Workforce	79
3. Foreword by the Chairperson	10	2.1 Service Delivery Environment	29	3. Executive Authority	59	3. Employee Performance Management Framework	79
Introduction	10	2.2 Organisational Environment	33	4. Council Committees	59	4. Employee Wellness Programmes	80
Strategic Overview	10	2.3 Key Policy and Legislative Changes	33	4.1 Council Members	60	5. Policy Development	80
Achievements	11	3. Progress Towards Achievement of Institutional Impacts and Outcomes	34	4.2 Council Committee Meetings	61	6. Key Achievements	80
Strategic Relationships	12	3.1 SACNASP's Strategic Outcome-Orientated Goals (SO-OGs)	34	4.3 Registrations Committee Report	62	7. Challenges faced by the Public Entity	80
Challenges Faced by the Council	12	3.2 Achievements Against the Annual Performance Plan	34	4.4 Professional Conduct Committee Report	67	8. Future HR Plans and Goals	80
Strategic Focus over the Medium to Long Term	13	3.3 Linking Performance with Budgets	41	4.5 Strategic Projects Committee Report	70	9. Human Resource Oversight Statistics	81
Conclusion	14	4. Institutional Programme Performance Information	42	5. Risk Management	72		
4. Overview by the Chief Executive Officer	15	4.1 ICT Review	42	6. Compliance with Laws and Regulations	75	<b>PART E: FINANCIAL INFORMATION</b>	<b>86</b>
Challenges Experienced and Resolved	16	4.2 Registration Department Report	43	7. Fraud and Corruption	75		
Supply Chain Management	17	4.3 Marketing and Stakeholder Management Report	45	8. Conflict of Interest	75		
Audit Report Matters in the Previous Year	18			9. Code of Conduct	75		
Outlook/Future Plans to Address Financial Challenges	18			10. Health, Safety and Environmental Issues	77		
Events After the Reporting Date	18			11. Audit Committee Report	77		
Acknowledgements	18			12. B-BBEE Compliance Performance Information	77		
5. Statement of Responsibility and Confirmation of Accuracy of the Annual Report	19						
6. Strategic Overview	20						
6.1 Vision	20						
6.2 Mission	20						
6.3 Values	20						
7. Executive, Legislative and Other Mandates	21						
7.1 Executive Mandate	21						
7.2 Legislative Mandate	21						
7.3 Draft Amendment Bill	21						
7.4 Policy Mandate	22						
7.5 Implementation of the Decadal Plan 2022-2030	23						
7.6 Alignment with the Medium-Term Development Plan (MTDP)	23						
8. Organisational Structure	24						
8.1 SACNASP Council	25						
8.2 SACNASP Staff (As of 31 March 2025)	26						

# LIST OF TABLES & FIGURES

Table 1:	Spending trends over the past three years	16
Table 2:	Bad debts over the past three years	17
Table 3:	SACNASP's alignment with MTDP Priorities	23
Table 4:	Natural science professionals on the SACNASP database as at 31 March 2025 by category	29
Table 5:	List of recommendations from the Institutional Review	31
Table 6:	Year-on-year registration of new scientists	43
Table 7:	Events and exhibitions hosted and/or supported by SACNASP in 2024/25	50
Table 8:	Events were SACNASP coordinated with HEIs in 2024/25	52
Table 9:	Council Members from 1 September 2021	60
Table 10:	Attendance register of Council and Committee meetings 2024/25	61
Table 11:	Chairpersons of Registration Committee and subcommittees	62
Table 12:	Professional Advisory Committee (PAC) Chairpersons and Deputy Chairpersons per field of practice	62
Table 13:	Number of Registration Committee and subcommittee meetings held during the Financial Year 2024/25	63
Table 14:	Registration outcomes recorded by the Committee 2024/2025	64
Table 15:	Number of applications considered at QAC meetings 2024/2025	64
Table 16:	Number of qualifications assessed at QAC meetings 2024/2025	65
Table 17:	Number of applications considered at CSRC meetings in 2024/25 per registration category	66
Table 18:	Risk Register 2023/2024	72
Table 19:	Application of relevant Code of Good Practice (B-BBEE Certificate Levels 1–8)	77
Figure 1:	Bad debts written off by category of registration 2024/2025	16
Figure 2:	SACNASP alignment to National Priorities	22
Figure 3:	SACNASP Organogram 2024/2025	24
Figure 4:	Why should natural science professionals register with SACNASP?	35
Figure 5:	Requirements to become a competent scientist	37
Figure 6:	Lifelong learning process flow	38
Figure 7:	Registrations in the 2019-2025 Financial Years by gender	43
Figure 8:	Registrations in the 2019-2025 Financial Years by race	43
Figure 9:	Registrations in the 2019-2025 Financial Years by age group	44
Figure 10:	Total number of registered scientists by field of practice	44





# PART A

## GENERAL INFORMATION

### 1. SACNASP'S GENERAL INFORMATION

<b>Registered name</b>	South African Council for Natural Scientific Professions (SACNASP)
<b>Physical address</b>	Suite L1 – L5, Enterprise Building The Innovation Hub Pretoria 0087
<b>Postal address</b>	Private Bag X540 Silverton Pretoria 0127
<b>Telephone number</b>	+27 12 748 6500
<b>Email</b>	sacnasp@sacnasp.org.za
<b>Website</b>	www.sacnasp.org.za
<b>External auditor</b>	Rain Chartered Accountants Incorporated
<b>Bank</b>	Nedbank Limited
<b>Council Secretary</b>	Mr Tumiso Machete (Acting)

## 2. LIST OF ABBREVIATIONS/ACRONYMS

ABBREVIATION	FULL TERM / DESCRIPTION / MEANING
<b>A&amp;RCo&amp;ICT</b>	Audit, Risk, and ICT Committee
<b>APP</b>	Annual Performance Plan
<b>ASSAf</b>	Academy of Science of South Africa
<b>CEO</b>	Chief Executive Officer
<b>CHE</b>	Council for Higher Education
<b>CMP</b>	Candidate Mentoring Phase
<b>CPD</b>	Continuing Professional Development
<b>CSIR</b>	Council for Scientific and Industrial Research
<b>CSRC</b>	Critical Skills Review Committee
<b>ECSA</b>	Engineering Council of South Africa
<b>ERM</b>	Enterprise Risk Management
<b>DALRRD</b>	Department of Agriculture, Land Reform and Rural Development
<b>DHA</b>	Department of Home Affairs
<b>DSTI</b>	Department of Science and Innovation
<b>DWS</b>	Department of Water and Sanitation
<b>ESIEID</b>	Economic Sectors, Investment, Employment, and Infrastructure Development
<b>ExCo</b>	Executive Committee
<b>4IR</b>	Fourth Industrial Revolution
<b>GDARD</b>	Gauteng Department of Agriculture and Rural Development
<b>GSSA</b>	Geological Society of South Africa
<b>HPCSA</b>	Health Professions Council of South Africa
<b>HR&amp;RemCo</b>	Human Resources and Remuneration Committee
<b>HEI</b>	Higher Education Institution
<b>HEQC</b>	Higher Education Quality Committee
<b>ICT</b>	Information and Communication Technology
<b>MoA</b>	Memorandum of Agreement
<b>MoU</b>	Memorandum of Understanding
<b>MTSF</b>	Medium-Term Strategic Framework
<b>MTDP</b>	Medium-Term Development Plan
<b>NACI</b>	National Advisory Council on Innovation
<b>NDP</b>	National Development Plan 2030
<b>NGP</b>	New Growth Path
<b>NHBRC</b>	National Home Builders Registration Council
<b>NRF</b>	National Research Foundation
<b>NSDF</b>	National Science Deans Forum
<b>NSI</b>	National System of Innovation

<b>NSP Act</b>	Natural Scientific Professions Act (No. 27 of 2003) as amended by the Science and Technology Laws Amendment Act, No. 7 of 2014
<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>PSET</b>	Post-school education and training
<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>SACI</b>	South African Chemical Institute (SACI)
<b>SACNASP</b>	South African Council for Natural Scientific Professions
<b>SAQA</b>	South African Qualifications Authority
<b>SDG</b>	Sustainable Development Goal
<b>SAVC</b>	South African Veterinary Council
<b>SEIAS</b>	Socio-Economic Impact Assessment System
<b>SETA</b>	Sector Education and Training Authority
<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>The Minister</b>	The Minister of Higher Education, Science, and Innovation
<b>VAs</b>	Voluntary Associations
<b>WSTDF</b>	World Science and Technology Development Forum



**Prof Khathutshelo Nephawe Pr.Sci.Nat.**  
Chairperson of Council

### 3. FOREWORD BY THE CHAIRPERSON

#### INTRODUCTION

On behalf of the Council, it is an honour to present the 2024/25 Annual Report – a reflection of our ongoing journey to shape a future where science serves as a pillar of progress and innovation. This report highlights the significant strides we have made in elevating and safeguarding the natural scientific professions, while reinforcing our role as a catalyst for ethical excellence, visionary leadership, and transformative impact within South Africa’s scientific landscape and beyond.

#### STRATEGIC OVERVIEW

In support of national imperatives, SACNASP is committed to advancing the National Development Plan (NDP) Vision 2030 and strategically aligns its operations with five of the seven key national priorities:

- Developing a capable, ethical, and developmental state
- Promoting economic transformation and job creation
- Enhancing education, skills, and health
- Fostering social cohesion and safer communities
- Contributing to a better Africa for a better world.

In the 2024/25 Financial Year, SACNASP successfully achieved 8 out of 10 performance indicators (80%) and made significant progress (85%) on one additional indicator (Outcome 1: Provide reports on relevant Government policy matters), affirming its steadfast commitment to the strategic objectives outlined in the Council’s Strategic Plan. These outcomes not only reflect organisational effectiveness but also translate into tangible stakeholder impact – supporting professional development, strengthening regulatory compliance, and reinforcing the science, engineering, and technology (SET) ecosystem’s contribution to national development goals.

A notable milestone for SACNASP in the 2024/25 Financial Year was the advancement of the Natural Scientific Professions (NSP) Bill. The Bill secured endorsement from the Minister of Science, Technology and Innovation, and was subsequently presented to Cabinet’s Economic Sectors, Investment, Employment, and Infrastructure Development (ESIEID) Cluster.

SACNASP’s four focus areas (Register, Enable, Advise and Regulate – REAR) guide the Annual Performance Plan and are fundamental to the organisation’s success.



#### ACHIEVEMENTS ACROSS THE FOUR FOCUS AREAS ALIGNED WITH THE FIVE STRATEGIC OBJECTIVES:

##### ADVISE

###### ADVANCING GOVERNMENT POLICY (SO-OG 1)

We made substantial progress in fulfilling our commitment to inform government policy and support decision-making processes. The development of the research study on “Skills and Competencies Required for Future Natural Science Professionals amid Societal Grand Challenges” is 85% complete. The final report will be published during the 2025/26 Financial Year.

##### REGISTER AND REGULATE

###### STRENGTHENING PROFESSIONAL STANDARDS (SO-OG 2)

Our efforts to enforce high professional and ethical standards yielded commendable results. We surpassed our annual registration target, achieving 3 141 new registrations against a goal of 2 800. Additionally, we maintained a retention rate of 84%, exceeding our target of 80%. We achieved our target of processing applications within the timeframe, although considerable efforts are still needed to improve these timelines. This will be addressed in the new strategic period. At the end of the financial period 19 202 natural science professionals were registered on the SACNASP database.

###### UPHOLDING GOOD GOVERNANCE (SO-OG 5)

Our governance practices remain exemplary, as evidenced by the attainment of an unqualified audit opinion and the successful implementation of all audit findings. This reaffirms our commitment to sound governance, transparency, and accountability.

##### ENABLE

###### COMMITMENT TO LIFELONG LEARNING AND DRIVING TRANSFORMATION (SO-OG 4)

While we fell slightly short of our 60% target for lifelong learning participation by achieving 53%, we recognise this as an area for growth. Targeted webinars will lay the groundwork for improved engagement in the coming year.

Our dedication to transforming the natural science sector is evident in our achievements in the student enrolment programme, with 1 010 students enrolled in the 2024/25 Financial Year and our mentorship programme, which engaged 255 women and youth, more than double our target of 100. These outcomes reflect our unwavering commitment to transformation, inclusivity, and empowerment.

### **PROMOTING SCIENCE ENGAGEMENT (SO-OG 3)**

In our mandate to foster public awareness and a science-engaged citizenry, we conducted eleven initiatives, surpassing our target of ten. These included impactful events such as the SACNASP-DALRRD webinar, involvement in the 2024 Science Forum South Africa, and participation in key conferences to enhance the visibility and understanding of the natural science professions.

### **ENHANCING EDUCATIONAL STANDARDS (SO-OG 4)**

We evaluated 1 089 qualifications from HEIs, exceeding our target of 1 000. This achievement highlights our role in upholding educational excellence within the natural sciences.

## **STRATEGIC RELATIONSHIPS**

SACNASP actively engaged with key stakeholders to establish strategic partnerships that strengthen its value proposition. These partnerships included securing a funding package from the Chemical Industries Education and Training Authority (CHIETA) to support two key programmes, viz. (1) the SheSTEAM initiative which is aimed at enabling access to STEAM careers for girls from designated groups in quintiles 1 to 3 schools; and (2) the professionalisation of the public sector drive aimed at supporting the national call to professionalise the public sector workforce, with SACNASP specifically focusing on the natural sciences.

SACNASP also signed a Memorandum of Understanding (MoU) with the Global Forum for Rural Advisory Services (GFRAS), which establishes a collaborative framework to professionalise and build the skills of agricultural extension and advisory service practitioners. Moreover, a Memorandum of Agreement (MoA) was signed with the Council for Higher Education (CHE) to strengthen collaboration in advancing quality assurance and professional recognition in the natural sciences.

SACNASP's international relations with the China Association for Science and Technology (CAST) continue to flourish. SACNASP strategically participated in the 2024 World Science and Technology Development Forum that was held in Beijing, China. The engagement strengthened bilateral ties with CAST, supported the mobility and inclusion of SACNASP's mentees from the Candidate Mentorship Phase (CMP), and promoted recognition of South African scientists through roundtable discussions that addressed topics such as academic freedom, inclusivity, international mobility, and strategic actions to remove barriers for South African researchers in global collaboration. In March 2025, CAST and the China Centre for International Science and Technology Exchange (CISTE) visited South Africa, where CAST was hosted by the DSTI, and CISTE was hosted by SACNASP, to deliberate further on joint programmes to be undertaken in 2025. For SACNASP, this included plans for joint sessions at global forums, including the WSTDF, Science Forum South Africa, and science popularisation.

SACNASP maintains strong relationships with the DSTI, Voluntary Associations (VAs), government bodies, and Industry, Higher Education Institutions (HEIs) and actively seeks new relationships that align with its mandate.

## **CHALLENGES FACED BY THE COUNCIL**

During the financial year, key challenges and risks were identified that need to be addressed to take the organisation forward.

### **THE NEED FOR A FIT-FOR-PURPOSE ORGANOGRAM TO DRIVE THE ORGANISATIONAL MANDATE**

While the need for a fit-for-purpose organogram remains critical in ensuring the optimal execution of SACNASP's mandate, progress in finalising and implementing the revised structure has been slower than anticipated. A well-aligned organisational structure is essential for operational efficiency, talent deployment, and accountability.

## **ICT AND DATA SECURITY ENHANCEMENTS**

Significant strides were made with the appointment of an ICT Manager, which is a crucial step towards strengthening SACNASP's digital capacity. Furthermore, the implementation of the Digital Forensic Investigation (DFI) recommendations is underway, aimed at improving cybersecurity, data integrity, and system resilience. However, there is an urgent need to develop and implement long-term, sustainable ICT solutions that support both core operations and future digital innovation.

## **RISK MANAGEMENT, MONITORING, AND INTERNAL CONTROLS**

To bolster institutional resilience and governance, SACNASP has continued to embed risk management practices through the active involvement of Internal Auditors and a functional Audit, Risk and ICT Committee (AR&ICT). Progress has been made in enhancing the risk management framework; however, ongoing efforts are required to strengthen monitoring mechanisms and fully implement internal control systems to mitigate organisational vulnerabilities and ensure regulatory compliance.

### **CORE MANDATE: EFFICIENT, EFFECTIVE, AND SEAMLESS REGISTRATION OF NSPS**

Delivering on SACNASP's core mandate of registering Natural Science Professionals (NSPs) remains a strategic priority. Efforts to enhance registration processes through digital transformation are underway. SACNASP is actively benchmarking its processes against similar organisations as part of best practice learning. The most suitable technological solution will be implemented to ensure that registration services not only improve SACNASP's processes but are also accessible, efficient, and aligned with the expectations of the professional community and broader national priorities.

## **GOVERNANCE-RELATED MATTERS**

SACNASP continues to strengthen governance structures and processes through the review of key policies and the formalisation of a comprehensive Governance Charter. These initiatives aim to ensure sound governance, transparency, and accountability across all levels of the organisation. Continued governance support will be essential to institutionalise good practices and support informed decision-making.

## **KNOWLEDGE MANAGEMENT AND DATA MANAGEMENT**

Progress has been made in formalising systems for knowledge and data management, including the development of a central document repository and improved processes for capturing Council resolutions. These efforts are fundamental to effective knowledge retention, institutional memory, and evidence-based decision-making. Continued emphasis on developing a structured knowledge management framework will support organisational learning and strategic continuity.

## **STRATEGIC FOCUS OVER THE MEDIUM TO LONG TERM**

As SACNASP enters its new strategic period (2025–2030), it will be guided by a renewed and forward-looking vision of "ethical mastery, environmental stewardship and excellence in the Natural Scientific Professions for a transformed and thriving society".

SACNASP's new strategic plan is strongly aligned with the priorities set out in the Medium-Term Development Plan (MTDP), which serves as a guiding framework for achieving inclusive economic growth, institutional capacity building, and social transformation. The alignment between SACNASP's core functions and the MTDP ensures that the organisation contributes effectively to national goals through the professionalisation of the natural scientific sector.

## SUPPORTING INCLUSIVE GROWTH AND JOB CREATION

- Promoting the professional development and transformation of the natural scientific profession through lifelong learning programmes
- Fostering strategic partnerships and collaborations in the advancement of the natural scientific profession.

These objectives directly support the MTDP's focus on inclusive economic participation by enhancing the skills pipeline and expanding access to development opportunities through education and cross-sectoral partnerships.

## CONTRIBUTING TO POVERTY REDUCTION AND LOWERING THE COST OF LIVING

- Increasing the number of registered natural science professionals, improving retention, and enhancing the efficiency of the registration process
- Ensuring high professional and ethical standards for natural science professionals.

By improving access to professional registration and supporting ethical practice, SACNASP facilitates greater labour market participation and career progression within the natural sciences, thereby contributing to broader socio-economic upliftment as envisioned in the MTDP.

## BUILDING A CAPABLE, ETHICAL, AND DEVELOPMENTAL STATE

- Promoting the professional development and transformation of the natural scientific profession through lifelong learning programmes
- Enhancing and promoting the contribution of the natural scientific profession through science communication and engagement.

These strategic objectives respond to the MTDP's call for institutional strengthening and ethical leadership by developing competent professionals and enhancing the visibility and impact of science in society and policy discourse.

On behalf of the Council, I would like to thank the Minister of Science, Technology and Innovation, Prof Blade Nzimande, Deputy Minister Ms Nomalungelo Gina, and the DSTI, for their leadership and 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 contribution to our success. A special word of appreciation to our strategic partners across government, academia, and industry for their continued collaboration and trust.

## CONCLUSION

In summary, SACNASP's registration database now comprises nearly 20 000 registered natural scientific professionals, highlighting the growing understanding and appreciation of the importance of professionalisation. As an organisation, we have articulated a clear transformation and inclusivity agenda and have enhanced our public profile through the development of strategic relationships with key partners. Looking ahead, the SACNASP 2025–2030 Strategic Plan will guide our continued growth and impact over the next five years.



**Prof Khathutshelo Nephawe Pr.Sci.Nat.**

Chairperson of Council  
31 May 2025



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

## 4. OVERVIEW BY THE CHIEF EXECUTIVE OFFICER

As we look back on the 2024/25 Financial Year, I am pleased to present the SACNASP annual report. This report showcases our key achievements and offers a comprehensive overview of our financial and strategic outcomes. We maintained strong governance standards, reinforcing both stability and resilience. The commitment of our team and the effective execution of our strategic priorities have been central to our progress, setting a solid foundation for sustained growth and continued excellence into the future.

### GENERAL FINANCIAL OVERVIEW

Over the past financial year, SACNASP has maintained a disciplined and prudent approach to budgeting, resulting in a strong and stable financial position. Our total revenue reached R33 006 792, inclusive of investment income, while expenditure was managed effectively at R31 310 733. This prudent financial stewardship delivered a surplus of R1 696 059, representing 5,1% of total revenue.

Our revenue streams are predominantly derived from two key sources: application and registration fees from our registered scientists, totalling R20 908 447, and project funding from the DSTI, amounting to R10 655 403. These funds are critical in advancing SACNASP's mandate and supporting the strategic objectives outlined in the National Development Plan (NDP) 2030.

In addition, SACNASP received R215 444 from CHIETA, linked to the SHESTEM initiative and efforts to professionalise the public sector. Investment income contributed a further R1 217 498, bolstering our financial sustainability.

This solid financial foundation enables SACNASP to continue delivering on its core mandate with confidence and integrity.

### SPENDING TRENDS

Over the years, SACNASP has executed its mandate within the framework of four programmes as defined in the project funding agreement with the DSTI. These programmes are (1) Continuing Professional Development (CPD); (2) Candidate Mentoring Phase (CMP) programme; (3) Information and Communications Technology (ICT); and (4) Regulations. While DSTI continues to support these programmes, it is actively working towards transitioning to a baseline funding mechanism to sustain and expand SACNASP's growing portfolio in alignment with the 2025–2030 Strategic Plan.

In response to the increasing digitisation of operations and the rising global threat of cyber-attacks, SACNASP plans to significantly enhance investment in ICT infrastructure. Strengthening cyber defence measures is vital to safeguarding data integrity, maintaining stakeholder trust, and fostering a culture of continuous improvement and organisational resilience.

**Table 1: Spending trends over the past three years**

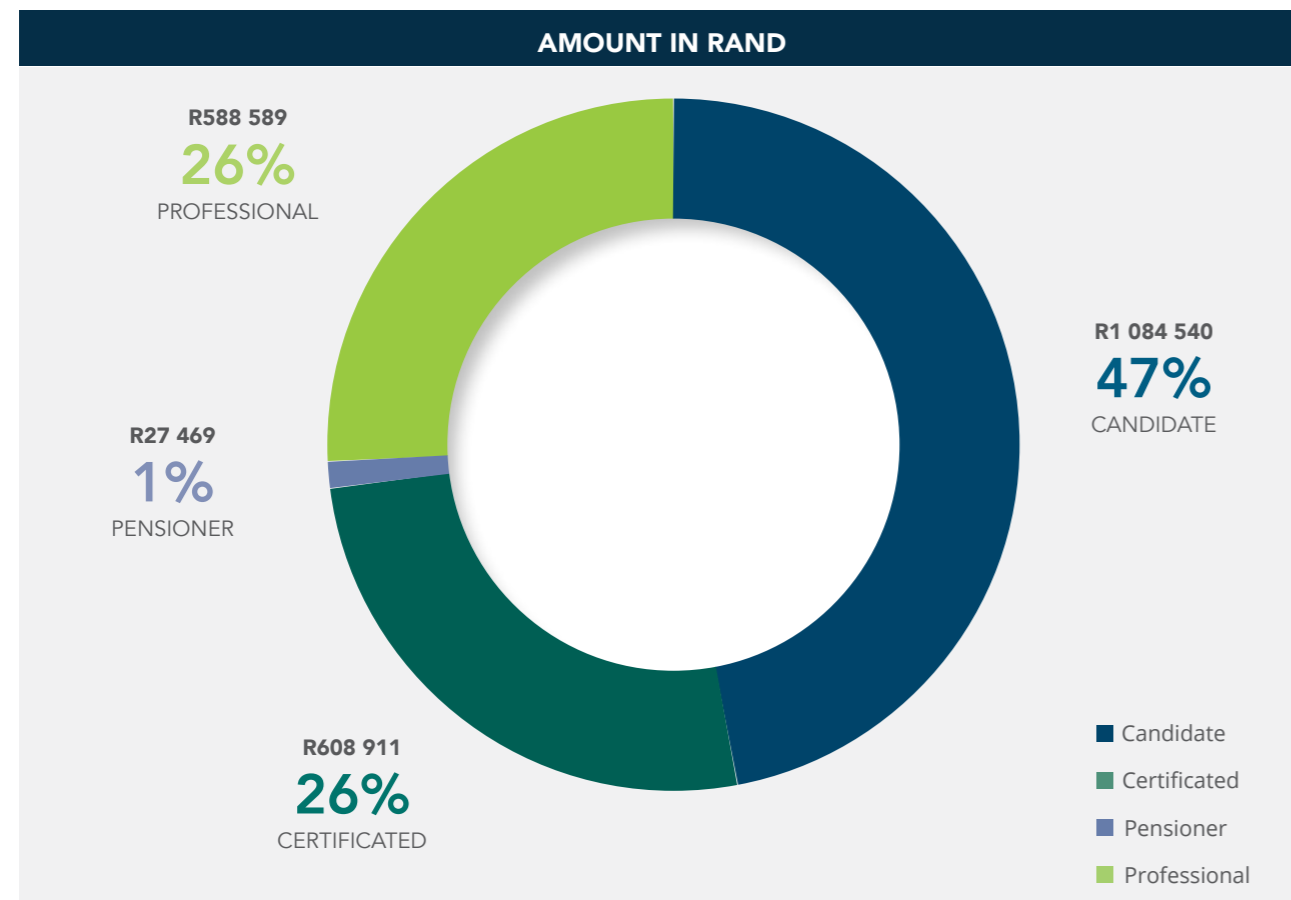
	2022/23	2023/24	2024/25
Administration	R18 342 010	R19 524 808	R21 093 019
CPD	R3 991 074	R3 874 660	R4 074 917
CMP	R2 190 440	R3 836 211	R2 837 497
ICT	R1 629 766	R3 207 525	R1 852 898
Regulations	R50 299	R1 569 450	R1 452 402

## CHALLENGES EXPERIENCED AND RESOLVED

### BAD DEBTS

As of 31 March 2025, SACNASP's outstanding debt continues to pose a significant financial risk, affecting both cash flow and the overall financial sustainability of the organisation. The total outstanding debt stood at R24 805 095,00, primarily due to the 2025/26 annual invoicing, which amounted to R16 235 470,00 across all registration categories. Of concern, R9 129 876,00 of this total has been overdue for more than 120 days. Addressing this challenge remains a priority to ensure long-term fiscal stability and operational continuity.

SACNASP has identified key strategic interventions to enhance debt recovery efforts, which will be implemented during the 2025/26 Financial Year. These will include targeted campaigns per field of practice and regular payment reminders.



**Figure 1: Bad debts written off by category of registration (2024/25)**

**Table 2: Bad debts over the past three years**

ITEM/YEAR	2022/23	2023/24	2024/25
Bad debts	R4 131 562	R3 174 318	R2 309 509

### CAPACITY CONSTRAINTS

One of the key challenges identified by the Council is the ongoing strain on our workforce, driven by under-resourced departments and competitive salary constraints – factors that present strategic risks to effective service delivery. Therefore, a comprehensive work study project and an organisational redesign project are in progress and will support the creation of a fit-for-purpose SACNASP, better equipped to deliver on its mandate with efficiency and impact.

### REGISTRATION TURNAROUND TIMES

Registration turnaround times continue to be a challenge. To partly resolve this, in Q1 of the 2024/25 Financial Year, a project was launched to manually clear the backlog of long-term applications, which had largely accumulated due to the manual nature of the registration process. Going forward, SACNASP will further enhance its ICT infrastructure to automate key registration functions and fully address this challenge through digitisation and improved support for frequently asked questions.

### CYBER SECURITY

The internal audit identified key areas of weakness in SACNASP's ICT infrastructure and made recommendations to improve the systems. SCM processes were initiated in the 2024/25 Financial Year to procure service providers to assist in domain protection, cyber awareness training, improved antivirus, monitoring tools, and Microsoft 365 backups.

### DISCONTINUED KEY ACTIVITIES OR ACTIVITIES TO BE DISCONTINUED

Despite the constraints, SACNASP did not discontinue any of its activities nor reduce any of its performance targets.

### NEW AND PROPOSED KEY ACTIVITIES

The 2024/25 Financial Year is the final year of the 2019/20-2024/25 Strategic Plan period. In the new strategic period, covering 2025/26-2029/30, SACNASP will introduce new activities and initiatives. These include:

- Advisory Notes:** Which are evidence-based recommendations to inform Government, stakeholders and the public on emerging scientific matters.
- Practice Notes:** For succinct guidance on technical standards and professional ethics for natural science practitioners.
- Natural Scientific Professions e-Academy:** Establish a digital academy to deliver accessible, accredited learning and upskilling for current and aspiring natural science professionals.

### SUPPLY CHAIN MANAGEMENT

SACNASP has a functional and compliant supply chain management (SCM) system aligned with its policies and procedures. All suppliers and service providers are required to be registered on the National Treasury's Central Supplier Database. SACNASP remains fully compliant with all SCM processes and systems, and there were no unsolicited bid proposals during the year under review. Given the growing number of projects, SACNASP will expand its SCM function to ensure that the Department is adequately resourced.

## AUDIT REPORT MATTERS IN THE PREVIOUS YEAR

SACNASP received an unqualified audit in the 2023/24 Financial Year. Two audit findings were not material or significant. Both findings were addressed. Based on the indicative figures and the going concern assessment, SACNASP remains viable for the foreseeable future.

## OUTLOOK/FUTURE PLANS TO ADDRESS FINANCIAL CHALLENGES

In response to the evolving financial landscape and emerging challenges, SACNASP has proactively developed a comprehensive strategy to ensure sustainability and resilience. The plans include:

- **Strengthening the ICT Unit:** We will enhance and modernise our ICT capabilities to streamline registration processes, improve service delivery efficiency, and reduce operational costs through automation and digital innovation.
- **Finalising and Implementing Organisational Design (OD):** The completion of the OD process will enable us to establish a fit-for-purpose organisational structure that optimises resource allocation, boosts staff productivity, and aligns with SACNASP's strategic priorities.
- **Enhancing Stakeholder Engagement:** We plan to deepen collaborations both locally and internationally to broaden our support base, secure diversified funding opportunities, and strengthen partnerships that advance SACNASP's mandate.
- **Advancing the Approval of the NSP Bill:** Finalising the NSP Bill remains a strategic priority, as its enactment will provide a stronger legislative foundation for SACNASP's work, enabling enhanced operational effectiveness and long-term sustainability.

Through these targeted initiatives, SACNASP is committed to navigating financial constraints while positioning the organisation for sustained growth, impact, and service excellence.

## EVENTS AFTER THE REPORTING DATE

In April 2025, the Minister of Science, Technology and Innovation approved SACNASP's Strategic Plan 2025/30 and the Annual Performance Plan 2025/26.

## ACKNOWLEDGEMENTS

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



**Dr Nompumelelo Obokoh Pr.Sci.Nat.**  
Chief Executive Officer  
31 May 2025

## 5. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY OF THE ANNUAL REPORT

To the best of our knowledge and belief, we confirm the following:


- All information and amounts disclosed in the Annual Report are consistent with the Annual Financial Statements audited by Rain Chartered Accountants Incorporated.
- The Annual Report is complete, accurate and is free from any omissions.
- The Annual Report has been prepared in accordance with the guidelines on the Annual Report as issued by National Treasury.
- The Annual Financial Statements (Part E) have been prepared in accordance with the International Financial 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 the judgements made in this information.

The Accounting Authority is responsible for establishing and implementing a system of internal control designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the Annual Financial Statements.

The external auditors are engaged to express an independent opinion on the Annual Financial Statements.

In our opinion, the Annual Report fairly reflects the operations, the performance information, the human resources information, and the financial affairs of the public entity for the Financial Year ended 31 March 2025.



**Prof Khathutshelo Nephawe Pr.Sci.Nat.**  
Chairperson of Council  
31 May 2025



**Dr Nompumelelo Obokoh Pr.Sci.Nat.**  
Chief Executive Officer  
31 May 2025

## 6. STRATEGIC OVERVIEW

### VISION

Leading the development and advancement of the Natural Science Professions in South Africa.

### MISSION

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

### VALUES

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



## 7. EXECUTIVE, LEGISLATIVE AND OTHER MANDATES

### 7.1 EXECUTIVE MANDATE

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

### 7.2 LEGISLATIVE MANDATE

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

SACNASP was established as a juristic person in 1982 by an Act of Parliament, the Natural Science Professionals Act (No. 55 of 1982), which has subsequently evolved into the directives of the Natural Scientific Professions Act (No. 27 of 2003) (NSP Act), as amended by the Science, Technology Laws Amendment Act (No. 7 of 2014). The Council is therefore mandated as the Accounting Authority to implement the provisions of the NSP Act, under the oversight of its Executive Authority, the Minister of Science, Technology, and Innovation. In terms of the NSP Act, it is a statutory requirement that persons practising in any of the fields of practice listed in Schedule I of the Act must be registered with the Council in any of the prescribed categories (Section 18):

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

### 7.3 DRAFT AMENDMENT BILL

#### Revisions to the Natural Scientific Professions (NSP) Act (No. 27 of 2003)

The NSP Act (No. 27 of 2003) revisions are aimed at enhancing clarity and ensuring their continued relevance in the professionalisation of natural sciences. The proposed amendments in the 2019 NSP Bill include several key improvements to strengthen the regulatory framework, as outlined below:

#### a) Providing clarity on the mandatory nature of registration

- Identification of individuals to whom registration applies,
- Redefinition of the term “practice” in its contextual framework,
- Application and the scope of the Act, and
- Ensuring consistency in how these elements are expressed throughout the Act.

**b) Bolstering the regulatory mandate of SACNASP and providing powers to the Minister**

- Strengthening the regulatory component for effective oversight of unregistered natural science professionals by the Council.
- 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.

**c) Alignment and benchmarking with other government entities**

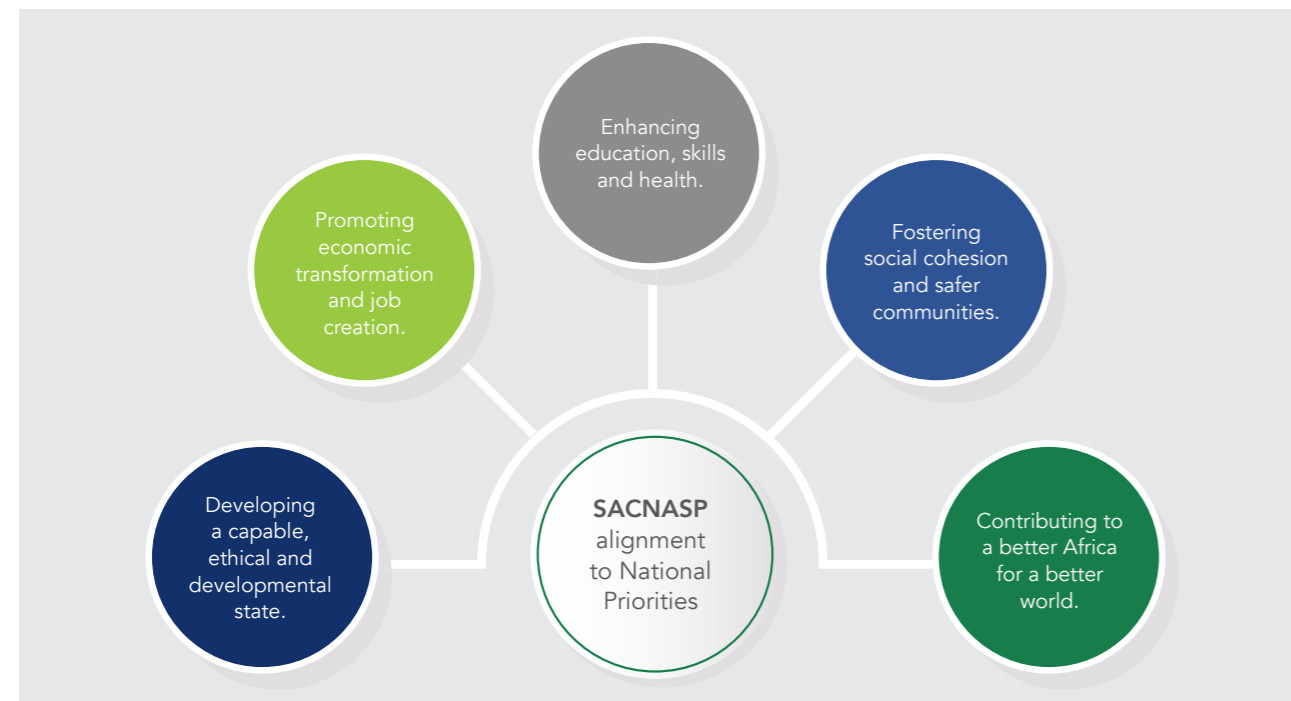
The 2003 NSP Act would be repealed, and a new Act would bring registration and regulation of natural science professionals in line with the current legislative environment and best practices in Government.

The Bill was supported by the Directors-General of the Economic Cluster for further processing by Cabinet.

The DSTI and SACNASP intend to have the Bill passed into Law in the early half of the 2025/2030 Strategic Plan period.

**7.4 POLICY MANDATE**

The national priorities, as documented in the Medium-Term Strategic Framework (MTSF), are key inputs guiding SACNASP's direction.



**Figure 2: SACNASP alignment to National Priorities**

SACNASP has considered these and has aligned its strategic priorities accordingly. More information can be found under the heading 'Institution Programme Performance Information' in Part C. SACNASP has also ensured alignment with the strategic objectives of Programme 4 of the DSTI.

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

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

**7.5 IMPLEMENTATION OF THE DECADAL PLAN 2022-2030**

Entities of the DSTI are required to plan for implementation of the STI White Paper through the Decadal Plan 2022-2030 that indicates the crucial role science, technology and innovation will play in the country's economic development. The Decadal Plan prioritises three key focus areas, namely:

- Modernisation of agricultural, manufacturing and mining sectors;
- Exploitation of new sources of growth, particularly the digital and circular economy; and
- Large research and innovation programmes in the areas of health and energy.

SACNASP plays an important role in supporting national development priorities by ensuring a competent and ethical scientific workforce. It aligns with the modernisation of the agricultural, manufacturing, and mining sectors by promoting professional standards and competencies essential for innovation and technological advancement. Three of the key fields of practice in SACNASP's database are Agricultural Science, Earth Science, and Geological Science.

**7.6 ALIGNMENT WITH THE MEDIUM-TERM DEVELOPMENT PLAN (MTDP)**

SACNASP has reshaped its future strategy to align closely with the Medium-Term Development Plan (MTDP), demonstrating flexibility and forward-thinking leadership. This strategic shift reflects SACNASP's commitment to adapting to national priorities while maintaining strong governance and professional standards. Through agile planning and decisive leadership, SACNASP is positioning itself to effectively support the evolving needs of the scientific community and contribute meaningfully to South Africa's developmental goals.

**Table 3: SACNASP's alignment with MTDP Priorities**

MTDP PRIORITY	ALIGNED SACNASP STRATEGIC OBJECTIVES	DESCRIPTION OF ALIGNMENT
<b>Inclusive Growth and Job Creation</b>	Lifelong learning programmes. Strategic partnerships and collaborations.	Supports economic inclusion by strengthening professional development, enabling upskilling, and forming partnerships that drive sector-wide job creation.
<b>Poverty Reduction and Reducing the Cost of Living</b>	Increase in registered professionals and process efficiency. High ethical and professional standards.	Enhances access to formal employment opportunities and ensures professional quality, contributing to income security and public trust in scientific services.
<b>A Capable, Ethical, and Developmental State</b>	Lifelong learning programmes. Science communication and engagement.	Builds institutional capacity through continuous professional growth and improves governance through informed public engagement and visibility of the scientific sector.

## 8. ORGANISATIONAL STRUCTURE

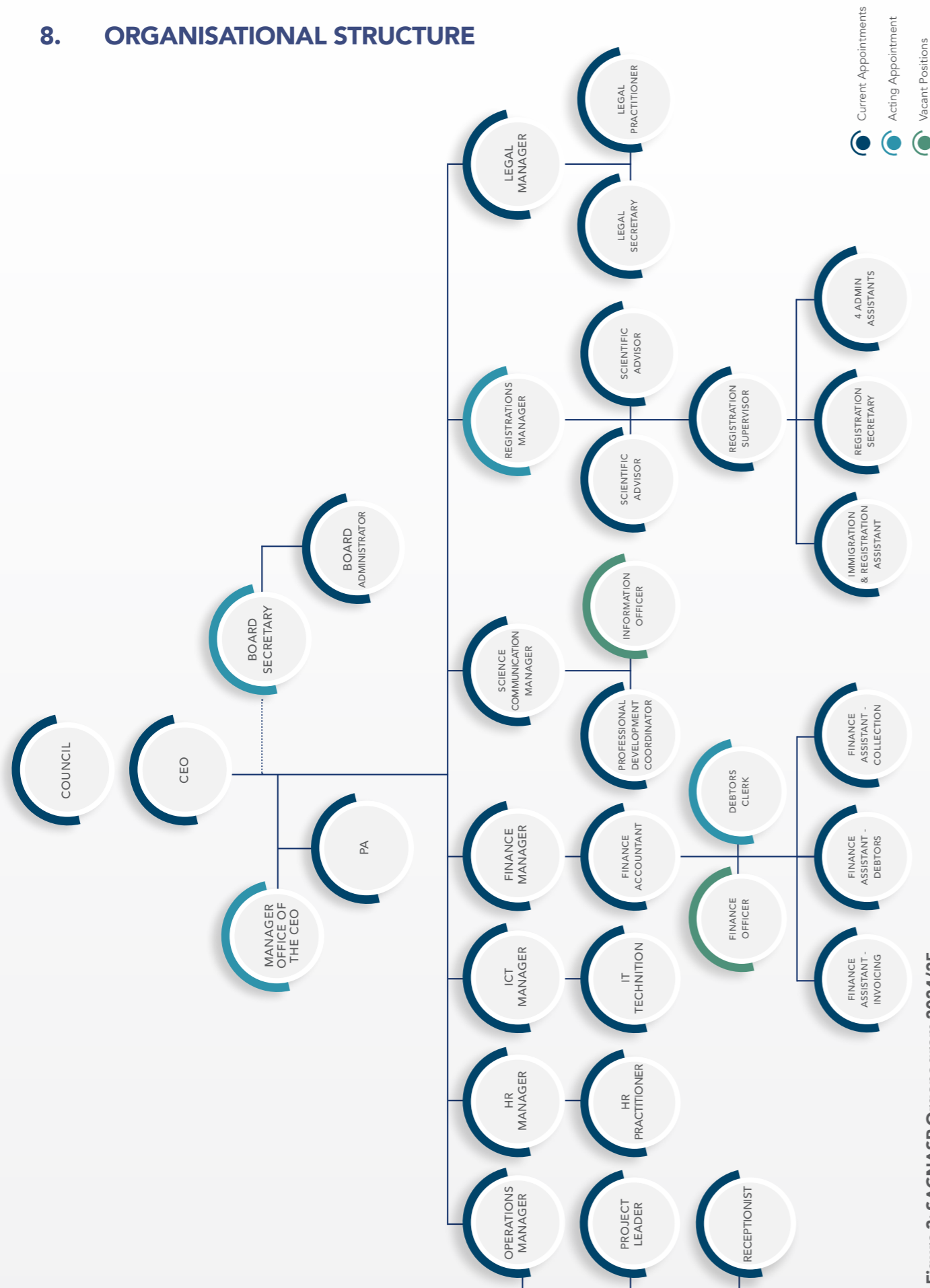


Figure 3: SACNASP Organogram 2024/25

### 8.1 SACNASP COUNCIL

Council from 1 September 2024

Prof Khathutshelo Nephawe Pr.Sci.Nat. (Chairperson)	Prof Raseelo J Moitsheki Pr.Sci.Nat.
Prof Vanessa Steenkamp Pr.Sci.Nat. (Deputy Chairperson)	Prof Ntebogeng Sharon Mokgalaka-Fleischmann Pr.Sci.Nat.
Mr Neale Baartjes Pr.Sci.Nat.	Dr Sagren Moodley (Minister's Representative)
Dr Gerhard Cilliers Pr.Sci.Nat.	Ms Leanda-Marsha Mtshali
Prof Roelof Coetzer Pr.Sci.Nat.	Prof Azwindini Muronga
Prof Sonali Das Pr.Sci.Nat.	Prof Desmond Musetsho Pr.Sci.Nat.
Prof Roseanne Diab Pr.Sci.Nat.	Prof Sanushka Naidoo (resigned)
Prof Inger N Fabris-Rotelli Pr.Sci.Nat.	Mr Bishop Ngobeli
Mr Sylvester C Jewell	Mr Mpho Sekgala
Dr Tiisetso E Lephoto Pr.Sci.Nat.	Dr Johan Strauss Pr.Sci.Nat.
Dr Magezi K Mabaso Pr.Sci.Nat.	Dr Stephanus E Terblanche Pr.Sci.Nat. (deceased)
Prof Peaceful L Mabeta	Dr Juanita van Heerden Pr.Sci.Nat.
Ms Matuloe P Masemola (CA)SA	Dr Phillia R. Vukea (resigned December 2023)
Dr Mona Ben Matiwane Pr.Sci.Nat.	Ms Thulile Zondi (resigned)



## 8.2 SACNASP STAFF (AS OF 31 MARCH 2025)

Dr Nompumelelo Obokoh (Pr.Sci.Nat.), Tumiso Machete, Terrence Mangalana, Dr Matshidiso Matabane (Pr.Sci.Nat.), Bongeka Mojafi, Tobi Mzobe (Pr.Sci.Nat.), Mboneni Nethavhakone, Tsapo Seima, Sarah van Aardt.

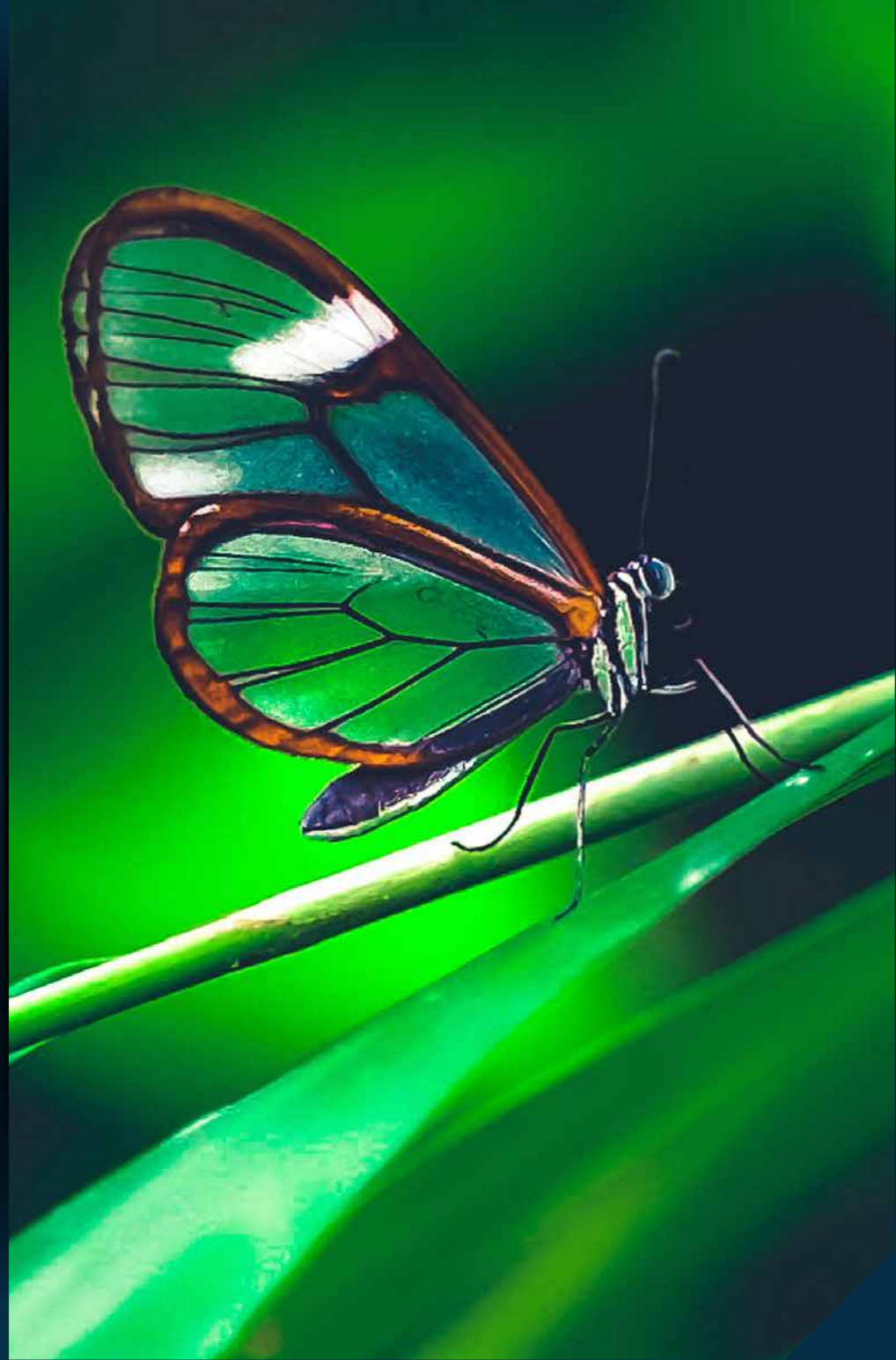
Sujo Abraham, Yolanda Jacobs, Phutiane Letsoalo (Pr.Sci.Nat.), Pontsho Mamabolo, Thabelo Manenzhe, Puckson Mhlongo, Hellen Mkhabela, Lientjie Mogano, Phutiane Seanego (Pr.Sci.Nat.).

Stella Baloyi, Lungile Buthelezi, Lerato Hlongwane, Aviwe Khewana, Agnes Ledwaba, Khanyisa Lukwe, Vuyiswa Mahlangu, Caroline Matseke, Suzan Pitso, Boitumelo Semanya.

### Interns

Duduetsang Morekhure, Thakhani Pearl Mphatha, Lesaoana Pius Peete.





# PART B

## PERFORMANCE INFORMATION

### 1. AUDITORS REPORT PREDETERMINED OBJECTIVES

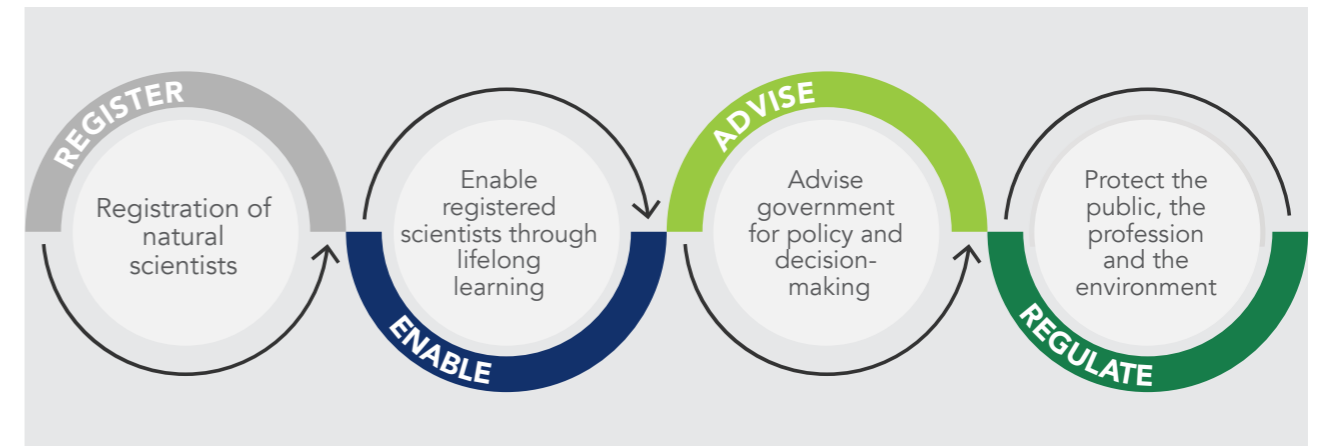
The auditor currently performs the necessary audit procedures on the performance information to provide reasonable assurance in the form of an audit conclusion.

Refer to the Report of the Auditors report page 91 as part of the Financial Information.

### 2. SITUATIONAL ANALYSIS

#### 2.1 SERVICE DELIVERY ENVIRONMENT

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



#### REGISTER

- A total of 3 768 applications were tabled for registration during the 2024/25 Financial Year. A total of 3 141 applicants were registered and 408 (11%) declined. The primary reason for declined applications was insufficient science content in the qualifications completed.
- The proportion of new female scientists registered was 60%, while the racial profile was: Black 83%, White 11%, Asian 4% and Coloured 2%.
- Eleven per cent of the natural science professionals registered in the financial year qualify as disabled under the employment equity legislation.
- As of the end of the 2024/25 Financial Year, the total number of natural science professionals registered on the SACNASP registration database stood at 19 202.

Table 4: Natural science professionals on the SACNASP database as at 31 March 2025 by category

Category	Total
Professional	8 167
Certificated	2 383
Candidate	8 652
<b>TOTAL</b>	<b>19 202</b>

## ENABLE

- 1 010 natural science students from various Higher Education institutions (HEIs) enrolled in SACNASP's student programme. The programme provides students with access to mentorship and networking opportunities, and a clear pathway to professional registration.
- 255 mentees participated in the Candidate Mentoring Phase (CMP) programme. The CMP programme provides structured guidance, skills development, and practical experience, ensuring candidate scientists are professionally prepared and meet SACNASP's standards for registration in higher categories. The ratio of females to males who participated in the programme was 70:30.
- Continuing Professional Development (CPD) ensures natural science professionals stay current with scientific advances, enhance their skills, and maintain high standards of competence and ethics throughout their careers. Currently, 53% of natural science professionals on the SACNASP database participate in CPD.

## ADVISE

- SACNASP advises Government on matters pertaining to the natural scientific professions by developing evidence-based reports which are submitted to the Department of Science, Technology and Innovation to inform policy and legislation.

## REGULATE

- SACNASP regulates the natural scientific profession by registering natural science professionals, enforcing a code of conduct, and ensuring ongoing professional development through the CPD programme. It sets and maintains standards of competence and ethics, investigates professional misconduct, and promotes accountability to safeguard public interest and uphold the integrity of the natural scientific profession in South Africa.



## INSTITUTIONAL REVIEW

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

The key recommendations and the status as of 31 March 2025, are tabulated below.

**Table 5: List of recommendations from the Institutional Review**

1. LEGAL
(1.1) Ensure the Bill is submitted to Parliament as soon as possible. <b>Progress:</b> The Bill was presented to and supported by the Economic Sector, Investment Employment, and Infrastructure Development (ESIEID) Cluster, and will be taken for further processing by Cabinet.
(1.2) Ensure equal representation of VAs when Board members are reduced to a maximum of 16 (new Bill). <b>Progress:</b> The Council of SACNASP will address this matter to ensure that representation from VAs on the Board is equitable and supports the fields of practice that SACNASP represents. The Classification of Educational Subject Matter (CESM) categories could capture the requirements of the VAs and the needs of the Council. This matter remains a matter for discussion.
(1.3) Consequences for instances of misconduct should be made known, as is done by other professional bodies. <b>Progress:</b> A comprehensive action plan is essential to guide the Professional Conduct Committee in navigating privacy laws related to publicly disclosing the outcomes of disciplinary processes. To ensure best practices, benchmarking against similar entities such as the Health Professionals Council of South Africa (HPCSA) and the Engineering Council of South Africa (ECSA) is crucial for gaining insights into their disclosure processes. In the interim, SACNASP will enhance transparency and educational outreach by featuring concluded cases in its quarterly practice notes and educational campaigns on ethical conduct, thereby safeguarding the profession, environment and workforce.
(1.4) Finalise the delineation of work issue between the South African Veterinary Council (SAVC) and SACNASP. <b>Progress:</b> SACNASP and SAVC held a Technical Workshop on 26 November 2024 to clarify the differences between veterinary, para-veterinary, and non-veterinary procedures. A key outcome was the decision to develop standard "Day 1" skills for various fields, which will be officially published. The next steps include getting Council approval and formalising a Memorandum of Understanding (MoU) to guide future collaboration.
2. REGISTRATION
(2.1) The Core Competencies framework must be workshopped with the VAs. <b>Progress:</b> The Core Competency framework was ratified at the Council Meeting in Q1 2024/25. A series of roadshows will be conducted to engage VAs with the contents and requirements of the framework.
(2.2) Ensure procedures cover the registration of scientists with interdisciplinary degrees. <b>Progress:</b> Applications with combination degrees are reviewed on a case-by-case basis and depend on the percentage of natural science in the degree. Policies and SOPs will be developed to guide the process and ensure standardisation of reviews.
(2.3) SACNASP must continue to streamline, modernise, and effectively manage the process to register natural science professionals. Some of the individual comments received from registered scientists indicate dissatisfaction with processes and interactions with the Secretariat. <b>Progress:</b> An ICT Manager was appointed and assumed duty on 1 November 2024 to oversee the digital transformation of SACNASP's processes. Part of the digital transformation will include a Client Relationship Management (CRM) tool to improve stakeholder engagement, case tracking, and service delivery. SACNASP signed an MoU with the University of Johannesburg Business School to automate and streamline SACNASP's operational process and thereby enhance customer services delivery. This will form part of the digital transformation efforts.

(2.4) Increase SACNASP's value proposition through VAs.

**Progress:** SACNASP has adopted a formal stakeholder engagement and management strategy to enhance SACNASP's role as a regulatory and advisory body. The scope of the strategy applies to interactions with the VAs.

(2.5) Promote registration benefits.

**Progress:** SACNASP regularly promotes professionalisation at conferences and webinars that are targeted at natural scientists. In 2024/25, this included, but is not limited to, facilitating the (1) Department of Agriculture, Land reform and Rural Development (DALRRD) webinar titled the Road to Professionalisation, and (2) presenting at the African Society for Forensic Medicine (ASFM) on the benefits of registration.

(2.6) Strengthen SACNASP's relationship with HEIs, VAs, and all relevant stakeholders within the National System of Innovation (NSI).

**Progress:** This is being executed through the stakeholder engagement and management strategy.

Key engagements include:

- MoA with the Council for Higher Education (CHE)
- Engagement with the European Food Safety Authority (EFSA)
- Inspiring future scientists through the SheSTEAM project
- Gauteng Department of Agriculture and Rural Development (GDARD) Extension Conference

### 3. LIFELONG LEARNING

(3.1) Encourage VAs to do more lifelong learning activities and roll-out of CMP.

**Progress:** SACNASP to engage with VAs to refine the current CMP programme so it is more accessible to a greater number of mentees.

(3.2) Training on CPD portal and acquiring credits.

**Progress:** SACNASP is developing a single digital portal and mobile application for scientists to manage accounts, fees, CPD portfolios, and access-updated CPD content. Features include instructional videos, free CPD activities, smart filters, and QR code scanning for automated point claiming.

(3.3) Ensure greater recognition of mentors.

**Progress:** SACNASP will recognise the mentors through the quarterly newsletters and at its upcoming inaugural conference.

### 4. FINANCE

(4.1) Consider different fee models.

**Progress:** Dependent upon enhanced funding channels.

### 5. GENERAL

(5.1) Detailed dashboard of achievements in Annual Report.

**Progress:** This is addressed in the Annual Report.

## 2.2 ORGANISATIONAL ENVIRONMENT

### STAFF CAPACITY CHALLENGES

During the period under review, SACNASP faced challenges due to a shortage of staff in critical positions. SACNASP appointed an ICT Manager, a legal practitioner, and a scientific advisor during this period, however, attracting skilled and qualified staff remains a persistent challenge.

The key challenges identified are:

- High staff turnover;
- Attracting skilled personnel due to the low remuneration offered; and
- Succession planning due to the lack of necessary skills within the organisation.

### WORK STUDY EXERCISE AND ORGANISATIONAL DESIGN

In 2023/24, the organisation embarked on a work study exercise designed to align its operations with current skills requirements and close identified competency gaps. This initiative plays a crucial role in building a fit-for-purpose workforce, enhancing the retention of skilled professionals, and ensuring critical roles at SACNASP are filled. To complement this study, an Organisational Design Project was launched to further reinforce SACNASP's capacity to execute its mandate effectively. These projects are intended to be concluded by early 2025/26.

## 2.3 KEY POLICY AND LEGISLATIVE CHANGES

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



### 3. PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

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

- SO-OG 1** Proactively advises Government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa.
- SO-OG 2** Enforce high professional and ethical standards for the natural scientific workforce.
- SO-OG 3** Promote the natural science professions and science engagement in South Africa.
- SO-OG 4** Promote the professional development and transformation of the natural science sector in South Africa.
- SO-OG 5** Foster a culture of good corporate governance.

#### 3.2 ACHIEVEMENTS AGAINST THE ANNUAL PERFORMANCE PLAN

**SO-OG 1 Proactively advise government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa.**

SACNASP is collaborating with Enterprises University of Pretoria on its third report, "The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa".

This report is 85% complete and is scheduled for completion in the 2025/26 Financial Year.

Strategic objective 1: To proactively advise Government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa.							
Outcome 1 purpose: Provide reports on relevant Government policy matters.							
Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2022/23	2023/24	2024/25	Actual Achievement	Deviation	Comment
<b>Outcome 1:</b> Provide reports on relevant Government policy matters.	Number of reports developed to inform Government policy and legislation every two years.	Establishing a study reference group to guide the development of ToRs for the second report, "The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa".	Drafting the report on the brief titled "The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa".	Publication of the report on "The skills and competencies required for the future natural scientist amid Societal Grand Challenges in South Africa".	The report has not been finalised. Despite this, the substantial progress made indicates the project is on track for imminent completion, pending final steps. As of 31 March, there was no draft report, but this will be submitted to Management Q1 2025/26.	As of 31 March 2025, the project is 85% complete. Key milestones have been achieved, and the final stages are underway.	Partially achieved. The report is 85% complete.

#### SO-OG 2 – Enforce high professional and ethical standards for the natural scientific workforce.

SACNASP remains committed to promoting and upholding high standards of professional practice among natural science professionals in South Africa, supporting their continuous development and professional growth. This commitment strengthens a dynamic scientific community capable of contributing meaningfully to national development.

An efficient regulatory framework enables SACNASP to register and oversee the conduct of professionals across sectors such as industry, academia, government, and state-owned enterprises. This system enhances its role in safeguarding public interest, protecting the environment, and ensuring professional integrity. Figure 4 highlights the key benefits of registering with SACNASP.

Ongoing improvements to registration systems reflect SACNASP's drive for operational excellence. Projects underway include the integration of the CPD and application portals, as well as the development of an enhanced Candidate Mentor Phase (CMP) portal, aimed at streamlining user experience and improving service delivery.

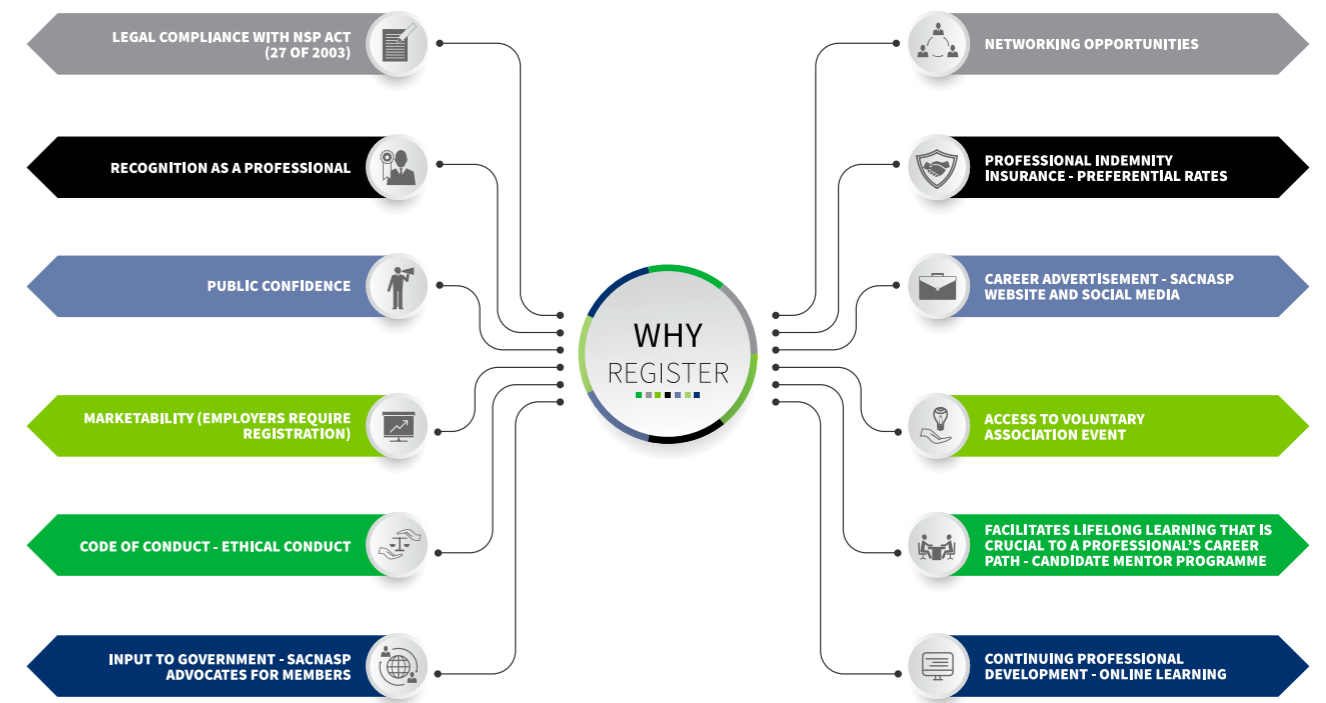


Figure 4: Why should natural science professionals register with SACNASP?

Strategic Objective 2: To enforce high professional and ethical standards for the natural scientific workforce.							
Outcome 2 purpose: Register and regulate natural science professionals.							
Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2022/23	2023/24	2024/25	Actual Achievement	Deviation	Comments
Outcome 2: Number of registered natural science professionals at SACNASP.	a) Number of annual registrations at SACNASP.	2 150	2 665	2 800	3 141	+1 165	Achieved
	b) Proportion of applications processed within the correct time frames.	93%	56%	93%	93%	0	Achieved
	c) Proportion of scientists retained annually.	80%	80%	80%	84%	+4%	Achieved

**SO-OG 3 – Promote the natural science professions and science engagement in South Africa.**

During the year under review, SACNASP made significant strides in promoting science engagement among professionals and the broader public. Through outreach initiatives, collaborative workshops, and participation in national science events, SACNASP fostered conversations around the role of science in society. These efforts are aimed at ensuring that South Africa has a science-informed citizenry.

Moreover, engaging with diverse audiences also supports the growth of an inclusive scientific community, drawing on a wide range of talents and perspectives to drive innovation. SACNASP’s initiatives this year contributed to raising awareness of the natural sciences as a vital career path, helping to bridge the skills gap and inspire the next generation. By highlighting the value and impact of natural scientists, SACNASP continues to nurture a culture of curiosity, discovery, and sustainable development across South Africa.

Strategic Objective 3: To promote the natural science professions and science engagement in South Africa.							
Outcome 3 purpose: To facilitate public awareness to address national priorities.							
Outcome	Output Indicator	Actual Performance	Actual Performance	Planned Annual Target			
		2022/23	2023/24	2024/25	Actual Achievement	Deviation	Comment
Outcome 3: Facilitate public awareness to address national priorities.	Number of public awareness and engagement initiatives conducted to foster an understanding of the contribution of the natural science profession.	8	14	10	11	+1	Achieved

**SO-OG 4 – Promote the professional development and transformation of the natural science sector in South Africa.**

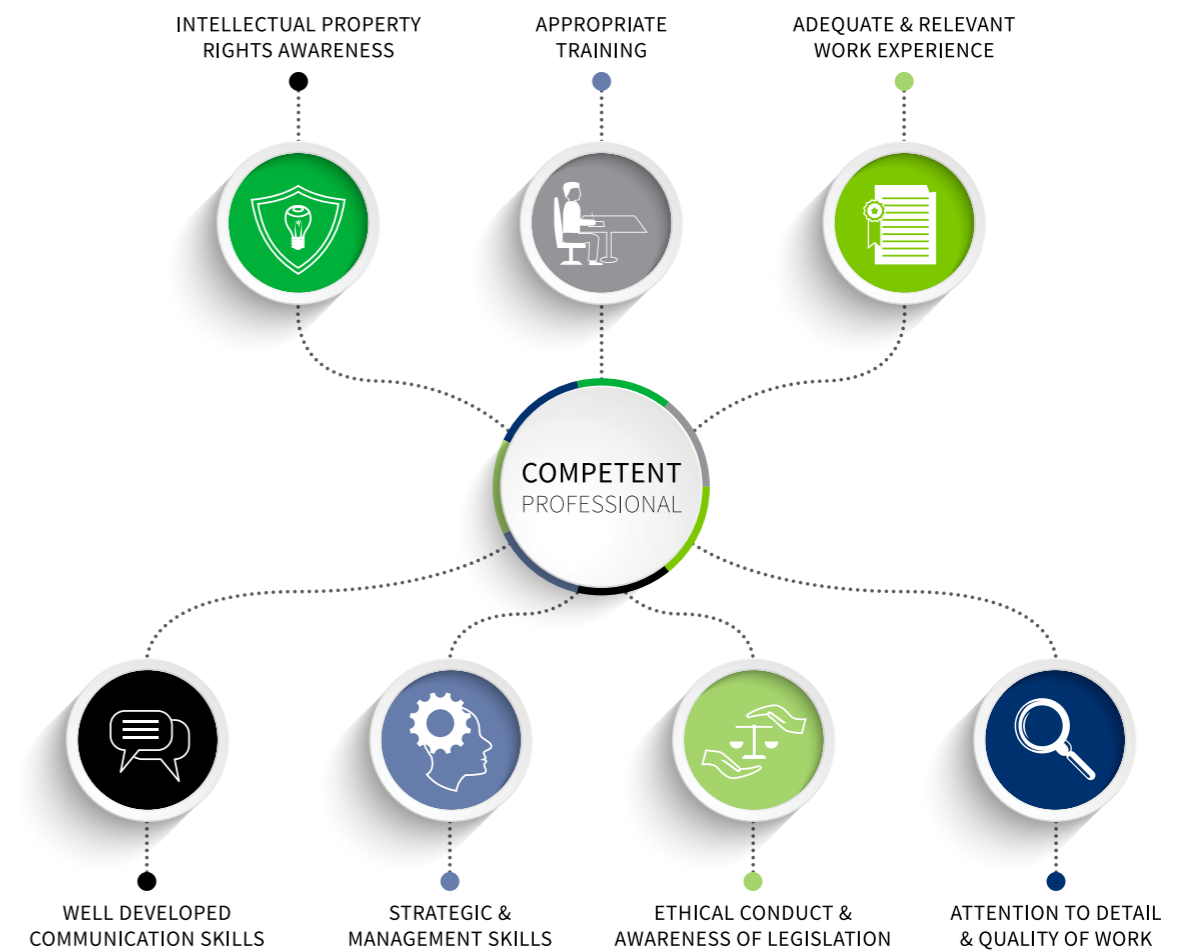
SACNASP is committed to ensuring that natural science professionals in South Africa are equipped with the skills and competencies required to excel in their professions through lifelong learning programmes (see figure 6).

The United Nations Sustainable Development (SDGs) Goal 4 is a commitment to “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.” This goal is a pivotal driver for positive change, emphasising the transformative power of education in fostering a sustainable and equitable world.

The Candidate Mentoring Phase (CMP) programme is an initiative designed to provide mentorship and support to natural science graduates as they transition from academic life to the working world. The programme pairs graduates with experienced professionals who can offer guidance and advice on career development, professional ethics, and other relevant topics. Through the CMP, young scientists benefit from the guided and structured mentorship of established professionals in their field.

The Continuing Professional Development (CPD) programme is another initiative offered by SACNASP to support the lifelong learning of natural science professionals. CPD involves ongoing learning and development that enables professionals to maintain and improve their skills, knowledge, and competencies throughout their careers (Figure 5). This can include attending conferences, workshops, courses, and participating in other science engagement activities in line with the 2019 White Paper on Science, Technology and Innovation.

SACNASP recognises that science is constantly evolving, and that it is essential for professionals to stay up to date with the latest developments in their fields. By providing mentorship, training, and other resources, SACNASP is helping to ensure that natural science professionals in South Africa are well prepared to meet the challenges of their professions and contribute to the advancement of science and technology in the country.



**Figure 5: Requirements to become a competent scientist**

SACNASP has been actively collaborating with Higher Education Institutions (HEIs) to raise awareness among students about the registrability of their chosen fields of study. These engagements help students understand the importance of aligning their academic paths with professional standards early on. SACNASP also highlights the value of belonging to a professional body, not only as a mark of credibility but as a critical step in building a successful career. Being part of SACNASP connects students to a network of professionals, provides access to career guidance and development opportunities, and ensures they are well-prepared to meet industry demands and ethical standards in their future roles.

## LIFELONG LEARNING OPPORTUNITIES

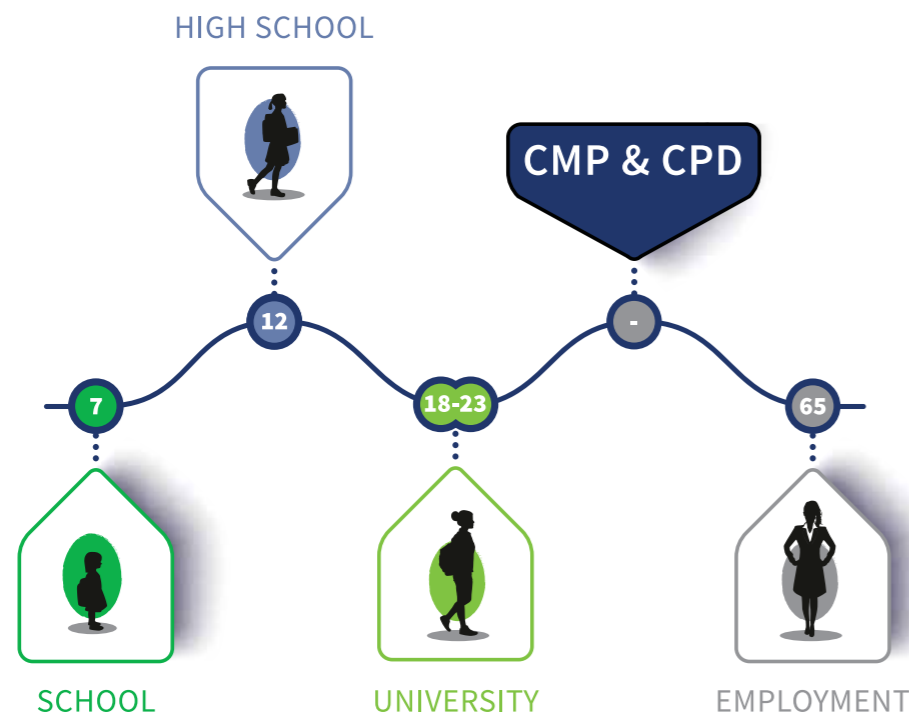


Figure 6: Lifelong learning process flow

**Strategic Objective 4:** Promote the professional development and transformation of the natural science sector in South Africa.

**Outcome 4 purpose:** An efficient and effective lifelong learning programme is implemented and facilitated.

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2022/23	2023/24	2024/25	Actual Achievement	Deviation	Comment
<b>Outcome 4:</b> Create an environment for lifelong learning for professionals to address national priorities.	The proportion of registered natural science professionals participating in the lifelong learning programme.	42%	50%	60%	53%	-7%	Not achieved Despite interventions such as the March CPD drive and DALRRD webinar, the annual CPD compliance target was not met. Focus will shift to strengthening partnerships and FOP-specific CPD offerings in the new financial year.

**Strategic Objective 4:** Promote the professional development and transformation of the natural science sector in South Africa.

**Outcome 5 purpose:** Develop and implement programmes to encourage participation of the designated groups.

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Actual Target			
		2022/23	2023/24	2024/25	Achievement	Deviation	Comment
<b>Outcome 5:</b> Transformation of the natural science sector to increase participation of designated groups.	Number of women and youth participating in SACNASP students' enrolment programmes.	1 076	782	700	1 010	+310	Achieved
	Number of women and youth participating in the CMP programme.	42	268	100	255	+155	Achieved

**Strategic Objective 4:** To promote the professional development and transformation of the natural science sector in South Africa.

**Outcome 6 purpose:** Evaluation and endorsement of higher education institutions (HEI) programmes in natural science.

Outcome	Output Indicator	Audited Actual performance		Planned Actual Target			
		2022/23	2023/24	2024/25	Achievement	Deviation	Comment
<b>Outcome 6:</b> To contribute towards education qualifications and learning pathways for natural scientists.	Number of HEI natural science programmes evaluated for endorsement in conjunction with the CHE.	356	216	1 000	1 089	+28	Achieved

**SO-OG 5 – Foster a culture of good corporate governance.**

SACNASP has instituted and executed systems aimed at ensuring adherence to legislative and policy frameworks, encompassing (1) the identification and management of all associated risks and internal controls, and (2) an Internal Audit process. Additionally, in February 2025, Malatji & Co. Attorneys were appointed to review SACNASP’s internal policies and procedures. A comprehensive register of organisational policies is currently being compiled and aligned with operational requirements.

**Strategic Objective 4:** To foster a culture of good corporate governance.

**Outcome 7 purpose:** To achieve an unqualified audit opinion on the Annual Financial Statements at the end of the financial year.

Outcome	Output Indicator	Audited Actual performance		Planned Annual Target			
		2022/23	2023/24	2024/25	Achievement	Deviation	Comment
<b>Outcome 7:</b> Compliance with legislative and policy framework.	Unqualified audits achieved.	Unqualified audit.	Unqualified audit.	Unqualified audit.			

**3.3 LINKING PERFORMANCE WITH BUDGETS**

Programme/ activity/ objective	2024/2025			2023/2024		
	Budget	Actual Expenditure	(Over)/ Under Expenditure	Budget	Actual Expenditure	(Over)/ Under Expenditure
	R	R	R	R	R	R
DSTI Project: Continuing Professional Development Programme	3 042 000	2 701 501	340 499	4 300 945	5 254 680	-953 735
DSTI Project: Development of Candidate Mentoring Phase Programme	3 270 000	3 602 881	-332 881	2 200 000	3 339 524	-1 139 524
DSTI Project: Information Technology Platform	1 317 000	2 273 459	-956 459	1 500 000	2 040 882	-540 882
DSTI Project: Regulations	2 371 000	2 087 563	283 437	1 999 055	2 501 025	-501 970
<b>Total</b>	<b>10 000 000</b>	<b>10 665 403</b>	<b>-665 403</b>	<b>10 000 000</b>	<b>13 136 111</b>	<b>-3 136 111</b>

Sources of Revenue	2024/2025			2023/2024		
	Estimate	Actual Amount Collected	(Over)/ Under Collection	Estimate	Actual Amount Collected	(Over)/ Under Collection
	R	R	R	R	R	R
Revenue (Scientists – All fees)	22 261 771	20 908 447	1 353 324	21 265 099	19 113 478	2 151 621
DSI Project Income	10 000 000	10 665 403	-665 403	10 000 000	13 136 111	-3 136 111
SETA's, NRF-SAASTA and other partners	-	215 444	-215 444	-	45 101	-45 101
Interest income	842 511	1 217 498	-374 987	479 860	1 111 062	-631 202
<b>Total</b>	<b>33 104 282</b>	<b>33 006 792</b>	<b>97 490</b>	<b>31 744 959</b>	<b>33 405 752</b>	<b>-1 660 793</b>

## 4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

### 4.1 ICT REVIEW

#### Centralised Azure Cloud Platform:

Implementing a centralised Azure Cloud platform has greatly improved our ability to monitor servers, network, and security throughout the organisation. This approach provides better visibility and control, enhancing system reliability and security.

#### Integration of Microsoft Intune:

Adding Microsoft Intune has strengthened our device management capabilities, making endpoint management more efficient and ensuring compliance with security policies. This integration has simplified device provisioning and management, boosting overall productivity.

#### Upgraded Telephone Systems with Yeastar Version:

Upgrading our telephone systems to the Yeastar version has enabled advanced functionalities such as setting up ring groups for all departments. Additionally, its integration capabilities with other systems will enhance communication efficiency within the organisation, leading to smoother internal communication and improved collaboration.

#### Implementation of SendGrid Twilio for Bulk Invoicing:

Adopting SendGrid Twilio for bulk invoicing has streamlined our invoicing process and improved customer communication. This solution allows us to efficiently distribute invoices to a broad client base, increasing customer satisfaction while reducing administrative workload.

#### CHALLENGES:

##### Cybersecurity:

SACNASP has experienced increasing cybersecurity threats over the past year. Concerns regarding the security of the database were raised with the internal auditor, and during the 2024/25 Financial Year a full investigation into system security was conducted.

##### Handling High Volume of Queries:

The ICT department has made significant strides in enhancing the organisation's technological capabilities. However, addressing the challenge of managing high volumes of queries remains a top priority. By implementing a CRM system and integrating a ticketing system in the future, we aim to improve efficiency, enhance client satisfaction, and ensure the timely resolution of queries across all communication channels.

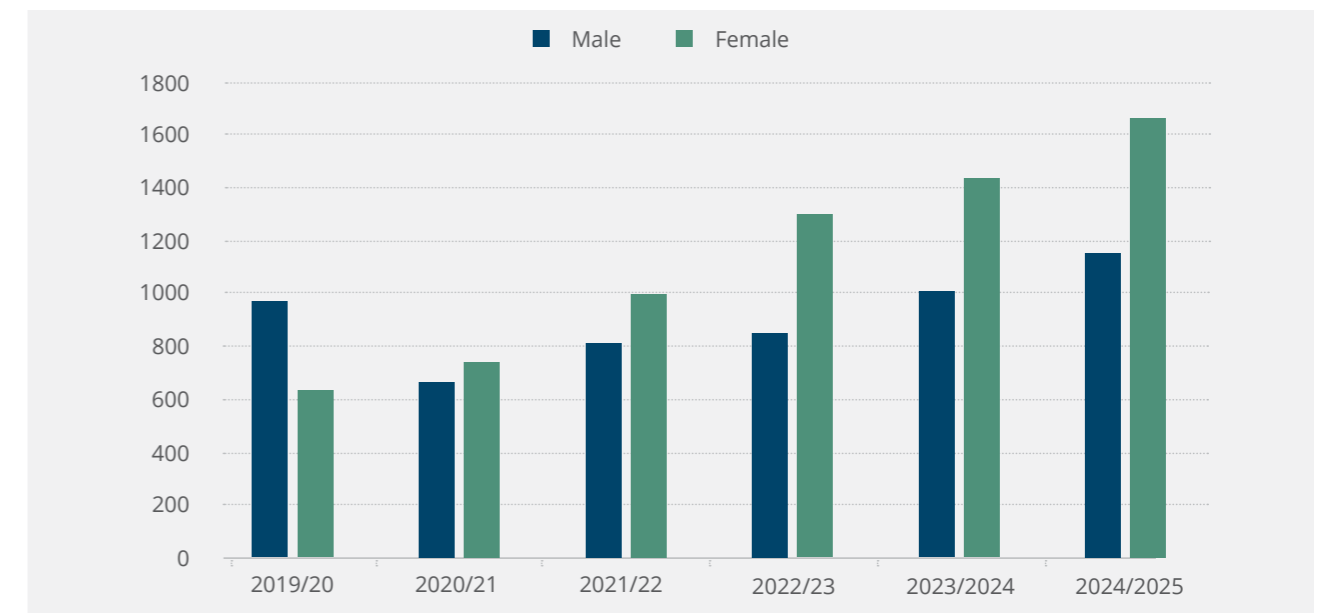
## 4.2 REGISTRATION DEPARTMENT REPORT

During the 2024/25 Financial Year, the Registrations Department received a total of 3 768 applications, encompassing new registrations, additional fields of practice, and upgrades. Of these, 3 141 scientists were successfully registered. The Registrations Department experienced a significant influx of applications in Agricultural Science, leading to prolonged processing times. Additionally, applicants in Environmental Science, Ecological Science, and Conservation Science encountered delays in the processing of their applications.

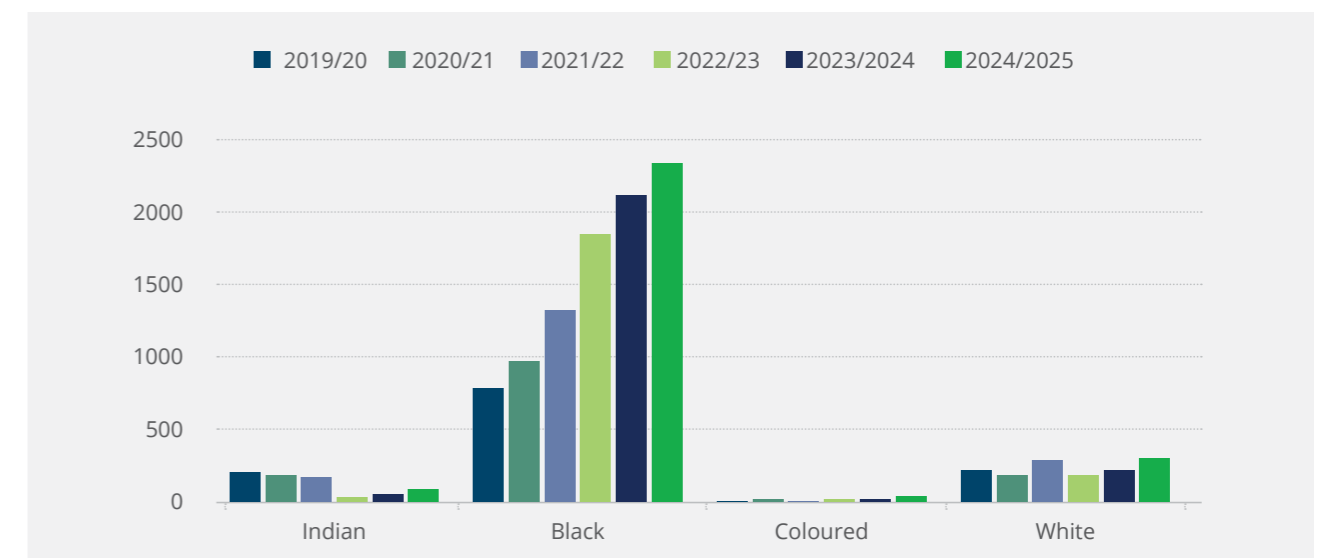
**Table 6: Year-on-year registration of new scientists**

2020/21	2021/22	2022/23	2023/24	2024/25
1 413	1 820	2 150	2 665	3 141

SACNASP continues to demonstrate progress in addressing challenges related to demographic transformation, particularly in terms of race, gender, and youth representation. An increasing number of scientists registering with the Council come from previously disadvantaged groups and include a growing proportion of young professionals.

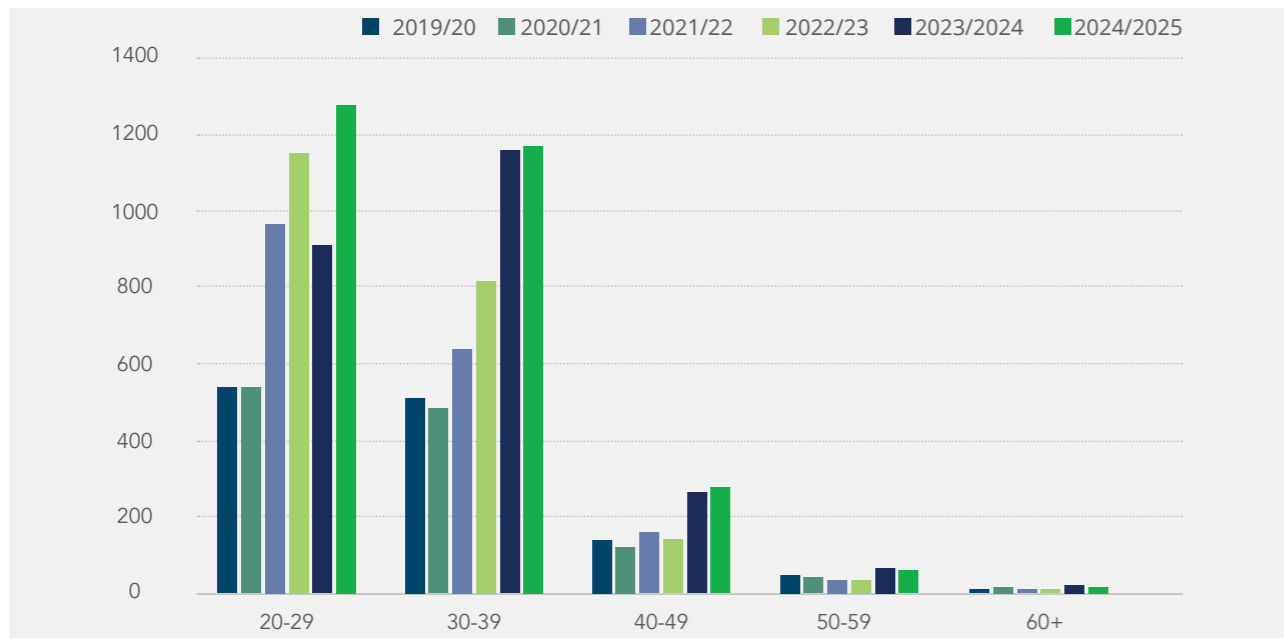


**Figure 7: Registrations in the 2019-2025 Financial Years by gender**

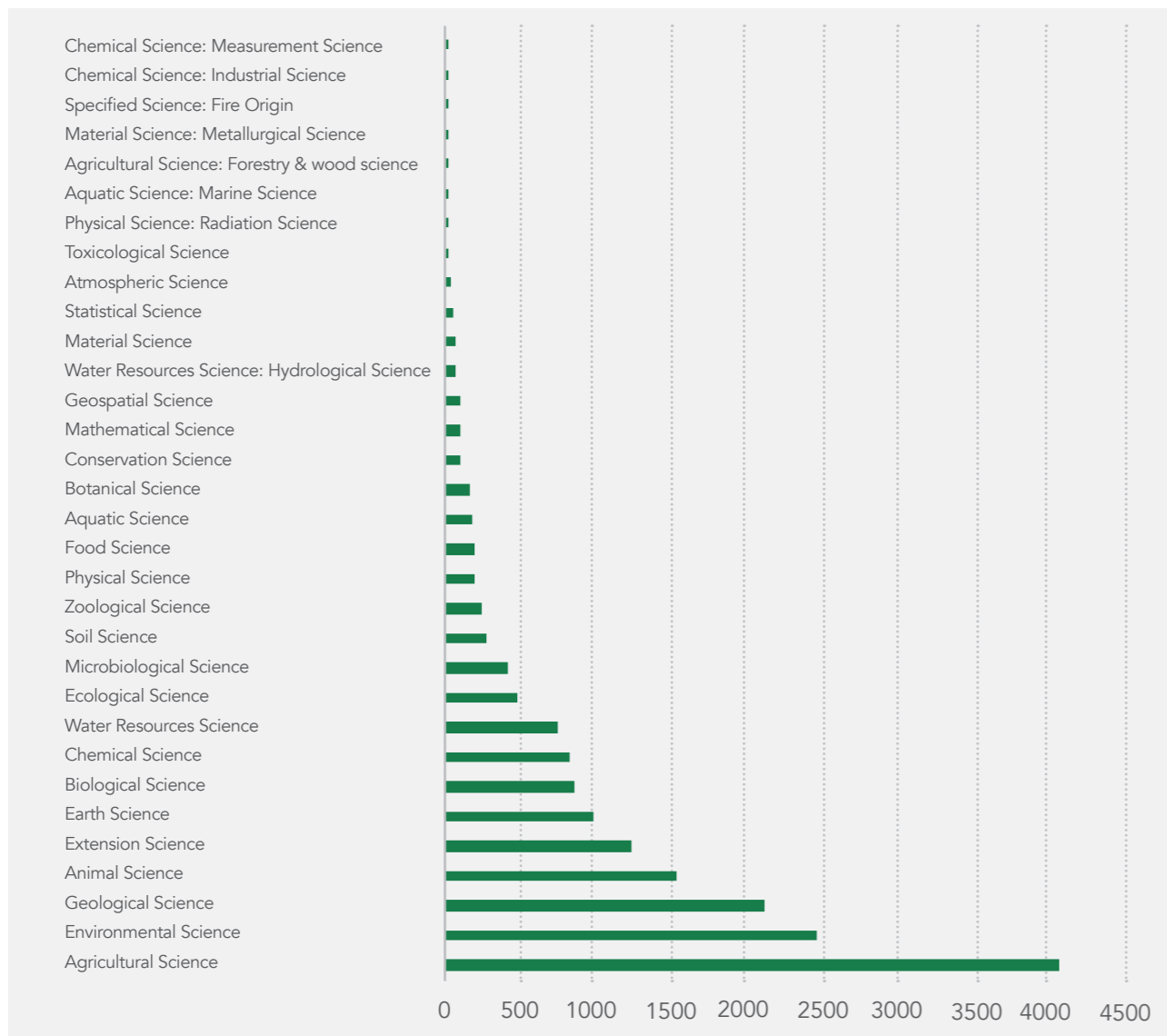


**Figure 8: Registrations in the 2019-2025 Financial Years by race**





**Figure 9: Registrations in the 2019-2025 Financial Years by age group**



**Figure 10: Total number of registered scientists by field of practice**

The fields of practice with the highest registration numbers continue to be Agricultural Science, Environmental Science, and Geological Science, as was the case in previous years. This stems largely from the strict requirement for registration by employers and government departments of scientists in these fields. Additionally, for Environmental Science and Geological Science, there are specific functions in the roles that can only be performed by registered scientists, such as the signing off of Competent Persons Reports.

### 4.3 MARKETING AND STAKEHOLDER MANAGEMENT REPORT

Promoting the natural scientific profession and fostering public engagement with science are essential to advancing South Africa's development, enhancing national resilience, and strengthening its global competitiveness. These efforts empower individuals, support innovation, and enable the country to respond effectively to both local and global challenges. SACNASP continues to create opportunities for the scientific community to engage in science communication and outreach activities. Regular webinars on current, science-related topics provide platforms for knowledge sharing and public engagement. In addition, SACNASP hosted several public awareness and engagement initiatives aimed at deepening public understanding of the vital role natural science professionals play in society.

#### Science Communication and Engagement

One of the strategic objectives of SACNASP is to promote the natural science profession and science engagement in South Africa. SACNASP recognises the importance of a scientifically literate and engaged society in South Africa. During the 2024/25 Financial Year, SACNASP approved the Science Engagement Strategy aimed at coordinating strategic science engagement efforts to strengthen the strategic role that SACNASP is mandated to play in the National System of Innovation (NSI). The approach advocated for in the strategy is grounded in principles of transformation, inclusivity, and partnerships, as outlined in the 2019 White Paper on Science, Technology and Innovation and the Decadal Plan.

#### Webinars

SACNASP hosted three webinars:

1. In alignment with the broader Professionalisation of the Public Sector initiative, SACNASP partnered with the Department of Agriculture, Land Reform and Rural Development (DALRRD) to host a national webinar titled 'The Road to Professional Registration in the Agricultural Sector' on 7 March 2025. The event served to advance awareness of professional registration pathways, promote the value of regulated expertise and drive commitment to continuous professional development within the sector. The webinar attracted strong engagement, with 530 participants in attendance.
2. On 10 September 2024, SACNASP, in collaboration with the Global Forum for Rural Advisory Services (GFRAS) and the South African Society for Agricultural Extension (SASAE), a recognised voluntary association, hosted a highly engaging and informative webinar focusing on the Professionalisation of Rural Advisory Services (RAS). The webinar drew a diverse audience of professionals, academics, policymakers, and rural development practitioners, both nationally and internationally, sharing a common interest in enhancing the quality and impact of advisory services provided to rural communities. SACNASP's involvement in the webinar was instrumental in driving the conversation towards a structured and formal approach to RAS professionalisation in South Africa.
3. On 4 July 2024, SACNASP, in collaboration with the Taylor & Francis Group, hosted an insightful webinar on "Maximising Impact: Scholarly Book Publishing and Open Access in Natural Sciences". This webinar provided a platform for natural scientists, researchers, and academics to explore the evolving landscape of scholarly publishing and the increasing importance of Open Access (OA) in the dissemination of scientific knowledge. The webinar brought together leading experts in the field of academic publishing, alongside scientists from various disciplines, to discuss how researchers can enhance the visibility and impact of their work through effective publishing strategies and open-access models.

## Dialogues

SACNASP hosted and participated in three dialogues:

1. At the Science Forum South Africa 2024, SACNASP, in partnership with the Tshwane University of Technology (TUT): Institute for Future Work (IFOW), successfully hosted a side event titled “Climate and Water Crisis within the South African Context: Bridging the Gap through Cooperative and Collaborative Partnerships”. This session aligned with the forum’s overarching goal of promoting science-driven solutions to pressing challenges in South Africa, Africa, and the global community. Held on 3 December 2024 at the CSIR International Convention Centre, the session focused on addressing critical issues related to climate change and water scarcity.
2. On 6 December 2024, SACNASP, in partnership with the Agricultural Research Council (ARC), convened a session on “Enhancing Extension Services for Climate Resilience in Agriculture: Case Studies for Professionalisation and CSA Adaptation Strategies” at the CSIR ICC. The panel included representatives from the Embassy of the Federal Republic of Germany, the Department of Agriculture, Land Reform and Rural Development (DALRRD), the South African Society for Agricultural Extension (SASAE), ARC, GrainSA, and provincial Extension and Advisory Services. It focused on professionalisation and CSA adaptation strategies, where discussions explored the critical role of cross-sector collaboration in advancing climate-smart agriculture (CSA).
3. On 24 October 2024, SACNASP participated in an insightful roundtable dialogue at the 2024 World Science and Technology Development Forum (WSTDF 2024), hosted by the China Association for Science and Technology (CAST) in Beijing, China. The roundtable discussion was aimed at enhancing international scientific travel and fostering academic exchanges. The event brought together stakeholders from the scientific and academic communities, focused on identifying opportunities and barriers hindering global academic mobility, and the steps necessary to overcome these challenges. The dialogue highlighted the importance of international collaboration in driving scientific research and innovation, and South Africa’s role in fostering such global engagements.

## Keynote addresses

1. Dr Nompumelelo Obokoh, CEO of SACNASP, delivered a keynote address at the Gala Dinner of the 3rd Annual Future of Work Dialogue, hosted by the Institute for the Future of Work (IFOW) and Tshwane University of Technology (TUT) at Maslow Times Square, Menlyn. Her speech, on the “Importance of Partnerships and Collaboration between Private Sector, Universities, and Civil Society in Driving the 4IR and Innovation in Building a Future-Ready Africa,” emphasised the critical role of cross-sector partnerships in fostering innovation and addressing societal and economic challenges.
2. SACNASP was one of the proud sponsors of the Women in Mining South Africa (WiMSA) inaugural symposium that was held on 20 August 2024, reinforcing its commitment to empowering women in the mining sector. The event featured Dr Nompumelelo Obokoh, CEO of SACNASP, as a keynote speaker, where she emphasised the importance of diversity, inclusion, and professional development in the industry. WiMSA serves as a vital platform for personal growth, leadership, and career development, bringing together industry leaders and emerging professionals to share experiences and explore collaboration opportunities.

## Youth Outreach Initiatives: SheSTEAM

SACNASP continues to demonstrate leadership in advancing national development priorities through its investment in human capital and inclusive innovation. A key pillar of this strategy is the SheSTEAM Summit, an initiative that exemplifies SACNASP’s commitment to fostering equitable participation in Science, Technology, Engineering, Arts, and Mathematics (STEAM). By intentionally targeting young girls from underrepresented communities, the initiative directly addresses systemic gender and socio-economic disparities in the talent pipeline. Co-developed with the African Research Collaborative (ARC), an international non-profit based in Washington, USA, the SheSTEAM Summit positions SACNASP as a catalyst for inclusive participation in science. This partnership not only enhances the credibility and reach of the initiative but also reinforces SACNASP’s strategic objective of building a diverse, future-ready workforce aligned with South Africa’s broader transformation agenda. Through this initiative, SACNASP is not merely supporting educational outreach; it is shaping the leadership landscape of tomorrow, contributing to national priorities in gender equity, youth development, and sustainable economic growth.



**Photo: Learners engaging in hands-on activities during interactive science workshops**

The 2025 SheSTEAM Summit in Cape Town was a resounding success, drawing over 300 girls from Grades 9 to 12, along with 21 educators from 13 quintiles 1 to 3 schools in and around Cape Town. The success of the SheSTEAM initiative was made possible through key collaborations with various stakeholders, including the Chemical Industries Sector Education and Training Authority (CHIETA), the Department of Science, Technology and Innovation (DSTI), the University of Cape Town (UCT), and the Western Cape Education Department (WCED). As part of this initiative, Grade 12 learners received the Science, Engineering, and Technology (SET) career materials designed to provide a roadmap for future success. By equipping students with these tools, the initiative seeks to not only inspire interest in STEAM careers but also provide practical advice on navigating academic and professional pathways. The exhibition featured showcases by the South African Polar Research Infrastructure (SAPRI), the Agricultural Research Council (ARC), the University of Cape Town (UCT), and Cars 4 Mars.



**Photo:** Exhibitors presenting their innovations and work at the SheSTEAM Summit

**Youth Outreach Initiatives: National Science Week**

SACNASP actively engaged in the National Science Week (NSW) 2024, which was officially launched on 30 September 2024 by the Minister of Science, Technology and Innovation. The launch took place at the Central University of Technology (CUT), Free State, marking the beginning of the national initiative to promote science and innovation across South Africa. As part of its commitment to promote scientific awareness and education, SACNASP, in collaboration with the Faculty of Science at Tshwane University of Technology (TUT), actively participated during the 2024 National Science Week, held from 30 September to 5 October. This year's theme, "Living in a High-Tech World: Should We Be Concerned?", provided a timely platform for exploring the societal implications of rapid technological advancement. The programme featured a range of interactive activities aimed at enhancing public understanding of science and its relevance to daily life. These initiatives were tailored to engage various stakeholders, including learners, educators, farmers, and community members. Key outreach activities included:

- Presentations and demonstrations at: (1) St Mark's Comprehensive School in Jan Furse, Limpopo, and (2) LEAP Science & Maths School in Linbro Park, Gauteng; and
- A Science Festival hosted at TUT, offering exhibitions, hands-on experiments, and educational workshops designed to foster interest in STEM fields.



**Photo:** Science festival at TUT that provides a platform for science students to explore and showcase their creativity and innovation, and engage in intellectual debates

**Youth Outreach Initiatives: National Science and Technology Forum (NSTF) Brilliants Programme**

For the third consecutive year, SACNASP was one of the sponsors of the National Science and Technology Forum (NSTF) Brilliants Programme. As a steward of scientific integrity and excellence in the natural sciences, SACNASP plays a critical role in safeguarding the public interest and strengthening the credibility of the profession. For the past four years, SACNASP has been a dedicated sponsor of the NSTF Brilliants Programme, a powerful testament to its commitment to recognising and developing South Africa's top-performing young science learners. This partnership reflects SACNASP's commitment to nurturing future leaders in science, technology, and innovation.



**Photo:** Brilliants Programme students with the Deputy Minister, Ms Nomalungelo Gina, Deputy Chairperson of Council, Prof Vanessa Steenkamp and SACNASP CEO, Dr Nompumelelo Obokoh, at the NSFT Awards in 2024

## Youth Outreach Initiatives: Annual Expo Mapville 2024

SACNASP participated in the Annual Expo Mapville 2024, hosted by Mogalakwena Anglo American at the Mapela Traditional Council Offices in Mokopane, Limpopo on 19 September 2024. In collaboration with the Johannesburg Business School (JBS), SACNASP showcased an interactive exhibition focused on Fourth Industrial Revolution (4IR) technologies. The exhibition offered valuable insights into STEM (Science, Technology, Engineering, and Mathematics) fields, emphasising the role of 4IR in promoting sustainable development.

Additionally, SACNASP delivered a formal presentation at the Expo, further strengthening its role in advancing science and innovation in South Africa. The Grade 12 learners actively engaged in structured debates, proposing innovative solutions to local community challenges. They highlighted the potential of artificial intelligence (AI) to enhance service delivery. These discussions demonstrated the learners' creativity, critical thinking, and the value of STEM education in solving societal challenges.

## Events and Exhibitions

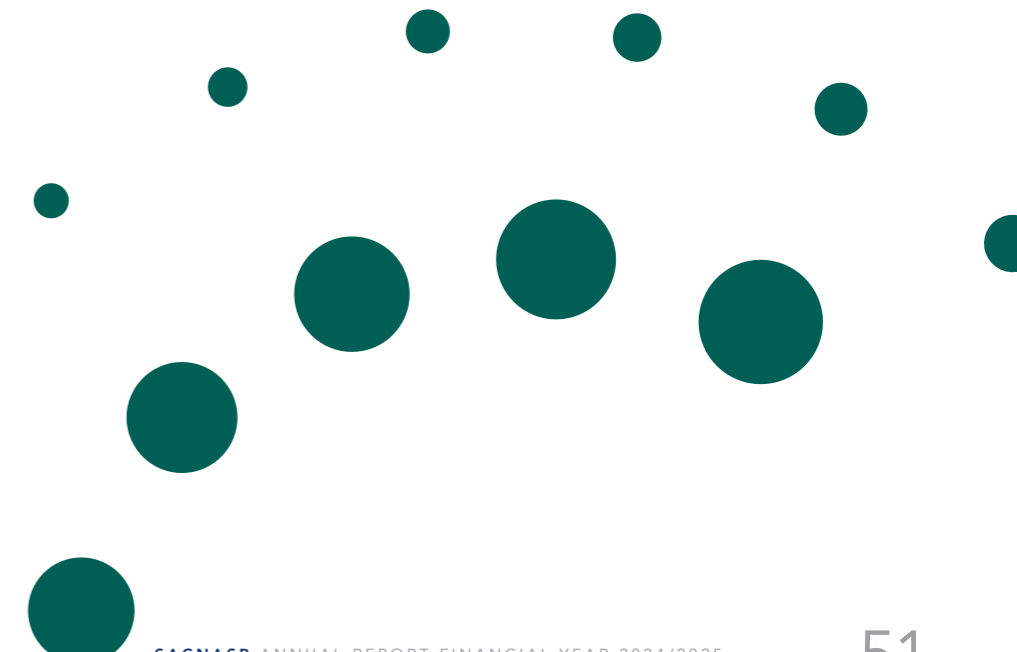
SACNASP participated in a series of targeted public engagement initiatives aimed at raising the profile of the natural science profession and highlighting its critical role in advancing sustainable development and national priorities. By leveraging public events, knowledge-sharing forums, and strategic stakeholder collaborations, SACNASP enhanced recognition of the profession's contribution to national development agendas and reinforced the value of regulated scientific expertise in informing policy, innovation, and environmental sustainability.

Key events included:

**Table 7: Events and exhibitions hosted and/or supported by SACNASP in 2024/25**

No.	Events and Exhibitions
1.	SACNASP exhibited at the inaugural National System of Innovation Transformation Summit, held on 13 to 14 March 2025. The summit convened key stakeholders in science, technology, and innovation to advance transformation within South Africa's science and innovation ecosystem, fostering collaboration and strategic dialogue across the sector.
2.	On 12 March 2025, SACNASP exhibited at the 17th Agricultural Research Symposium, hosted by the Gauteng Department of Agriculture and Rural Development (GDARD) at the Agricultural Research Council, Roodeplaat. The event brought together key stakeholders in the agricultural sector to foster collaboration, exchange research insights, and promote innovation in agriculture.
3.	SACNASP delivered a presentation at the 13th Meeting of the International Risk Communication Liaison Group on 12 November 2024, hosted by the European Food Safety Authority (EFSA). EFSA, an agency of the European Union established in 2002 in Parma, Italy, provides independent scientific advice and communicates on existing and emerging risks in the food chain, playing a key role in ensuring food safety and public health across Europe.
4.	SACNASP delivered a presentation at the 12th Annual Conference of the African Society for Forensic Medicine (ASFM), held from 10 to 13 March 2025. During the event, SACNASP engaged with key stakeholders in the forensic science community.
5.	SACNASP delivered a presentation at the Eskom Professional Body Engagement session held on 10 March 2025. The session brought together various professional bodies, including the Engineering Council of South Africa (ECSA) and the Environmental Assessment Practitioners Association of South Africa (EAPASA).
6.	On 18 February 2025, SACNASP delivered a presentation at the 8th Gauteng Agricultural Extension Conference, hosted by the Gauteng Department of Agriculture and Rural Development (GDARD). Held at The Lakes Hotel in the Ekurhuleni Municipality, the conference brought together agricultural professionals to exchange knowledge, enhance extension services, and support the growth of the agricultural sector in the province.
7.	Dr Nompumelelo Obokoh, CEO of SACNASP, delivered a talk on Science for Humanity: Bridging Innovation and Impact at the Innovation and Research Ecosystem Gathering hosted by the Technology Innovation Agency (TIA) in collaboration with the Enrich in Africa Centre as part of SFSA2024 on 2 December 2025. The session focused on the role of research, innovation, and partnerships in driving societal progress.

8.	On 10 October 2024, SACNASP delivered a presentation on professional registration during a public lecture and stakeholder engagement session hosted by the University of Limpopo. The event, held in partnership with the Department of Water and Sanitation, was themed "Unlocking Opportunities in the Water Sector." The session provided a valuable platform to engage future professionals and stakeholders on the importance of professional recognition in advancing sustainable water sector solutions.
9.	SACNASP exhibited at the National Association for Clean Air (NACA) Annual Conference, held at Mintek from 4 to 6 September 2024, to showcase the importance of professional registration in the environmental sciences, particularly in air quality and pollution control. The event allowed SACNASP to engage with industry experts, showcase its commitment to environmental sustainability, and explore potential partnerships aligned with South Africa's clean air and public health objectives.
10.	SACNASP had the opportunity to deliver a presentation at the UVU Bio's BioProcessing Skills Accelerator Programme graduation that was held on 27 September 2024, which focused on onboarding new graduates into SACNASP's professional registration process. SACNASP's role at the graduation involved ensuring that graduates are informed about the professional registration process and its long-term benefits for their careers and the natural science sector.
11.	SACNASP had the opportunity to deliver a presentation and exhibit at the International Association for Impact Assessment South Africa (IAIASA) Annual Conference, held from 27 to 30 August 2024 at Hunters Rest Resort in Rustenburg, North West Province. This participation provided significant benefits to SACNASP by enhancing its visibility and credibility within the environmental and scientific community.
12.	SACNASP exhibited at the South African Society for Agricultural Extension (SASAE) Annual Conference, held from 26 to 29 August 2024 at the Central University of Technology (CUT), Bloemfontein. As a recognised voluntary association, SASAE plays a pivotal role in advancing agricultural extension services in South Africa, contributing to the professional development of extension officers and the overall sustainability of the agricultural sector.
13.	SACNASP participated in the KZN Environmental Impact Assessment Peer Learning Seminar on 18 March 2025, hosted by the South African Local Government Association (SALGA). The seminar brought together key stakeholders, municipal officials, regulatory bodies, academia, and industry leaders such as KZN EDTEA, DWS, Ezemvelo KZN Wildlife, North West University, DFFE, uMngeni-uThukela Water, and EAPASA to strengthen environmental governance and professional collaboration. SACNASP contributed to vital discussions on professional registration and development, highlighting the importance of qualified expertise in environmental assessments.
14.	SACNASP exhibited at the ESKOM Annual Conference on 5 June 2024, engaging with natural scientists on key topics such as professional registration, Continuing Professional Development (CPD), and other registration matters. The event facilitated valuable networking opportunities for natural scientists, while also strengthening SACNASP's relationship with ESKOM.
15.	SACNASP delivered a presentation at the South African Society for Animal Science (SASAS) Annual Congress, held from 3 to 5 July 2024 at the East London Convention Centre. The congress focused on the theme "Animal Science and the Environmentally Stressed Production Animal," addressing the impacts of environmental stressors on livestock production.



## Engagements with Higher Education Institutions

As part of the ongoing mandate to strengthen the professional pipeline in the natural sciences, SACNASP implemented a series of targeted outreach initiatives during the reporting period.

**Table 8: Events were SACNASP coordinated with HEIs in 2024/25**

No.	Events and Exhibitions
1.	SACNASP had engagements with various institutions, including the University of Limpopo (UL), University of Venda (UNIVEN), and Madzihandila College. The primary objective of these outreach efforts was to promote awareness of the importance of professional registration among students pursuing qualifications in the natural sciences as part of the student enrolment programme.
2.	SACNASP participated in the 2024 Postgraduate Research and Innovation Symposium (PRIS), hosted by the University of KwaZulu-Natal's (UKZN) College of Agriculture, Engineering and Science (CAES) on 29 to 30 October 2024 at the Coastlands Hotel, Musgrave. The symposium provided a platform for postgraduate students from the Schools of Agricultural, Earth and Environmental Sciences; Chemistry and Physics; Engineering; Life Sciences; and Mathematics, Statistics and Computer Science to present their research through oral and flash presentations. As a proud sponsor of the event, SACNASP contributed to the promotion of research excellence and scientific innovation at the postgraduate level.
3.	On 19 September 2024, SACNASP had the opportunity to deliver a presentation at the University of Mpumalanga's Mbombela Campus. The event was attended by staff members from the Faculty of Science, providing an ideal platform for SACNASP to engage directly with academic professionals and students. The presentation aimed to raise awareness about the importance of professional registration for natural scientists and highlight SACNASP's role in supporting career development within the natural sciences.
4.	SACNASP delivered a presentation at the Faculty of Applied and Computer Sciences on 13 September 2024. This engagement was attended by staff from the Departments of Physical Sciences and Chemistry. This presentation is part of a strategic initiative to professionalise the public sector by equipping lecturers with essential skills and knowledge to uphold high professional standards.
5.	SACNASP had the opportunity to participate as an exhibitor at the University of the Free State Career Fair that was held on 9 May 2024, specifically targeting natural science students from the Faculty of Natural and Agricultural Sciences. This event served as an excellent platform to engage directly with a diverse pool of natural science students, providing SACNASP with the opportunity to promote its brand and enrol students.
6.	SACNASP also had the opportunity to deliver a presentation at the Animal Feed Manufacturers Association (AFMA) student outreach that took place on 16 April 2024 in KwaZulu-Natal. In a noteworthy initiative, third-year, fourth-year, and post-graduate students from the University of KwaZulu-Natal engaged with industry experts from various organisations, gaining critical insights into their future careers.

## Stakeholder Engagements: SADC

SACNASP had the opportunity to engage in meaningful discussions with the Ministry of Information, Communications and Technology from Eswatini. This engagement, facilitated through the Multilateral Cooperation and Africa Directorate of the DSTI, focused on the Ministry's interest in establishing a regulatory authority similar to SACNASP within Eswatini. This move aims to strengthen the governance and oversight of scientific and professional practices at Eswatini, ensuring standards are maintained and that professional conduct aligns with international best practices. The engagement presents a significant step towards fostering regional cooperation and enhancing the regulatory frameworks for science and technology across Africa.

## Stakeholder Engagements: China Association of Science & Technology (CAST)

The China Association of Science & Technology (CAST) and DSTI signed an MoU in September 2024, which was witnessed by President Cyril Ramaphosa and President Xi Jinping. A key bilateral meeting between SACNASP and CAST took place at the CAST Headquarters in Beijing, where discussions focused on the action items required to operationalise the MoU. As part of the discussions, both parties agreed on a mutually convenient date for follow-up discussions to be held in Pretoria, South Africa, in 2025.



**Photo:** DSTI and SACNASP delegation with the CAST delegation, led by Prof. LUO Hui, the Director-General of the Department of International Affairs, CAST

### Stakeholder Engagements: DSTI-CAST Joint Technical Working Committee

Following the discussion in Beijing, SACNASP participated in the inaugural meeting of the DSTI-CAST Joint Technical Working Committee on Science and Technology Exchanges, hosted by the Department of Science, Technology and Innovation (DSTI) in Pretoria. This marked a key milestone in the implementation of the MoU signed in September 2024. In a subsequent engagement, SACNASP hosted a delegation from the China Centre for International Science and Technology Exchange (CISTE), an entity of CAST, with discussions focusing on science popularisation, international collaboration, and the advancement of Women in Science. Both engagements emphasised inclusive participation, with particular focus on the empowerment of women and youth in the scientific domain.



**Photo:** DSTI-CAST Joint Technical Working Committee on Science and Technology Exchanges



**Photo:** SACNASP-CISTE working group following discussions on the 2025 planned activities

### Candidate Mentoring Phase (CMP) programme

The SACNASP CMP programme was initiated in the FY 2020/21. This programme is done in collaboration with SACNASP-recognised VAs. CMP aims to achieve the transformation of the natural science sector to increase participation of designated groups. Specifically, the objectives of the programme are:

- Build a pipeline for the next generation of skilled natural science professionals in South Africa.
- Support the development of a critical mass of globally competitive human resources in prioritised areas.
- Ensure transformation in the percentage representation of natural science graduates from designated groups of women, youth and persons with disabilities.
- Provide mentees with the opportunity to be trained in areas that may assist their marketability, such as training interventions and attendance of VA conferences.
- Give mentors the opportunity to develop the next generation of natural science professionals in their respective fields of practice and accumulate Continuing Professional Development (CPD) credits.

Collaborating closely with various VAs, SACNASP not only provides financial support for the components of the programme but also oversees its progress to ensure its effectiveness. The participating VAs, in 2024, included the South African Society for Animal Science (SASAS), Geological Society of South Africa (GSSA), South African Association for Food Science & Technology (SAAFoST), and South African Wetland Society (SAWS).

The CMP programme plays a pivotal role in nurturing the professional growth of natural science graduates. It creates a structured environment for mentorship, fostering a culture of continuous learning and development. Moreover, it enhances the diversity and skillset within the scientific community, positioning SACNASP as a driving force behind innovation and development in the natural sciences. This commitment to professional development and mentorship is further demonstrated through networking opportunities provided by the programme, such as the networking breakfast hosted by the GSSA in the photo overleaf.

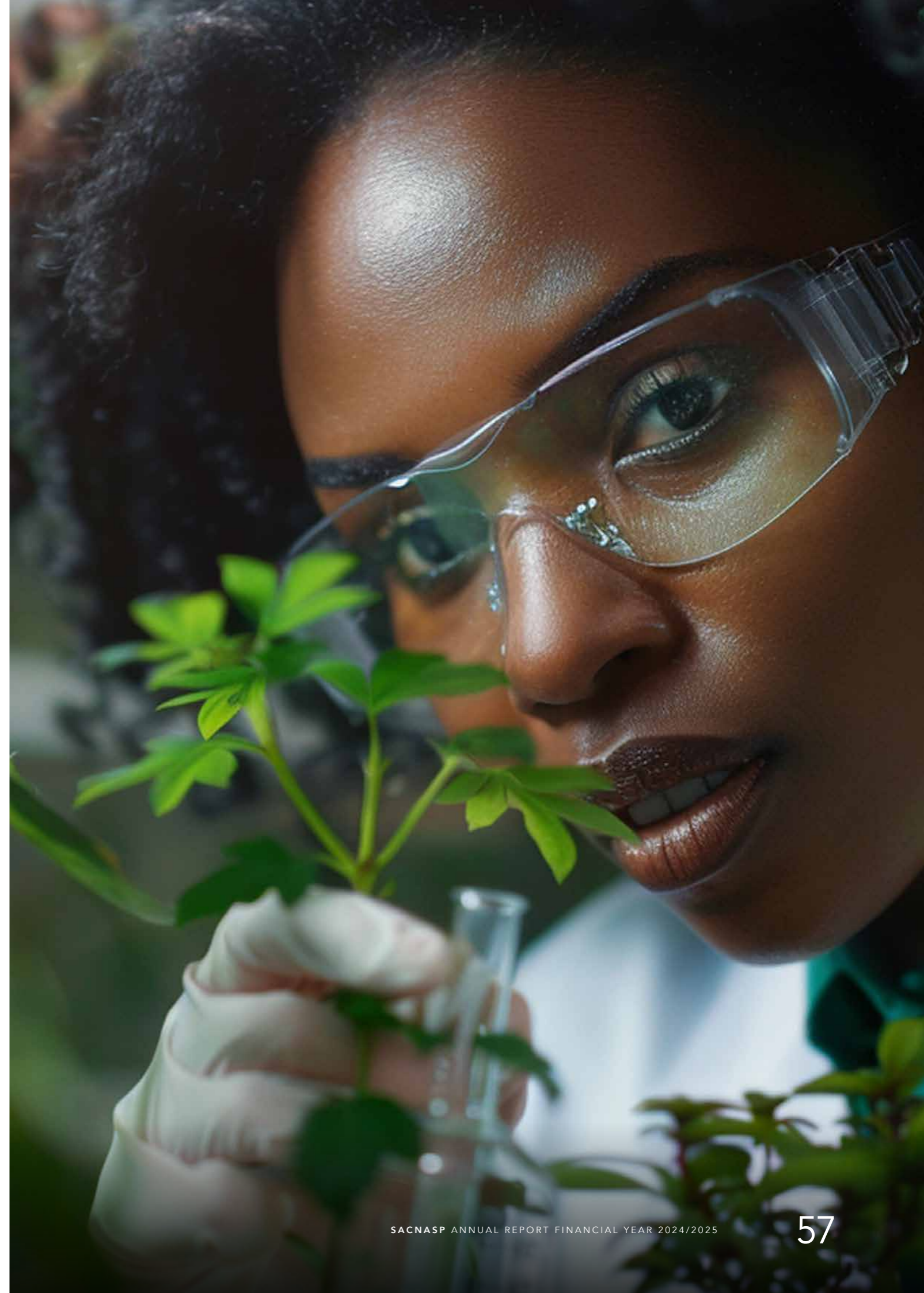
To increase the reach of CMP, SACNASP had strategic engagements with external mentorship programmes from strategic partners, namely, the Nematech Biosciences Foundation's Mentorship programme and UVU Bio BioProcessing Skills Accelerator Programme. Through these partnerships, SACNASP significantly enhance the scope and impact of the CMP programme, with over 150 graduates joining from Nematech and 43 joining from UVU Bio. The Nematech initiative provides invaluable mentorship and career guidance to STEM graduates, aiming to connect them with meaningful employment opportunities in science fields. Similarly, UVU Bio's intensive training programme prepares candidates with essential laboratory skills and practical experiences crucial for success in the biotechnology industry. SACNASP continues to build more relations with organisations that share a similar commitment to advancing the natural science professions through providing guided mentorship to the graduates to build the pipeline of the next generation of natural scientists. This will also include formalising a partnership with Naledzi Environmental Consultants.



Photo: CMP networking breakfast hosted by the GSSA



Photo: CMP mentees at field visit to Palmiet Wetlands, hosted by SAWS





# PART C

## GOVERNANCE

### 1. SACNASP COUNCIL REPORT

Prof. Blade Nzimande, the Minister of Science, Technology and Innovation, appointed the existing Council in September 2021, and it is currently in its final year. Prof. Khathutshelo Nephawe Pr.Sci.Nat. serves as the Council's Chairperson, with Prof. Vanessa Steenkamp Pr.Sci.Nat. as the Deputy Chairperson, providing support.

Dr Nompumelelo Obokoh Pr.Sci.Nat. was appointed as the CEO in October 2022 and has continued to guide SACNASP to deliver on its mandate.

### 2. PORTFOLIO COMMITTEE PRESENTATIONS

SACNASP met with the Parliamentary Portfolio Committee on Science, Technology and Innovation on two occasions: (1) In Cape Town on 3 September 2024, as part of the orientation session, where SACNASP was requested to provide a detailed account on the impact of the budget cuts on its planned performance; accordingly this was followed by (2) A presentation on the 2023/24 Annual Report and Budget presented in Pretoria on 8 October 2024. SACNASP met with the Deputy Minister, Ms Nomalungelo Gina, on 20 November 2024. The CEO delivered a comprehensive presentation that covered SACNASP's mandate, performance, priorities, budget, and operations. The Deputy Minister commended the SACNASP team for delivering a clear and concise presentation on the organisation's performance and operations, particularly given the small size of the entity.

### 3. EXECUTIVE AUTHORITY

SACNASP's Executive Authority is the Minister of Science, Technology and Innovation. The 2024/25 Annual Performance Plan on which this report is based was tabled in Parliament on 25 March 2025.

### 4. COUNCIL COMMITTEES

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

The Registrations Committee (RCO), Qualifications Assessment Committee (QAC) and the Critical Skills Review Committee (CSRC) support the core functions of SACNASP. There are four additional committees:

- **Audit and Risk Committee and ICT (A&RCo and ICT)**  
- to assist the Council by ensuring all financial systems and controls are in place.
- **HR and Remuneration Committee (HR&RemCo)**  
- to provide oversight and support to the HR Department.
- **Professional Conduct Committee (PCC)**  
- to ensure compliance with the Natural Scientific Professions Act.
- **Strategic Projects Committee (SPC)**  
- to consider matters of strategic importance to the Council and provide recommendations on how it should address these matters.

## 4.1 COUNCIL MEMBERS

Table 9: Council Members from 1 September 2021

Nominated by the Voluntary Associations
Prof KA Nephawe <i>Pr.Sci.Nat.</i> (Chairperson)
Prof V Steenkamp <i>Pr.Sci.Nat.</i> (Deputy Chairperson)
Mr RNL Baartjes <i>Pr.Sci.Nat.</i>
Prof JLR Coetzer <i>Pr.Sci.Nat.</i>
Dr KD Musetsho <i>Pr.Sci.Nat.</i>
Prof R Diab <i>Pr.Sci.Nat.</i>
Prof A Muronga
Mr B Ngobeli
Dr J van Heerden <i>Pr.Sci.Nat.</i>
Dr G Cilliers <i>Pr.Sci.Nat.</i>
Prof S Naidoo (resigned 01/09/2022)
Prof S Das <i>Pr.Sci.Nat.</i>
Prof RJ Moitsheki <i>Pr.Sci.Nat.</i>
Prof IN Fabris-Rotelli <i>Pr.Sci.Nat.</i>
Dr J Strauss <i>Pr.Sci.Nat.</i>
Dr MB Matiwane <i>Pr.Sci.Nat.</i>
Dr SE Terblanche <i>Pr.Sci.Nat.</i> (deceased)
Nominated by the State
Dr S Moodley (DSTI representative)
Dr PR Vukea (resigned 31/12/2023)
Mr M Sekgala
Dr MK Mabaso <i>Pr.Sci.Nat.</i>
Nominated by the Public
Ms MP Masemola (CA) SA
Prof NS Mokgalaka-Fleischmann <i>Pr.Sci.Nat.</i>
Mr SC Jewell
Dr TE Lephoto <i>Pr.Sci.Nat.</i>
Prof PL Mabeta
Ms L-M Mtshali

## 4.2 COUNCIL COMMITTEE MEETINGS

Table 10: Attendance register of Council and Committee meetings 2024/25

Council Member	Representing	Council	EXCO	A&R Co	HR&Rem CO	PCC	SPC	Reg Co
Total number of meetings		13	12	8	6	6	6	11
Prof KA Nephawe	VA*	13	11				3	
Prof V Steenkamp	VA	5	5				2	
Mr RNL Baartjes	VA	9	1			6		1
Dr G Cilliers	VA	7						
Prof JLR Coetzee	VA	8		5				8
Prof S Das	VA	10			3			
Prof R Diab	VA	13	12				4	
Prof IN Fabris-Rotelli	VA	6		6				
Mr SC Jewell	Public	9	10			4		1
Dr TE Lephoto	Public	2					4	
Dr MK Mabaso	State	9				6		
Prof PL Mabeta	Public	7	8		3			
Ms MP Masemola	Public	7	9	8				
Dr MB Matiwane	VA	7			2			
Prof RJ Moitsheki	VA	9		8				
Prof NS Mokgalaka-Fleischmann	Public	2					1	9
Dr S Moodley	DSTI	7						
Ms L-M Mtshali	Public	5	1	6				
Prof A Muronga	VA	9				3		
Dr KD Musetsho	State	12	11					11
Prof S Naidoo (resigned)	VA							
Mr B Ngobeli	VA	6			5			
Mr M Sekgala	State	5	3		1			
Dr J Strauss	VA							
Dr SE Terblanche (deceased)	VA							
Dr PR Vukea (resigned December 2023)	State							
Prof J van Heerden	State	11						7
Mr T Rasenyalo	Co-opted PCC							

\* VA – Voluntary Association

### 4.3 REGISTRATIONS COMMITTEE REPORT

#### Role of the Committee

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

The QAC ensures that international qualifications are equivalent and appropriate for professional registration and evaluates South African qualifications for endorsement as registrable with SACNASP.

In addition, the Critical Skills Review Committee (CSRC), a subcommittee of the Registrations Committee, evaluates applications from foreign professionals seeking Critical Skills letters, thereby supporting South Africa's efforts to attract globally sought-after scientific expertise. Collectively, these committees ensure SACNASP's regulatory decisions are informed, fair, and aligned with national and professional imperatives.

#### Registration Committee and Subcommittee Members

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

**Table 11: Chairpersons of Registration Committee and subcommittees**

Full Names	PAC Field of Practice
Prof Desmond Musetsho	Registration Committee (RegCom)
Prof Mokgalaka-Fleischmann	Qualification Assessment Committee (QAC)
Dr Gerda Botha	Critical Skills Committee (CSRC)

**Table 12: Professional Advisory Committee (PAC) Chairpersons and Deputy Chairpersons per field of practice**

Fields of Practice	PAC Chairperson	Deputy Chairperson
1. Agricultural Science	Dr Rudzani Mathobo	Mr Phendukani Hlatshwayo
2. Animal Science	Dr Mahlako Makgahlela	Dr Ockert Einkamerer
3. Aquatic Science	Dr Tatenda Dalu	Mr Byron Grant
4. Atmospheric Science	Ms Rene Von Gruenewaldt	Dr Theresa Leigh Bird
5. Biological Science	Dr Kirsten Lucas	Prof Jansen van Rensburg
6. Microbiological Science		
7. Botanical Science	Ms Catharina Venter	Ms Charleen Smuts
8. Conservation Science	Dr Andy Blackmore	Prof Willem Myburgh
9. Chemical Science	Ms Suzanne Finney	Prof Patricia Forbes
10. Material Science		
11. Earth Science	George Henry	Dr Craig Smith
12. Geological Science		
13. Ecological Science	Ms Katherine Taggart	Mr Dieter Kassier (Member)

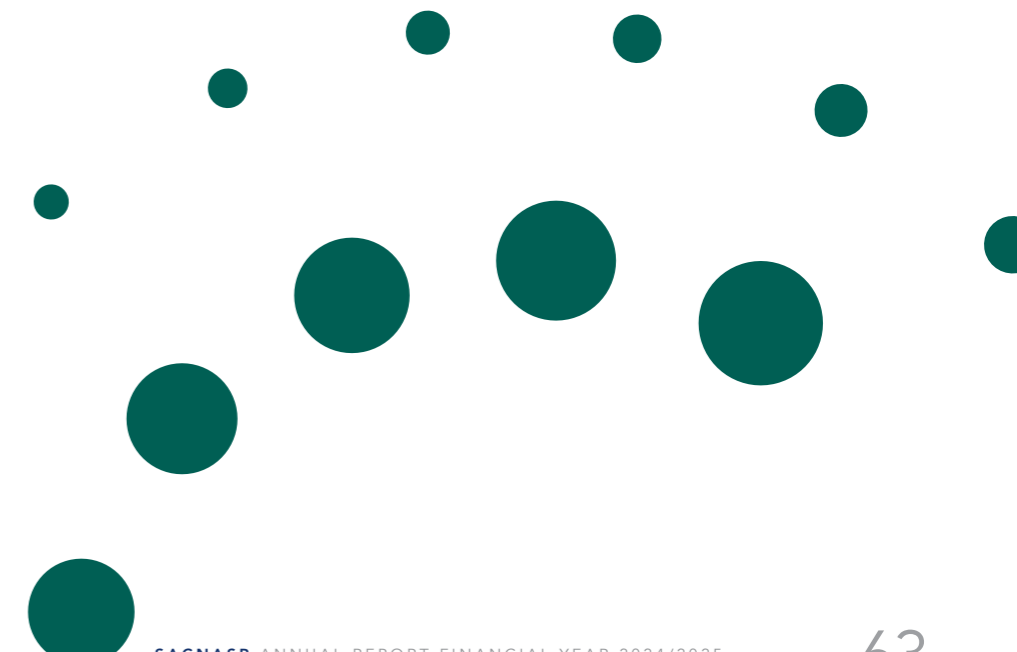
Fields of Practice	PAC Chairperson	Deputy Chairperson
14. Environmental Science	Ms Jacolette Adam	Dr Khathutshelo Tshipala
15. Extension Science	Dr René Bastian	Mr Mark Anthony
16. Food Science	Dr Gerda Botha	Prof Arno Hugo
17. Geospatial Science	Dr Eric Mashimbye	Dr Romano Lottering
18. Mathematical Science	Prof Ebrahim Momoniat	Prof Hlengani Siweya
19. Soil Science	Prof Pardon Muchaonyerwa	Dr Gerhard Nortje
20. Specified Science: Fire origin and cause Investigation	Prof Joseph Asante	Mr Andre De Beer
21. Physical Science		
22. Statistical Science	Prof Roelof Coetzer	Prof Yogorani Chhana
23. Toxicological Science	Prof Vanessa Steenkamp	Dr Charleen Andraos
24. Water Resources Science	Mr Dewald van Staden	Mr Sibusiso Dlamini
25. Zoological Science	Dr Maud Bonato	Mr Mokgatla Jerry Molepo

#### Number of Meetings

During the 2024/25 Financial Year, SACNASP's key governance structures remained highly active in delivering on their mandates to uphold professional standards and support national development priorities within the natural scientific profession.

**Table 13: Number of Registration Committee and subcommittee meetings held during the Financial Year 2024/25**

Committees and subcommittees	Number of meetings
Registration Committee	11
QAC	6
CSRC	11



## Strategic Overview of Registration Committee Outcomes

A total of 3 767 applications were evaluated. Of these, 3 141 were approved, demonstrating strong alignment with SACNASP's registration requirements. Additionally, 218 applicants were granted registration in a different category than originally applied for, following assessment. A total of 408 applications were declined due to insufficient natural science content in the applicants' qualifications. The rejection rate raises concerns about the quality and recognition of certain natural science programmes offered by Higher Education Institutions, which signals a need for clearer qualification benchmarks and enhanced support to guide applicants toward successful registration.

**Table 14: Registration outcomes recorded by the Committee (2024/2025)**

Date of meeting	Total number of applications	Total number of applications approved	Total number of applications rejected	Total number of applications awarded in different categories
April 2024	250	207	11	32
May 2024	198	156	25	17
June 2024	873	761	107	5
July 2024	260	216	30	14
August 2024	408	344	41	23
September 2024	304	233	48	23
October 2024	242	201	26	15
November 2024	337	280	33	24
January 2025	497	412	43	42
February 2025	191	162	21	8
March 2025	207	169	23	15
<b>Total</b>	<b>3 767</b>	<b>3 141</b>	<b>408</b>	<b>218</b>

### Qualifications Assessment Committee Report

During the 2024/25 Financial Year, the QAC reviewed 115 foreign applications and 101 were approved. These assessments were conducted during formal QAC meetings, ensuring a consistent and rigorous evaluation process aligned with SACNASP's registration standards.

**Table 15: Number of applications considered at QAC meetings 2024/25**

Meeting date	Applications received	Applications approved	Applications rejected	Registration categories		
				Professional Natural Scientist	Certificated Natural Scientist	Candidate Natural Scientist
April 2024	15	13	2	7	3	3
June 2024	33	30	3	12	2	16
August 2024	25	23	2	18	1	4
October 2024	16	13	3	7	1	5
December 2024	22	19	3	12	3	4
January 2025	4	3	1	1	1	1
<b>Total</b>	<b>115</b>	<b>101</b>	<b>14</b>	<b>57</b>	<b>11</b>	<b>33</b>

## Evaluation of Natural Science Programmes at HEIs

As part of its ongoing efforts to streamline the registration process, SACNASP initiated a systematic review of all natural science qualifications offered by South African higher education institutions (HEIs). The purpose of this initiative is to assess the alignment of these qualifications with the registration requirements. Once qualifications are assessed and approved by the QAC, applicants from these programmes benefit from a significantly more efficient registration process, as their qualifications are pre-verified against the required standards.

**Table 16: Number of qualifications assessed at QAC meetings 2024/25**

Institutions	Number assessed	Number in alignment	Number not in alignment
Sefako Makgatho University	34	31	3
University of KwaZulu-Natal	253	217	36
University of Pretoria	165	134	31
University of South Africa	88	33	55
University of the Western Cape	74	60	14
<b>Total</b>	<b>614</b>	<b>475</b>	<b>139</b>

### Critical Skills Review Committee Report

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

This confirmation process ensures that applicants possess the qualifications and competencies aligned with the skills deemed critical for South Africa's socio-economic development, as identified by the DHA. For the 2024/25 Financial Year, SACNASP received a total of 47 applications for the issuance of confirmation letters in support of critical skills visa applications. Of these, 40 applications were approved. Among the approved cases:

- 35 were issued to Professional Natural Scientists; and
- 5 were issued to Candidate Natural Scientists.

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

Table 17: Number of applications considered at CSRC meetings in 2024/25 per registration category

Meeting dates	Applications received	Number approved	Applications rejected	Registration categories	
				Professional Natural Scientist	Certificated Natural Scientist
April 2024	6	6	0	5	1
May 2024	4	3	1	2	1
June 2024	3	2	1	2	0
July 2024	3	3	0	2	1
August 2024	3	2	1	2	0
September 2024	1	1	0	0	1
October 2024	4	3	1	3	0
November 2024	5	5	0	5	0
January 2025	8	8	0	8	0
February 2025	5	4	1	4	0
March 2025	5	3	2	2	1
<b>Total</b>	<b>47</b>	<b>40</b>	<b>7</b>	<b>35</b>	<b>5</b>

**Prof Desmond Musetsho Pr.Sci.Nat.**  
 Chairperson: Registrations Committee  
 Date: 31 May 2025

## 4.4 PROFESSIONAL CONDUCT COMMITTEE REPORT

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

Mr SC Jewell (Chairperson)
Mr N Baartjes Pr.Sci.Nat.
Dr MK Mabaso Pr.Sci.Nat.
Ms L-M Mtshali
Dr G Cilliers Pr.Sci.Nat.
Mr T Rasenyalo (Legal Department, DSTI)
Mr T Seima (SACNASP Governance) – Legal Manager
Ms Thabelo Manenzhe – Legal Practitioner
Ms L Buthelezi (SACNASP Governance) – Legal Secretary
External Legal Counsel representative (RW Attorneys)

### Executive Summary

The Professional Conduct Committee (PCC) is responsible for overseeing, reviewing, and advising on legislation and regulations applicable to SACNASP. It also assists in drafting new legislation and/or regulations where appropriate. Furthermore, the PCC oversees SACNASP's conduct complaints management and disciplinary processes in accordance with the Natural Scientific Professions Act, No. 27 of 2003, and the SACNASP Code of Conduct, which all registered natural science professionals must comply with. Established in terms of the Act, the PCC, actively fulfilled its mandate during the 2024/25 reporting period.

### Meetings of the PCC

During the reporting period, the Committee convened six times – on 24 May 2024, 7 August 2024, 20 August 2024, 22 October 2024, 5 March 2025 and 30 April 2025 – to assess complaints, deliberate on policy matters, and enhance internal complaints management systems in order to uphold the integrity and credibility of the profession. The PCC further held a joint workshop with the Registration Committee to address:

- The signing authority of scientists across disciplines on research and assessment reports; and
- The management of appeals related to Registration Committee outcomes.

The PCC Subcommittee and the PCC Special Expert Committee held two workshops on 22 and 23 April 2025 to address misconduct within the profession pertaining to:

1. Misuse of certificates
  - Plagiarism
  - Accepting work for unauthorised projects
  - Professional boundaries in science pertaining to:
  - Science vs non-science limits
2. The process of handling complaints involving unregistered scientists.

## Complaints and Disciplinary Matters

### *i. Legal Challenge to SACNASP's Jurisdiction*

A legal challenge to SACNASP's jurisdiction to discipline professionals in the absence of an Identification of Work (IDoW) document was heard in the High Court on 4 February 2025. Judgment has been reserved, and SACNASP is awaiting further communication.

### *ii. The PCC managed five cases during the reporting period, including:*

- One pending disciplinary tribunal concerning allegations of misconduct against a SACNASP registered person during a mining permit application process.
- Two matters related to fraudulent certificates have been escalated for expert analysis.
- Another complaint was received pertaining to dolomitic stability investigations. This matter was also escalated for expert analysis.

### *iii. Whistleblower Reporting*

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

A complaint was submitted by a "partially anonymous" whistleblower through the Advance Call hotline services against a Professional Natural Scientist in Environmental Science pertaining to plagiarism. The matter was referred to the Investigating Committee for further discussions. Efforts are ongoing to enhance anonymous reporting mechanisms, including the requirement for supporting documentation such as evidence, contact details, powers of attorney, resolutions, and any prior process outcomes.

## Strategic and Operational Developments

### *i. Natural Science Professions (NSP) Bill*

The PCC actively tracked the progress of the NSP Bill, with key developments and amendments including but not limited to:

- The CEO appointment process;
- Relocation of registration categories from the Bill to the Regulations;
- Clarification and amendment to the purpose and powers of the Board;
- Recommendation that Regulations should not form part of the Bill to allow for future reviews and amendments by the Minister and without any legislative delays;
- The contextual understanding of amendments to the definitions of existing definitions, and the introduction of newly added definitions to ensure alignment with the intended interpretation;
- The application scope of the Act for improved clarity and consistency;
- Empowering the Board not to act against only registered persons but against any practising persons;
- The role of the Board in protecting the public and the environment;
- Updating the requirements of registration to now include education, qualifications, and work experience;
- That the investigations of improper conduct should not be limited to registered persons but any person practising in the natural sciences;
- The Act should now permit the Board to recommend new offences and penalties relating to natural sciences;
- Approval by DSTI EXCO (October 2024); and
- Engagement with the ESIEID cluster (March 2025) for cabinet approval to publish in the Government Gazette for public comments.

### *ii. Guidelines for Practice Notes*

Guidelines for the implementation of Practice Notes to address matters pertaining to professional conduct, were approved by the Council of SACNASP in 2024. The Practice Notes will offer guidance to scientists on how to practice ethically, as informed by real cases handled by the PCC.

### *iii. Investigating Committee Structure*

A review of the Investigating Committee's composition and competencies has been initiated. A revised framework is currently under development.

### *iv. SACNASP Policy Review*

In February 2025, Malatji & Co. Attorneys were appointed to review SACNASP's internal policies and procedures. A comprehensive register of organisational policies is currently being compiled and aligned with operational requirements.

### *v. Complaints Process Enhancements*

Proposed revisions to the SACNASP Complaints Affidavit aim to improve clarity, procedural soundness, and reduce litigation risks. Updated versions have been reviewed and ratified by the PCC.

## Governance and Compliance

The PCC reviewed and amended its Terms of Reference, Standard Operating Procedures (SOPs), and Workplans in August 2024, with reaffirmation in March 2025. The Code of Conduct was reviewed, with no changes necessary. Also reviewed without material changes, were the PCC's Induction/Guidelines for Investigating Committees, as well as the Rules for the Conduct of Disciplinary Hearings by the Disciplinary Tribunal.

The PCC further refined the SACNASP Complaints Affidavit and Checklist with the aim of improving complaint management and reducing litigation risks. The revised Affidavit ensures that all complaints meet procedural requirements by mandating detailed descriptions, supporting evidence, and confirmation of prior legal or regulatory actions taken by the complainant.

Progress reports were submitted regularly, covering PCC legal costs, complaint statuses, and litigation tracking.

## Conclusion

The PCC has executed its oversight mandate with diligence, addressing key disciplinary matters, refining internal procedures, and reinforcing SACNASP's ethical framework. The forthcoming reporting cycle will prioritise the resolution of the pending court case, implementation of updated policies, and the finalisation of formal Practice Notes.

### **Mr SC Jewell**

Chairperson: Professional Conduct Committee  
31 May 2025

## 4.5 STRATEGIC PROJECTS COMMITTEE REPORT

The Strategic Projects Committee (SPC) identifies relevant matters of significance to the Council for investigation and reviews relevant matters relating to natural scientific professions in South Africa, in line with SANCASP's mandate. The committee is required to make recommendations on these matters to Council for its consideration.

### Members of the Committee

The SPC comprises seven members. Prof Roseanne Diab was elected as the Chairperson of the Strategic Projects Committee.

MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS)
Prof R Diab Pr.Sci.Nat. (Chairperson)
Dr J Strauss Pr.Sci.Nat.
Prof A Muronga
Dr TE Lephoto Pr.Sci.Nat.
Dr P Vukeya (resigned December 2023)
Prof N. Mokgalaka-Fleischmann
Co-opted members
Prof KA Nephawe Pr.Sci.Nat.
Prof V Steenkamp Pr.Sci.Nat.

### Number of Meetings

During the reporting period, the SPC convened four general meetings and two special meetings. The special meeting on 3 April 2024 focused on discussing the 2025–2030 Strategic Plan, while the meeting on 19 November 2024 was held to finalise the plan.

### Achievements and Challenges

- i. *The SPC provides strategic oversight to SACNASP management for the implementation of the DSTI-funded projects.*
  - a. SACNASP developed a research study titled 'Skills and Competencies required for the Future Natural Scientist amid Societal Grand Challenges in South Africa'. Enterprises University of Pretoria was appointed as the service provider to develop the report. As of 31 March 2025, the project is 85% complete. Key milestones have been achieved, and the final stages are underway.
  - b. SACNASP continues to contribute to the transformation of the natural science sector by promoting lifelong learning through Continuing Professional Development (CPD) and the Candidate Mentoring Phase (CMP) programmes. For the student enrolment programme, a total of 1 012 natural science students from various higher education institutions in South Africa were enrolled, of whom 55% were women. SACNASP is implementing the CMP programme to build a pipeline for the next generation of skilled natural scientific professionals in South Africa, through partnerships with four voluntary associations, namely GSSA, SAWS, SAAFoST and SASAS. In the 2024/25 FY, SACNASP extended its reach to include mentees from industry partners Nematech, UVU Bio and Naledzi. SACNASP is embarking on partnerships with government institutions and industry to improve and diversify its CPD offerings to ensure that natural science professionals have access to relevant CPD material for their career development.
  - c. SACNASP was involved in 11 public awareness and engagement initiatives to foster the understanding of the contribution of the natural science professions for the reporting period under review.

- ii. *The SPC provides advice to the Council on matters pertaining to the natural scientific profession. The following key topics were addressed by the SPC and tabled at EXCO and Council:*
  - a. Identification of Work

An internal task team was established to review the Identification of Work (IoW) document, evaluating its alignment with current professional standards and expectations. Through this comprehensive review, the team identified four new Fields of Practice (FoPs): Geospatial Science, Conservation Science, Specified Science (including Fire Origin and Cause Investigation), and Measurement Science.

SACNASP has initiated consultations with Voluntary Associations (VAs) to support the development of detailed scopes of work for these new FoPs, as well as to update those outlined in the existing document. VAs were requested to provide input into a comprehensive framework for the IoW. Recognising the broad and multidisciplinary nature of Agricultural Sciences, the VAs in this field proposed the formation of a dedicated working group comprising experts from government, industry, research councils, and other key sectors to collaboratively draft the relevant scope of work. These engagements are currently ongoing, with input received from several VAs. Further discussions are underway to refine and finalise the VA consultation phase.

- b. South African Veterinary Council (SAVC) Matter

Natural scientists (including Animal Scientists) are registered with SACNASP under the Natural Scientific Professions Act No. 27 of 2003, as amended, which falls under the authority of the Minister of Science, Technology and Innovation. In contrast, veterinary professionals are governed by the Veterinary and Para-veterinary Professions Act of 1982, and are registered through the South African Veterinary Council (SAVC), reporting to the Minister of Agriculture. While both the natural and veterinary sciences operate within the broader domain of livestock, companion animals, and wildlife, areas of overlap have emerged between the two professions.

At a meeting held on 31 July 2024, the SAVC proposed that a collaborative session be convened between the technical teams of both Councils. SACNASP and SAVC held a Technical Workshop on 26 November 2024 to clarify distinctions between veterinary, para-veterinary, and non-veterinary procedures. Key resolutions from this workshop include the development of Day 1 skills for various fields of practice, which will be formally gazetted for standardisation. The next steps involve seeking Council approval for these agreements, followed by the formalisation of a Memorandum of Understanding (MoU) to establish a structured framework for ongoing collaboration.

- c. Incorporating Computer Science and Data Science as Fields of Practice

The Minister of Science, Technology and Innovation proposed the inclusion of Data Science and/or Computer Science as a Field of Practice under Schedule 1 of the Natural Scientific Professions Act. The SPC is thus holding consultative workshops with key stakeholders, including VAs, HEIs, professional bodies and industry to explore the practicality of the inclusion of Data Science as a subfield of practice. The consultations are ongoing.

- d. Academic Programmes Review and Alignment

A strategic meeting between SACNASP and the Council on Higher Education (CHE) was held on 12 November 2024 to explore opportunities for collaboration, including the potential formalisation of a partnership through a Memorandum of Agreement (MoA). Discussions centred on identifying shared areas of interest, with a focus on enhancing the alignment of academic programmes with SACNASP's professional standards. The MoA was signed with the CHE in March 2025.

- e. Reviewing, Updating, and Developing Policies and Procedures to Ensure Legislative and Legal Compliance

To reinforce its commitment to good governance through fair, transparent, and efficient policies and procedures, the Council resolved on 28 August 2024 that Management should appoint a reputable law firm to undertake a comprehensive review and update of SACNASP's policy framework. This includes developing any new policies required to ensure full legislative and legal compliance. A law firm has since been appointed.

### Prof R Diab Pr.Sci.Nat.

Chairperson: Strategic Projects Committee  
31 May 2025

## 5. RISK MANAGEMENT

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

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

**Table 18: Risk Register 2023/24**

RISK DESCRIPTION	CONTROL IMPROVEMENT	STATUS 2024/25
<b>Failure to adequately and effectively advise Government and its relevant stakeholders on the value and progression of the natural science profession</b>	<p>Rigorous campaigning and engagement to promote the recommendations of research reports.</p> <p>The 2025-2030 Strategic Plan will:</p> <ol style="list-style-type: none"> <li>Align to SDG, AU Agenda 2063, NDP, White Paper on Science, Technology, and Innovation (STI), STI Decadal Plan, etc.</li> <li>Enhance Stakeholder engagement on the natural science profession.</li> <li>Use intelligence and develop scenarios to feed into the strategic planning processes.</li> <li>Identify programmes to collaborate with relevant stakeholders to conduct systematic and evidence-based studies on policy issues relating to the natural science professions.</li> </ol>	<ul style="list-style-type: none"> <li>Stakeholder Management and Engagement Strategy approved, and key stakeholder engagements have been taking place throughout the financial year.</li> <li>Evidence-Based Studies: The research study on “Skills and Competencies Required for Future Natural Science Professionals” is 85% complete.</li> <li>Bilateral meetings: SACNASP and the DSTI conduct quarterly meetings in conjunction with the submission of the quarterly reports.</li> <li>Strategic Plan 2025-2030 approved by the Minister.</li> </ul>
<b>Inability to enforce high professional and ethical standards among practising scientists for the benefit of the profession, the environment and the public</b>	<ol style="list-style-type: none"> <li>Establishment of the regulatory unit/department.</li> <li>Collaboration and alignment with the NSG professional framework.</li> <li>Strengthening of the regulatory and compliance function to effectively implement applicable legislations, NSP Act and Code of Conduct.</li> <li>Promulgation of new legislation (Draft Bill).</li> <li>Rigorous consultative sessions and sensitisation workshops with relevant stakeholders.</li> </ol>	<ul style="list-style-type: none"> <li>Organisational changes are pending the finalisation of the organisational redesign, scheduled for completion in June 2025.</li> <li>The Bill was supported by the DGs Economic Cluster for further processing by Cabinet.</li> <li>The legal department will develop Practice Notes to issue to scientists - this will be monitored in APP and the first one will be published in Q2 2025/26.</li> </ul>

<b>Ineffective processes to ensure timely registration of practising natural science professionals (continue to be professional and ethical in their conduct for the benefit of the profession, environment, and the public)</b>	<ol style="list-style-type: none"> <li>Implementation of the business process automation / digitisation strategy (Artificial Intelligence, etc).</li> <li>MoU with SAQA to gain access to the Learner Database and linkages to the registration process (to assist the foreign qualification assessment at the entry point).</li> <li>MoA with CHE to align with HEQF processes (to assess the scientific content of qualifications before HEQF approval).</li> <li>Development and implementation of stakeholder engagement strategy to enhance the professionalisation of the natural sciences.</li> </ol>	<ul style="list-style-type: none"> <li>Memorandum of understanding (MoU) signed between SACNASP and the Johannesburg Business School. The implementation plan is to be developed.</li> <li>Access to SAQA NRLD is subject to investigation by SAQA to develop an API.</li> <li>MoA signed with CHE on 31 March 2025.</li> <li>The stakeholder Engagement Strategy was approved by Council.</li> </ul>
<b>Inadequate promotion of the relevance and contribution of the natural science profession</b>	<ol style="list-style-type: none"> <li>Implementation of SACNASP Science Engagement Strategy/ Plan. <ol style="list-style-type: none"> <li>Host conferences, workshops and seminars.</li> <li>Development of NSP Newsletter.</li> <li>Profile NS Professionals.</li> </ol> </li> <li>Leverage on existing platforms (work with stakeholders to co-design and co-create solutions). <ol style="list-style-type: none"> <li>NSTF and ASSAf Awards.</li> <li>Strengthen relations with NRF- SAASTA.</li> <li>Basic Sciences Platform.</li> <li>MoU with Statistics SA (as a go-to institution for natural science data).</li> </ol> </li> <li>Reviewing the VA framework in consultation with the VAs and the DSTI.</li> </ol>	<ul style="list-style-type: none"> <li>Science Communication Manager has been appointed.</li> <li>SACNASP hosted or engaged in eleven webinars or events throughout the financial year.</li> <li>A newsletter will be published quarterly, the first in Q1 2025/26.</li> <li>SACNASP will continue to sponsor the National Science and Technology Forum (NSTF) Brilliants Programme during 2025/26. This provides SACNASP with recognition across multiple media platforms, including print and digital media in the Mail &amp; Guardian supplement, the NSTF website, and the Who’s Who of Science, Engineering, Technology, and Innovation in South Africa booklet. The CEO also serves as an adjudicator on the NSTF Awards panel.</li> <li>SACNASP and SAASTA are continuing to build strong relations. There was collaboration on the visit from China Association for Science and Technology (CAST) in March 2025.</li> <li>SACNASP successfully appointed a law firm to review, update and develop (where necessary) SACNASP policies, procedures and standard operating procedures (SOPs) for legislative and legal compliance. The VA framework is part of the exercise.</li> </ul>

<b>Inefficient enterprise risk management (ERM) at SACNASP</b>	Embedding of the risk culture across the organisation through: (a) ERM workshops for staff; (b) Develop and implement the combined assurance model and Risk-Control Self-Assessment (RCSA) tool; and (c) Invest in resources, including the implementation of the ERM and Compliance Management System.	Work in progress to be fully implemented.
<b>Inadequate implementation of integrated and secured ICT infrastructure and business application systems</b>	Business process automation plan for the next three years to be developed.	<ul style="list-style-type: none"> <li>• ICT policies are currently being developed by the appointed law firm.</li> <li>• The strategic plan has been approved and will be implemented through the APP.</li> <li>• The need for a business automation process has been highlighted as a requirement. This will be addressed by the Business Analysis firm that has been appointed.</li> </ul>
<b>Inadequate Financial Sustainability</b>	<ol style="list-style-type: none"> <li>1. Allocation of baseline funding to SACNASP.</li> <li>2. Implement the budget restructuring process.</li> <li>3. Create diversified sources of funding for sustainable functioning and growth of a national NSI professional training academy.</li> <li>4. Rigorous marketing strategy for registration.</li> </ol>	<ul style="list-style-type: none"> <li>• Due to national budgetary constraints, National Treasury resolved to allocate project funding of R10 million per year, and this will be exempt from any future budget reductions.</li> <li>• The budget has been approved for 2025/26.</li> <li>• SACNASP secured funding from the Chemical Industries Education and Training Authority (CHIETA) for science engagement initiatives.</li> </ul>
<b>Inadequate structure to support the organisational needs and mandate (fit for purpose)</b>	Benchmarking, work study and organisational design projects to be initiated.	<ul style="list-style-type: none"> <li>• The final report on the work study was due to be presented to the Management on 7 May.</li> <li>• The organisational redesign is commenced in the 2024/25 Financial Year and will be concluded during Q1 2025/26.</li> <li>• Development of a Human Capital training strategy is dependent on the outcomes of the OD.</li> </ul>

## 6. COMPLIANCE WITH LAWS AND REGULATIONS

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

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

The Council continues to review the mechanisms and methods it applies to reviewing qualifications it recognises in the natural sciences and consults with these bodies where necessary.

## 7. FRAUD AND CORRUPTION

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

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

## 8. CONFLICT OF INTEREST

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

## 9. CODE OF CONDUCT

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

*With respect to the public interest and the environment, staff members:*

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

*With respect to integrity and dignity, staff members:*

- Must discharge their duties to their employers, clients, associates and/or the public with due care, skill, and diligence.
- Must, when carrying out work, adhere to applicable ethical principles, relevant legislation, and standards in their respective fields of practice.
- Must, in accordance with the applicable employment conditions or contract, disclose to their employer or client, in writing, any interest, including but not limited to financial or personal interest, that they may have in any company, firm or organisation, or with any person, which is potentially in conflict with the work that they are employed to perform. The registered person must refrain from undertaking work in respect of which the registered person has a conflicting interest.
- Must disclose, in writing, particulars of any royalty or other financial benefit which accrues or may accrue to them because of such interest.
- Must uphold the integrity, dignity, standing and reputation of the natural scientific profession.
- Must maintain and uphold the privacy and confidentiality of the information obtained in the exercise of their duties, in accordance with the applicable laws and regulations (such as the Protection of Personal Information Act No. 4 of 2013).
- Must maintain and keep safe a record of calculations, documents or any other evidence required for the verification of their work, in accordance with document management laws, regulations and standards and guiding principles.
- Must refrain from deliberately causing direct or indirect harm to the professional reputation, prospects, or business of another person.
- Must not unlawfully attempt to supplant another registered person after a formal offer of employment and/or letter of award has been made.
- Must obtain consulting work in a professional manner and not by way of intimidation, threat, or bribery.
- Must advertise their professional services in a manner that is accurate and that is not misleading or derogatory to the dignity of the profession.

*With respect to competency, staff members:*

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

*With respect to operating outside the boundaries of South Africa, staff members:*

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

## 10. HEALTH, SAFETY AND ENVIRONMENTAL ISSUES

The Safety, Health, and Environment (SHE) Committee, chaired by the Operations Manager, meets quarterly to discuss issues of Health and Safety. The key area of concern has been the limited office space at SACNASP due to increasing staff members; this has since been addressed through the acquisition of additional floor space, which is currently being refitted. All staff are office-based, although a hybrid policy is under review.

## 11. AUDIT COMMITTEE REPORT

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

## 12. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

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

**Table 19: Application of relevant Code of Good Practice (B-BBEE Certificate Levels 1–8)**

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



# PART D

## HUMAN RESOURCE MANAGEMENT

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

Prof. Peaceful L Mabeta (Chairperson)

Mr Bishop Ngobeli

Prof Sonali Das

Dr Mona Ben Matiwane Pr.Sci.Nat.

Mr Mpho Sekgala

## 1. INTRODUCTION

### Overview of HR Matters at the Public Entity

In the 2024/2025 Financial Year, the Human Resources (HR) Unit continued to play a strategic and operational role in enabling SACNASP to meet its organisational goals. This period coincided with the development of SACNASP's new Strategic Plan (2025–2030), and the HR Unit aligned its work accordingly to ensure that human capital remained a key driver of transformation, capability, and culture. Throughout the year, the HR team actively supported SACNASP's evolution by delivering people-centred services and driving initiatives that foster a high-performing, inclusive and empowered workforce.

### HR Priorities for the Year Under Review and Their Impact

Key priorities for the year included contributing to the development and alignment of the 2025–2030 Strategic Plan, recruiting key managerial positions, and strengthening organisational capability through role clarity and competency mapping. The HR team also undertook an organisational skills audit and played a lead role in establishing a fit-for-purpose structure. During this time, some HR policies were reviewed and updated to ensure relevance and compliance. Employee wellness and engagement programmes were implemented and supported by the execution of core HR projects. Statutory reporting obligations were also met. Collectively, these actions enhanced service delivery, improved staff engagement, and ensured that SACNASP's human capital strategy remained aligned with institutional priorities.

## 2. WORKFORCE PLANNING FRAMEWORK AND STRATEGIES TO ATTRACT AND RECRUIT A SKILLED AND CAPABLE WORKFORCE

To ensure that SACNASP maintained the capacity and capability required to fulfil its mandate, the HR Unit implemented a number of strategic recruitment and planning interventions. These included the targeted recruitment of critical roles, such as the ICT Manager, and formal partnerships with external institutions to support and expand internship opportunities. Furthermore, a comprehensive skills audit was carried out to assess internal competencies and inform future workforce planning. These interventions positioned SACNASP to proactively address capacity gaps and ensure a pipeline of talent that is responsive to current and future needs.

## 3. EMPLOYEE PERFORMANCE MANAGEMENT FRAMEWORK

The performance management framework underwent a thorough review aimed at strengthening individual accountability and aligning efforts with SACNASP's strategic outcomes. This process included refining the Performance Management Policy and enhancing the linkage between individual performance indicators and organisational targets. The framework is designed to promote a high-performance culture and support continuous professional development across all functional areas of the organisation.

## 4. EMPLOYEE WELLNESS PROGRAMMES

Employee wellness was prioritised throughout the year, with services provided through Lyra Wellbeing. SACNASP hosted a Wellness Day offering on-site health screenings and also ran educational workshops to raise awareness of physical and mental health issues. Staff were given access to confidential counselling services and psychosocial support, with flexible work arrangements promoted to encourage work-life balance. These initiatives contributed to improved staff morale and organisational resilience.

## 5. POLICY DEVELOPMENT

As part of SACNASP's efforts to ensure legal compliance and institutional adaptability, some HR policies were reviewed and updated. These revisions reflect the dynamic internal and external operating context and strengthen governance and consistency in human capital management.

## 6. KEY ACHIEVEMENTS

During the 2024/2025 Financial Year, the HR Unit achieved several key milestones. These included the provision of strategic support for the 2025–2030 Organisational Strategy, operational improvements in internal HR systems, and the successful implementation of employee wellness and engagement programmes. The recruitment of strategic posts further enabled SACNASP to strengthen its leadership and technical capacity.

## 7. CHALLENGES FACED BY THE PUBLIC ENTITY

Despite notable achievements, a number of challenges constrained HR operations. These included limited financial resources, which slowed down recruitment efforts, ongoing shortages in technical skills (especially in areas such as supply chain management), and insufficient internal staff capacity relative to operational demands. Additionally, SACNASP continued to experience challenges in retaining skilled staff, with remuneration levels and limited growth opportunities cited as key concerns.

## 8. FUTURE HR PLANS AND GOALS

Looking ahead, SACNASP will focus on implementing a fit-for-purpose organisational structure, finalising the comprehensive review of HR policies, and executing the HR Strategy in alignment with the 2025–2030 Organisational Plan. The introduction of a digital Human Resources Information System (HRIS) is also planned, alongside the expansion of learning and development initiatives. Enhancing the employee value proposition will be a priority, as will embedding a culture of performance, inclusivity, and accountability across the Council.

## 9. HUMAN RESOURCE OVERSIGHT STATISTICS

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

### Personnel Cost by programme/ activity/ objective

Programme/ Activity/ Objective	Total Expenditure for the Entity (R'000)	Personnel Expenditure (R'000)	Personnel Exp. as a % of Total Exp.	Number of Employees	Avg. Personnel Cost per Employee (R'000)
Employee Cost (Including DSTI)	31 311	15 740	50%	35	450

### Personnel Cost by Salary Band

Level	Personnel Expenditure (R'000)	% of Total Personnel Cost	Number of Employees	Avg. Cost per Employee (R'000)
Top Management	1 844	12%	1	1 884
Senior Management	5 646	36%	8	706
Professional	2 429	15%	8	304
Skilled	2 627	17%	7	375
Semi-skilled	3 154	20%	11	287
Unskilled	0	0%	0	0
<b>TOTAL</b>	<b>15 740</b>	<b>100%</b>	<b>35</b>	<b>-</b>

### Performance Rewards

Programme/ Activity/ Objective	Performance Rewards (R'000)	Personnel Expenditure (R'000)	% of Performance Reward to Personnel Cost
Top Management	82	1 884	4%
Senior Management	173	5 646	3%
Professional	67	2 429	3%
Skilled	98	2 627	4%
Semi-skilled	117	3 154	4%
Unskilled	0	0	0%
<b>TOTAL</b>	<b>537</b>	<b>15 740</b>	<b>—</b>

### Training Costs

Category	Personnel Expenditure (R'000)	Training Expenditure (R'000)	Training Exp. as % of Personnel Cost	Number Trained	Avg. Training Cost per Employee (R'000)
Employment Equity Training	15 740	28	0,18%	7	4

### Employment and Vacancies

Programme/Activity	2023/24 Employees	2024/25 Approved Posts	2024/25 Actual Employees	2024/25 Vacancies	% Vacancies
SACNASP Employees	31	32	35	7	22%

### Employment and Vacancies (by Salary Band)

Salary Band	2023/24	2024/25 Approved	2024/25 Actual	Vacancies	% Vacancies
Top Management	1	1	1	0	0%
Senior Management	7	9	6	3	33%
Professional	5	7	6	1	14%
Skilled	3	8	6	2	26%
Semi-skilled	15	9	9	0	0%
Unskilled	0	0	0	0	0%
<b>TOTAL</b>	<b>31</b>	<b>34</b>	<b>28</b>	<b>4</b>	<b>12%</b>

### Turnover

Salary Band	Start of Year	Appointments	Terminations	End of Year
Top Management	1	0	0	1
Senior Management	7	1	2	6
Professional	5	3	2	6
Skilled	7	0	1	6
Semi-skilled	11	0	2	9
Unskilled	0	0	0	0
<b>TOTAL</b>	<b>31</b>	<b>4</b>	<b>7</b>	<b>28</b>

### Reasons for staff leaving

Reason	Number	% of Total
Death	0	0%
Resignation	4	57%
Dismissal	1	14%
Retirement	0	0%
Ill Health	0	0%
Contract Expiry	2	29%
Other	0	0%
<b>TOTAL</b>	<b>7</b>	<b>100%</b>

Resignations were attributed to low remuneration, limited growth opportunities, workload challenges, and the search for new external prospects.

### Labour Relations: Misconduct and Disciplinary Action

Nature of Action	Number
Verbal Warning	0
Written Warning	0
Final Written Warning	1
Dismissal	1

## Equity Target and Employment Equity Status

### A. Male Employees

Level	African (Current / Target)	Coloured (Current / Target)	Indian (Current / Target)	White (Current / Target)
Top Management	0 / 1	0 / 0	0 / 0	0 / 0
Senior Management	3 / 2	0 / 0	0 / 1	0 / 0
Professional	4 / 3	0 / 0	0 / 0	0 / 0
Skilled	2 / 2	0 / 0	0 / 0	0 / 0
Semi-skilled	0 / 0	0 / 0	0 / 0	0 / 0
Unskilled	0 / 0	0 / 0	0 / 0	0 / 0
<b>TOTAL</b>	<b>9 / 8</b>	<b>0 / 0</b>	<b>0 / 1</b>	<b>0 / 0</b>

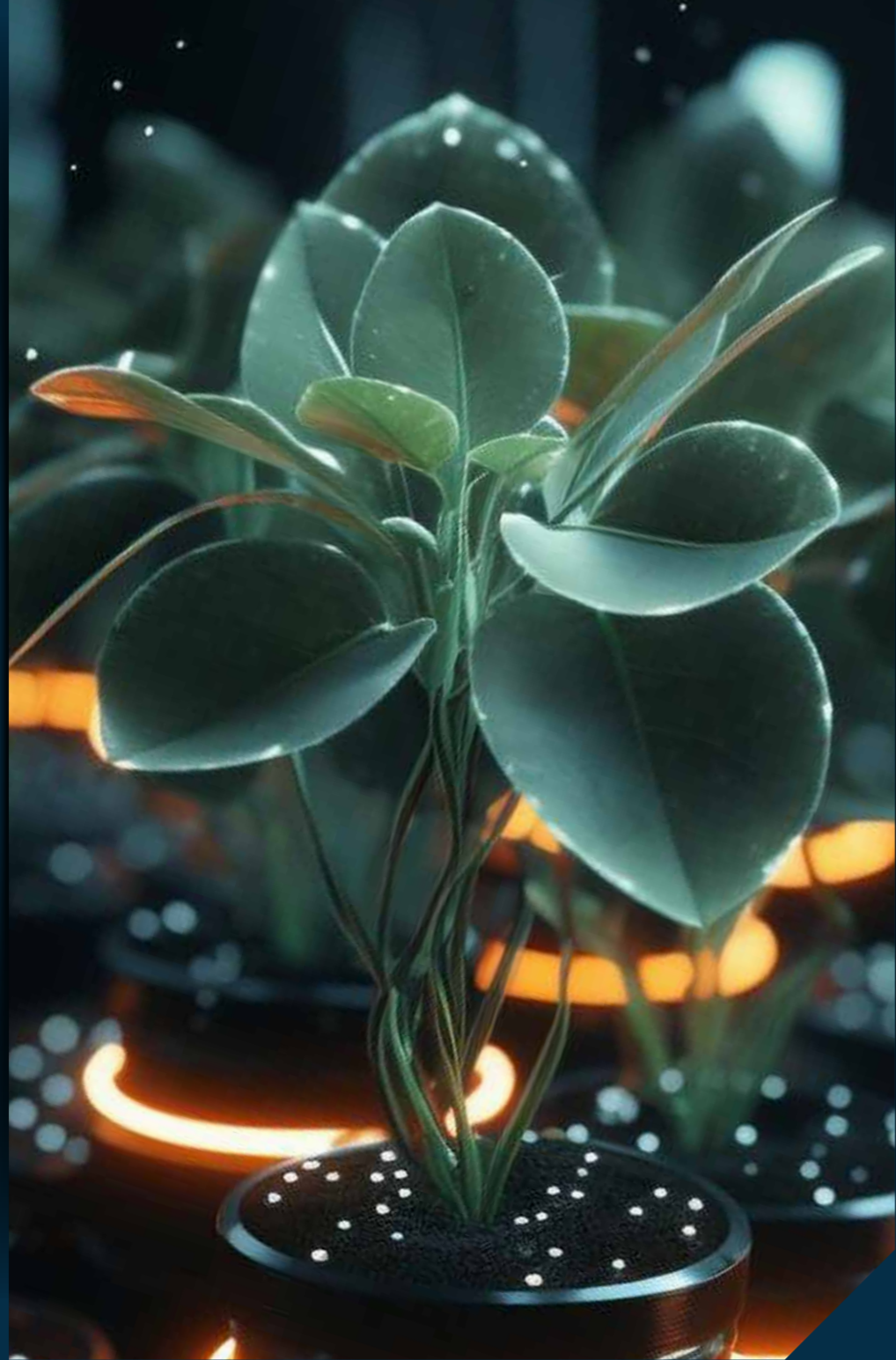
### B. Female Employees

Level	African (Current / Target)	Coloured (Current / Target)	Indian (Current / Target)	White (Current / Target)
Top Management	1 / 1	0 / 0	0 / 0	0 / 0
Senior Management	2 / 2	0 / 1	0 / 0	1 / 1
Professional	1 / 2	0 / 0	1 / 1	0 / 0
Skilled	3 / 4	0 / 0	0 / 0	1 / 1
Semi-skilled	9 / 10	0 / 0	0 / 0	0 / 0
Unskilled	0 / 0	0 / 0	0 / 0	0 / 0
<b>TOTAL</b>	<b>16 / 19</b>	<b>0 / 1</b>	<b>1 / 1</b>	<b>2 / 2</b>

### C. Persons with Disabilities

Level	Male (Current / Target)	Female (Current / Target)
Top Management	0 / 0	0 / 0
Senior Management	0 / 0	0 / 1
Professional	0 / 0	0 / 0
Skilled	0 / 0	0 / 0
Semi-skilled	0 / 0	0 / 0
Unskilled	0 / 0	0 / 0
<b>TOTAL</b>	<b>0 / 0</b>	<b>0 / 1</b>





# PART E

## FINANCIAL INFORMATION

### 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>	<p>Prof. K.A. Nephawe Pr.Sci.Nat                  Prof. V. Steenkamp Pr.Sci.Nat                  Mr. N.L. Baartjes Pr.Sci.Nat                  Dr. G. Cilliers Pr.Sci.Nat                  Prof. R.L.J. Coetzer Pr.Sci.Nat                  Prof. S. Das Pr.Sci.Nat                  Prof. R. Diab Pr.Sci.Nat                  Prof. I.N. Fabris-Rotelli Pr.Sci.Nat                  Mr. S.C. Jewell                  Dr. T.E. Lephoto Pr.Sci.Nat                  Dr. M.K. Mabaso Pr.Sci.Nat                  Prof. P.L. Mabeta                  Ms. M.P. Masemola CA (SA)                  Dr. M.B. Matiwane Pr.Sci.Nat                  Prof. R.J. Moitsheki Pr.Sci.Nat                  Prof. N.S. Mokgalaka-Fleishmann Pr.Sci.Nat                  Dr. S. Moodley                  Ms. L.M. Mtshali                  Prof. A. Muronga                  Prof. K.D. Musetsho Pr.Sci.Nat                  Mr. B. Ngobeli                  Mr. M. Sekgala                  Dr. J. Strauss Pr.Sci.Nat                  Dr. J. van Heerden Pr.Sci.Nat</p>
<b>Registered office</b>	Suite L1 - L5 Enterprise Building The Innovation Hub, 1 Mark Shuttleworth Street, Pretoria, 0087
<b>Business address</b>	Suite L1 - L5 Enterprise Building The Innovation Hub, 1 Mark Shuttleworth Street, Pretoria, 0087
<b>Postal address</b>	Private Bag X540, Silverton, Pretoria, 0127

## GENERAL INFORMATION (CONTINUED)

<b>Bankers</b>	Nedbank Limited
<b>Auditors</b>	RAiN Chartered Accountants, Chartered Accountants (SA), Registered Auditors
<b>Council secretary</b>	Mr. T. Machete (Acting Council Secretary)
<b>Legal advisor</b>	Mr. T. Seima
<b>Company registration</b>	Natural Scientific Professions Act, No.27 of 2003, as amended
<b>Tax reference number</b>	9808825146
<b>Level of assurance</b>	These annual financial statements will be audited in compliance with the applicable requirements of the Natural Scientific Professions Act, No.27 of 2003 (NSP Act No.27 of 2003), as amended.
<b>Preparer</b>	The annual financial statements were internally compiled by: Mr. T. Mangalana, Finance Manager
<b>Published</b>	31 July 2025
<b>Chief Executive Officer</b>	Dr. N.H. Obokoh Pr.Sci.Nat

# INDEX

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

	<b>Page</b>
Council Members' Responsibilities and Approval	90
Audit, Risk and ICT Committee Report	91
Independent Auditor's Report	93
Council Members' Report	96
Statement of Financial Position	99
Statement of Comprehensive Income	100
Statement of Changes in Equity	101
Statement of Cash Flows	102
Accounting Policies	103
Notes to the Annual Financial Statements	108
The following supplementary information does not form part of the annual financial statements and is unaudited: Detailed Income Statement	118

## COUNCIL MEMBERS' RESPONSIBILITIES AND APPROVAL

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

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

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

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

The Council members have reviewed the Council's cash flow forecast for the year to 31 March 2026 and, in the light of this review and the current financial position, they are satisfied that the Council has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the Council's annual financial statements. The annual financial statements have been examined by the Council's external auditors and their report is presented on pages 93 to 95.

The annual financial statements set out on pages 99 to 117, which have been prepared on the going concern basis, were approved by the Council on 31 July 2025 and were signed on its behalf by:

### Approval of annual financial statements



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



Dr. N.H. Obokoh Pr.Sci.Nat  
Chief Executive Officer

## AUDIT, RISK AND ICT COMMITTEE REPORT

### 1. AUDIT, RISK AND ICT COMMITTEE MEMBERS

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

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

COUNCIL MEMBER	ATTENDANCE
Ms. M.P. Masemola CA (SA)	8/8
Ms. L.M. Mtshali	6/8
Prof. R.L.J. Coetzer Pr.Sci.Nat	5/8
Prof. R.J. Moitsheki Pr.Sci.Nat	8/8
Prof. I.N. Fabris-Rotelli Pr.Sci.Nat	6/8

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 8 times in the 2024/2025 financial year. Members of management, internal 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, RISK AND ICT COMMITTEE RESPONSIBILITIES

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

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

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

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

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

### 4. EXTERNAL AUDIT

RAiN Chartered Accountants was appointed by the Council as the external auditors for 2025 financial year. The committee is satisfied that RAiN Chartered Accountants is independent of the Council.

## 5. INTEGRATED ANNUAL REPORT

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

## 6. ANNUAL FINANCIAL STATEMENTS

The committee reviewed the results of 31 March 2025 annual financial statements and made recommendations to the Council for its approval.

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

On behalf of the Audit, Risk and ICT Committee



Ms. M.P Masemola CA (SA)  
Chairperson



## INDEPENDENT AUDITOR'S REPORT

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

### UNQUALIFIED OPINION

We have audited the annual financial statements of The South African Council for Natural Scientific Professions set out on pages 97 to 115, which comprise the statement of financial position as at 31 March 2025, statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the annual financial statements, including a summary of significant accounting policies.

In our opinion, the annual financial statements present fairly, in all material respects, the financial position of The South African Council for Natural Scientific Professions as at 31 March 2025, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-sized Entities® and the requirements of the Natural Scientific Professions Act (Act no. 27 of 2003).

### BASIS FOR OPINION

#### CONTEXT FOR THE OPINION

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Annual Financial Statements section of our report. We are independent of the company in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors ('IRBA Code') and other independence requirements applicable to performing audits of annual financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our unqualified opinion.

#### OTHER INFORMATION

The council are responsible for the other information. The other information comprises the information included in the document titled "The South African Council for Natural Scientific Professions annual financial statements for the year ended 31 March 2025", which includes the Council Members' Report as required by the Natural Scientific Professions Act (Act no. 27 of 2003) of South Africa and the supplementary information as set out on pages 29. The other information does not include the annual financial statements and our auditor's report thereon.

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

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

## RESPONSIBILITIES OF THE COUNCIL FOR THE ANNUAL FINANCIAL STATEMENTS

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

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

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

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

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

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

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

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

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



**RAiN Chartered Accountants Incorporated**  
**Chartered Accountants (S.A.)**  
**Registered Auditor**  
**Per: I.E. Pierce**  
**Johannesburg**  
**31 July 2025**

## COUNCIL MEMBER'S REPORT

The Council members have pleasure in submitting their report on the annual financial statements of South African Council for Natural Scientific Professions for the year ended 31 March 2025.

### 1. INCORPORATION

The Council was incorporated on 28 November 2003.

### 2. NATURE OF BUSINESS

The South African Council For Natural Scientific Professions is responsible for the registration and regulation of natural scientific professionals in South Africa under the Natural Scientific Professions Act, No.27 of 2003 as amended.

The Council's mandates are as follows:

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

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

### 3. REVIEW OF FINANCIAL RESULTS AND ACTIVITIES

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

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

## 4. COUNCIL MEMBERS

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

COUNCIL MEMBERS	OFFICE
Prof. K.A. Nephawe Pr.Sci.Nat	Chairperson
Prof. V. Steenkamp Pr.Sci.Nat	Deputy Chairperson
Mr. N.L. Baartjes Pr.Sci.Nat	Member
Dr. G. Cilliers Pr.Sci.Nat	Member
Prof. R.L.J. Coetzer Pr.Sci.Nat	Member
Prof. S. Das Pr.Sci.Nat	Member
Prof. R. Diab Pr.Sci.Nat	Member
Prof. I.N. Fabris-Rotelli Pr.Sci.Nat	Member
Mr. S.C. Jewell	Member
Dr. T.E. Lephoto Pr.Sci.Nat	Member
Dr. M.K. Mabaso Pr.Sci.Nat	Member
Prof. P.L. Mabeta	Member
Ms. M.P. Masemola CA (SA)	Member
Dr. M.B. Matiwane Pr.Sci.Nat	Member
Prof. R.J. Moitsheki Pr.Sci.Nat	Member
Prof. N.S. Mokgalaka-Fleishmann Pr.Sci.Nat	Member
Dr. S. Moodley	Member
Ms. L.M. Mtshali	Member
Prof. A. Muronga	Member
Prof. K.D. Musetsho Pr.Sci.Nat	Member
Mr. B. Ngobeli	Member
Mr. M. Sekgala	Member
Dr. J. Strauss Pr.Sci.Nat	Member
Dr. J. van Heerden Pr.Sci.Nat	Member

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

### 5. EVENTS AFTER THE REPORTING PERIOD

The Minister has approved the 2025/2030 Strategic Plan and the 2025/2026 Annual Performance Plan.

### 6. GOING CONCERN

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

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

## 7. AUDITORS

RAiN Chartered Accountants were re-appointed in office as external auditors by the Council for the year ended 31 March 2025.

## 8. COUNCIL SECRETARY

Mr. T. Machete (Acting Council Secretary).

## 9. CHAIRPERSON

The annual financial statements set out on pages 99 to 117, which have been prepared on the going concern basis, would be approved by Council on 31 July 2025, and were signed on its behalf by:



Prof. K.A. Nephawe Pr.Sci.Nat  
Chairperson  
31 July 2025

## STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2025

<i>Figures in Rand</i>	Note(s)	2025	2024 RESTATED
<b>Assets</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	3	248,266	232,949
Intangible assets	4	42,394	121,333
		<b>290,660</b>	<b>354,282</b>
<b>Current Assets</b>			
Trade and other receivables	5	20,978,427	14,610,456
Cash and cash equivalents	7	21,498,870	23,756,804
Deposit receivable	6	206,499	206,499
		<b>42,683,796</b>	<b>38,573,759</b>
<b>Total Assets</b>		<b>42,974,456</b>	<b>38,928,041</b>
<b>Equity and Liabilities</b>			
<b>Equity</b>			
Accumulated surplus		8,419,618	6,598,090
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables	8	7,178,187	7,033,822
Deferred income	9	26,739,188	24,707,920
Provisions	10	637,463	588,209
		<b>34,554,838</b>	<b>32,329,951</b>
<b>Total Equity and Liabilities</b>		<b>42,974,456</b>	<b>38,928,041</b>

## STATEMENT OF COMPREHENSIVE INCOME

<i>Figures in Rand</i>	Note(s)	2025	2024
Revenue	11	20,908,447	19,113,478
DSTI Project Income	12	10,790,872	13,136,111
CHIETA Funding Income	12	215,444	-
SAASTA Grant - National Science Week	12	-	45,101
<b>Total revenue</b>		<b>31,914,763</b>	<b>32,294,690</b>
Operating expenses		(31,310,733)	(32,012,654)
<b>Operating surplus</b>	13	<b>604,030</b>	<b>282,036</b>
Investment revenue	15	1,217,498	1,111,062
<b>Surplus for the year</b>		<b>1,821,528</b>	<b>1,393,098</b>

## STATEMENT OF CHANGES IN EQUITY

<i>Figures in Rand</i>	RETAINED INCOME	TOTAL EQUITY
<b>Balance at 01 April 2023</b>	<b>5,204,992</b>	<b>5,204,992</b>
Total comprehensive income for the year	1,393,098	1,393,098
<b>Balance at 01 April 2024</b>	<b>6,598,090</b>	<b>6,598,090</b>
Total comprehensive income for the year	1,821,528	1,821,528
<b>Balance at 31 March 2025</b>	<b>8,419,618</b>	<b>8,419,618</b>

## STATEMENT OF CASH FLOWS

<i>Figures in Rand</i>	Note(s)	2025	2024 RESTATED
<b>Cash flows from operating activities</b>			
Cash receipts from customers		29,370,552	29,034,026
Cash paid to suppliers and employees		(32,636,452)	(30,929,738)
Cash used in operations	18	(3,265,900)	(1,895,712)
Interest received		1,217,498	1,111,062
<b>Net cash from operating activities</b>		<b>(2,048,402)</b>	<b>(784,650)</b>
<b>Cash flows from investing activities</b>			
Purchase of property, plant and equipment	3	(209,532)	(148,082)
Purchase of other intangible assets	4	-	(100,609)
<b>Net cash from investing activities</b>		<b>(209,532)</b>	<b>(248,691)</b>
<b>Total cash movement for the year</b>		<b>(2,257,934)</b>	<b>(1,033,341)</b>
Cash at the beginning of the year		23,756,804	24,790,145
<b>Total cash at end of the year</b>	7	<b>21,498,870</b>	<b>23,756,804</b>

## ACCOUNTING POLICIES

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

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

These accounting policies are consistent with the previous period.

#### 1.1 SIGNIFICANT JUDGEMENTS AND SOURCES OF ESTIMATION UNCERTAINTY CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

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

#### 1.2 PROPERTY, PLANT AND EQUIPMENT

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

##### (i) Recognition and measurement

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

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

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

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

##### (ii) Subsequent costs

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

### (iii) Depreciation

Items of property, plant and equipment are depreciated from the date they are available for use. Depreciation is calculated to write off the cost of items of property, plant and equipment less their estimated residual values using the straight-line basis over their estimated useful lives. Depreciation is recognised in surplus or deficit. Leased assets under financial lease are depreciated over the shorter of the lease term and their useful lives. Depreciation is provided using the straight-line method to write down the cost, less estimated residual value over the useful life of the property, plant and equipment as follows:

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

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

### 1.3 INTANGIBLE ASSETS

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

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

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

ITEM	USEFUL LIFE
Computer software	3 years

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

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

### 1.4 FINANCIAL INSTRUMENTS

#### Initial measurement

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

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

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

#### Financial instruments at amortised cost

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

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

#### Financial instruments at fair value

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

#### Trade and other receivables

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

#### Trade and other payables

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

#### Cash and cash equivalents

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

### 1.5 LEASES

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

## Operating leases – lessee

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

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

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

## 1.6 IMPAIRMENT OF ASSETS

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

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

## 1.7 EMPLOYEE BENEFITS

### Short-term employee benefits

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

## 1.8 PROVISIONS AND CONTINGENCIES

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

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

Provisions are not recognised for future operating losses.

## 1.9 GOVERNMENT GRANTS

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

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

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

## 1.10 REVENUE

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

### 1.10.1 Annual Membership Fees

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

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

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

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

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

## 2. CHANGES IN ACCOUNTING POLICY

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

## NOTES TO THE ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

### 3. PROPERTY, PLANT AND EQUIPMENT

	2025			2024		
	Cost or revaluation	Accumulated depreciation	Carrying Value	Cost or revaluation	Accumulated depreciation	Carrying Value
Furniture and fixtures	725,202	(712,983)	12,219	697,969	(677,070)	20,899
IT equipment	1,170,191	(934,144)	236,047	991,369	(779,319)	212,050
<b>Total</b>	<b>1,895,393</b>	<b>(1,647,127)</b>	<b>248,266</b>	<b>1,689,338</b>	<b>(1,456,389)</b>	<b>232,949</b>

#### Reconciliation of property, plant and equipment

	Opening balance	Additions	Depreciation	Closing balance
<b>2025</b>				
Furniture and fixtures	20,899	30,710	(39,390)	12,219
IT equipment	212,050	178,822	(154,825)	236,047
	<b>232,949</b>	<b>209,532</b>	<b>(194,215)</b>	<b>248,266</b>
<b>2024</b>				
Furniture and fixtures	53,386	20,122	(52,609)	20,899
IT equipment	242,714	127,960	(158,624)	212,050
	<b>296,100</b>	<b>148,082</b>	<b>(211,233)</b>	<b>232,949</b>

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

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

### 4. INTANGIBLE ASSETS

	2025			2024		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	889,002	(846,608)	42,394	889,002	(767,669)	121,333

#### Reconciliation of intangible assets - 2025

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

#### Reconciliation of intangible assets - 2024

	Opening balance	Additions	Amortisation	Closing balance
Computer software	83,970	100,609	(63,246)	121,333

### 5. TRADE AND OTHER RECEIVABLES

<i>Figures in Rand</i>	2025	2024
Trade receivables	24,805,095	18,102,149
Provision for bad debts allowance	(3,826,668)	(3,491,693)
	<b>20,978,427</b>	<b>14,610,456</b>

Trade receivables with credit balances amounting to R1 573 848 (2024: R1 416 993) 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

<i>Figures in Rand</i>	2025	2024
0 - 30 days	16,235,470	371,464
31 - 60 days	(210,495)	14,344,888
61 - 90 days	(111,999)	(4,981)
91 - 120 days	(237,757)	(4,541)
120+ days	9,129,876	3,395,319
	<b>24,805,095</b>	<b>18,102,149</b>

### 6. DEPOSIT RECEIVABLE

<i>Figures in Rand</i>	2025	2024
Deposits on leases and other	206,499	206,499

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

### 7. CASH AND CASH EQUIVALENTS

<i>Figures in Rand</i>	2025	2024
Cash and cash equivalents consist of:		
Cash on hand	28	28
Bank balances	3,117,986	13,639,044
Short-term deposits	18,380,856	10,117,732
	<b>21,498,870</b>	<b>23,756,804</b>

Included in short-term deposits is an amount of R8 188 046 (2024: R8 630 236) received from DSI for the DSI project. Refer to note 9.1.

## 8. TRADE AND OTHER PAYABLES

<i>Figures in Rand</i>	2025	2024
Trade payables	3,100,596	3,723,071
Unallocated deposits	961,334	808,533
VAT	2,434,978	1,784,164
SAASTA Grant - National Science Week	9,997	9,997
CHIETA Funding	(104,444)	-
Accrued expenses	723,031	708,057
Operating lease liability	52,695	-
	<b>7,178,187</b>	<b>7,033,822</b>
<b>Aging on debtors with credit balances</b>		
0 - 30 days	280,602	(92,316)
31 - 60 days	(77,933)	288,128
61 - 90 days	(20,803)	(28,882)
91 - 120 days	(30,090)	(7,836)
120 days+	(1,725,624)	(1,576,087)
	<b>(1,573,848)</b>	<b>(1,416,993)</b>

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

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

Included in Trade payables above are Trade receivables with credit balances amounting to R1 573 848 (2024: R1 416 993). Refer to note 5.

## 9. DEFERRED INCOME

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

<i>Figures in Rand</i>	2025	2024
9.1 DSTI Project Funding	8,188,046	8,630,236
9.2 Fees invoiced in advance	18,551,142	16,077,684
	<b>26,739,188</b>	<b>24,707,920</b>

### 9.1 DSTI FUNDING

The 2024/27 Medium-Term Expenditure Framework (MTEF) allocation for SACNASP is R31,5 million, broken down as:

- R10 million for the 2024/25 financial year (FY),
- R10,5 million for the 2025/26 FY, and
- R11 million for the 2026/27 FY.

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

<i>Figures in Rand</i>	2025	2024
<b>DSTI Project Funding</b>		
Opening balance	8,630,236	11,309,558
Deposit received	10,000,000	10,000,000
Interest received	348,682	456,790
DSTI Project movement	(10,217,714)	(12,677,281)
VAT	(573,159)	(458,831)
<b>Closing balance</b>	<b>8,188,045</b>	<b>8,630,236</b>

Included in the above balance is an amount of R5 355 108 (2024: R2 334 517) which is committed for existing and ongoing projects (refer to note 22).

### 9.2 FEES INVOICED IN ADVANCE

Comprises of annual registration fees invoiced in March for the ensuing year.

## 10. PROVISIONS

	OPENING BALANCE	UTILISED DURING THE YEAR	TOTAL
<b>Reconciliation of provisions - 2025</b>			
Provisions for leave	588,209	49,254	637,463
<b>Reconciliation of provisions - 2024</b>			
Provisions for leave	554,432	33,777	588,209

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

## 11. REVENUE

<i>Figures in Rand</i>	2025	2024
Annual fees	16,077,684	14,215,188
Application fee	2,520,748	2,431,656
Critical skills fee	22,447	149,312
Upgrading fee	711,965	494,229
Reinstating fee	1,214,237	1,437,806
Qualification fee	278,366	288,787
CPD validation	83,000	96,500
	<b>20,908,447</b>	<b>19,113,478</b>

Excluded in the annual fees are Staff and Council members.

## 12. OTHER INCOME

<i>Figures in Rand</i>	2025	2024
CHIETA Funding Income	215,444	-
SAASTA Grant - National Science Week	-	45,101
DSTI Project Income	10,790,872	13,136,111
	<b>11,006,316</b>	<b>13,181,212</b>

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

The income received from SAASTA was to promote the National Science Week.

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

## 13. OPERATING SURPLUS

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

<i>Figures in Rand</i>	2025	2024
<b>Operating lease charges</b>		
Lease rentals on operating lease		
• Contractual amounts	2,027,882	1,399,124
Amortisation on intangible assets	78,939	63,246
Auditors remuneration	133,560	126,610
Bad debts	2,344,782	3,174,318
Council Travel	69,245	440,994
Depreciation on property, plant and equipment	194,215	211,233
DSTI Project: Continuing Professional Development Programme	4,074,917	3,874,660
DSTI Project: Development of Candidate Mentoring Phase	2,837,497	3,836,211
DSTI Project: Information Technology Platform	1,852,898	3,207,525
DSTI Project: Regulations	1,452,402	1,569,450
Employee costs	11,178,351	9,310,032

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

## 14. DEPRECIATION, AMORTISATION AND IMPAIRMENTS

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

<i>Figures in Rand</i>	2025	2024
<b>Depreciation</b>		
Property, plant and equipment	194,215	211,233
<b>Amortisation</b>		
Intangible assets	78,939	63,246
<b>Total depreciation, amortisation and impairments</b>		
Depreciation	194,215	211,233
Amortisation	78,939	63,246
	<b>273,154</b>	<b>274,479</b>

## 15. INVESTMENT REVENUE

<i>Figures in Rand</i>	2025	2024
<b>Interest revenue</b>		
Interest received from investment	1,114,442	992,117
Interest received from bank	103,056	118,945
	<b>1,217,498</b>	<b>1,111,062</b>

## 16. TAXATION

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

## 17. OPERATING LEASE

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

<i>Figures in Rand</i>	2025	2024
<b>Future minimum lease payments</b>		
- Within one year	1,933,148	1,537,293
- In second to fifth year	322,191	2,255,339
	<b>2,255,339</b>	<b>3,792,632</b>

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

## 18. CASH USED IN OPERATIONS

<i>Figures in Rand</i>	2025	2024
Surplus for the year	1,821,528	1,393,098
<b>Adjustments for:</b>		
Depreciation and amortisation	273,154	274,479
Interest received	(1,217,498)	(1,111,062)
Increase in provisions	49,254	33,777
<b>Changes in working capital:</b>		
Increase in Trade and other receivables	(6,367,971)	(2,649,091)
Increase in Trade and other payables	144,365	979,913
Increase in Deferred income	2,031,268	(816,826)
	<b>(3,265,900)</b>	<b>(1,895,712)</b>

## 19. RELATED PARTIES

### Relationships

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

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

#### Related party balances

<i>Figures in Rand</i>	2025	2024
<b>Amounts included in deferred income regarding related parties</b>		
Department of Science, Technology and Innovation	8,313,515	8,630,236
<b>Amounts included in Trade and Other Payables regarding related parties</b>		
South African Agency For Science and Technology Advancement (SAASTA)	-	9,997
Chemical Industries Education and Training Authority (CHIETA)	(104,444)	-

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

### Related party balances

<i>Figures in Rand</i>	2025	2024
<b>Honoraria fees</b>		
Prof. K.A. Nephawe Pr.Sci.Nat	198,650	186,197
Prof. V. Steenkamp Pr.Sci.Nat	39,096	43,440
Mr. N.L. Baartjes Pr.Sci.Nat	83,614	41,799
Prof. R. Coetzer Pr.Sci.Nat	45,612	43,440
Prof. K.D. Musetsho Pr.Sci.Nat	85,223	67,847
Dr. J. van Heerden Pr.Sci.Nat	43,440	28,236
Ms. M.P Masemola CA (SA)	73,816	55,362
Prof. S. Das Pr.Sci.Nat	28,236	17,376
Prof. R. Diab Pr.Sci.Nat	73,285	61,331
Prof. I.N. Fabris-Rotelli Pr.Sci.Nat	34,752	21,720
Mr. S.C. Jewell	76,004	107,490
Dr. T.E. Lephoto Pr.Sci.Nat	13,032	15,204
Prof. P.L. Mabeta	43,971	39,080
Dr. M.B. Matiwane Pr.Sci.Nat	21,720	21,720
Prof. R.J. Moitsheki Pr.Sci.Nat	36,924	19,548
Prof. N.S. Mokgalaka-Fleishmann Pr.Sci.Nat	70,550	74,347
Ms. L.M. Mtshali	39,096	34,752
Prof. A. Muronga	26,064	17,376
Mr. B. Ngobeli	-	2,172
Non-council Members*	514,716	535,936
	<b>1,547,801</b>	<b>1,434,373</b>

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

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

### Critical skills visa assessment fee

<i>Figures in Rand</i>	2025	2024
Council Members	-	2,250
Non-council Members	30,000	45,000
	30,000	47,250
<b>Evaluation fees</b>		
Council Members	600	450
Non-council Members	183,150	120,900
	<b>183,750</b>	<b>121,350</b>

## 20. KEY PERSONNEL EMOLUMENTS

### EXECUTIVE

	EMOLUMENTS	DISABILITY INSURANCE AND RETIREMENT CONTRIBUTIONS	TOTAL
<b>2025</b>			
Dr. N.H Obokoh Pr.Sci.Nat.	1,802,414	81,401	1,883,815

	EMOLUMENTS	OTHER BENEFITS*	DISABILITY INSURANCE CONTRIBUTIONS	TOTAL
<b>2024</b>				
Dr. N.H Obokoh Pr.Sci.Nat.	1,655,835	12,374	73,596	1,741,805

\*Other allowances relate to subsistence and travel.

## 21. COMPARATIVE FIGURES

Balances previously classified under other provisions have been reclassified to Accrued expenses to more accurately reflect the nature of the liabilities. This reclassification has no impact on the total liabilities or net profit.

The effects of the reclassification are as follows:

<i>Figures in Rand</i>	2025	2024
<b>Statement of Financial Position</b>		
Trade and other payables	-	246,743
Provisions	-	(246,743)

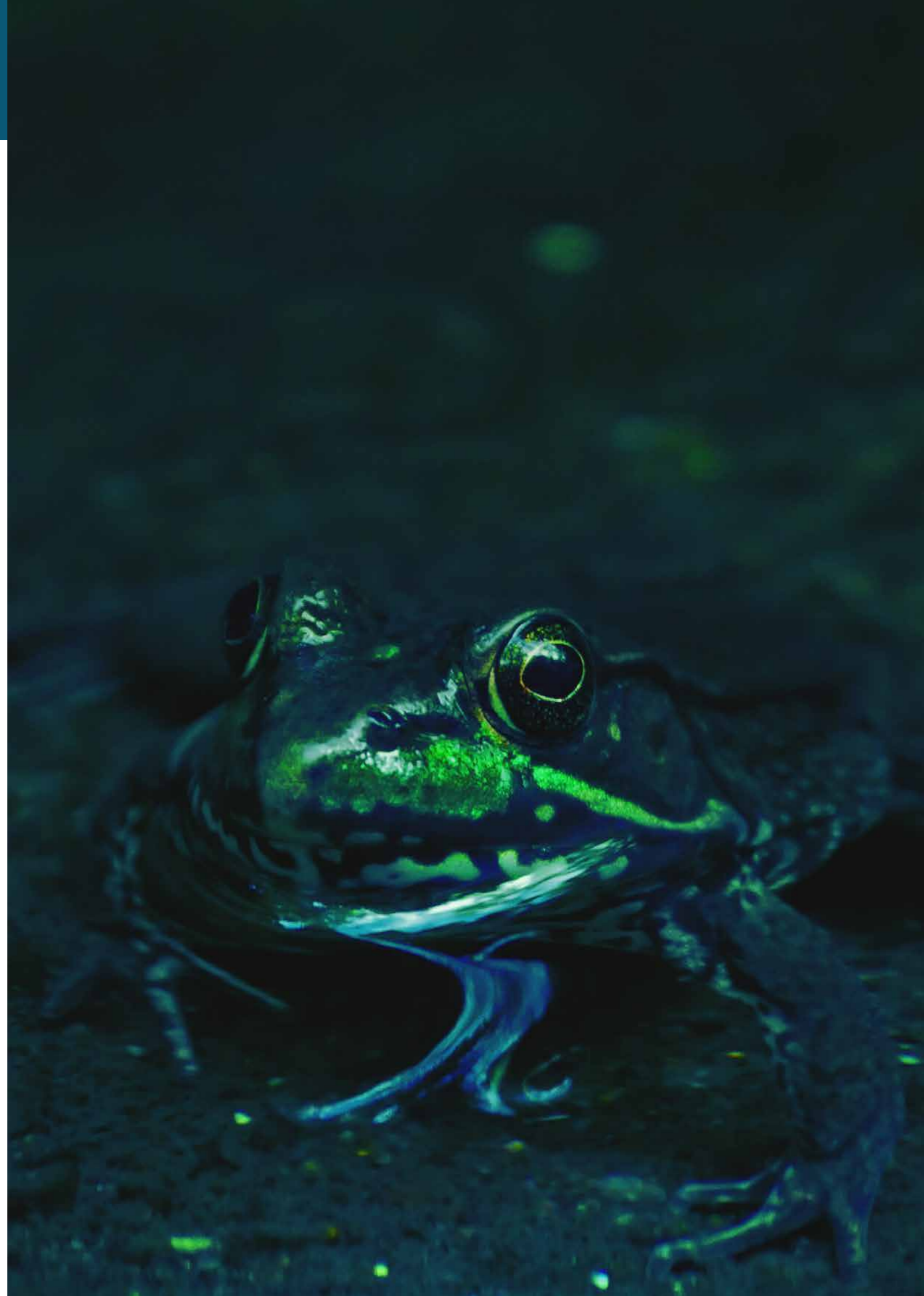
## 22. COMMITMENTS

<i>Figures in Rand</i>	2025	2024
DSTI Project: Continuing Professional Development Programme	856,088	123,657
DSTI Project: Development of Candidate Mentoring Phase	-	30,000
DSTI Project: Information Technology Platform	1,300,300	667,860
DSTI Project: Regulations	3,198,720	400,000
	<b>5,355,108</b>	<b>1,221,517</b>

## DETAILED INCOME STATEMENT

<i>Figures in Rand</i>	Note(s)	2025	2024
<b>Revenue</b>	11	<b>20,908,447</b>	<b>19,113,478</b>
DSTI Project Income	12	10,790,872	13,136,111
CHIETA Funding Income	12	215,444	-
SAASTA Grant - National Science Week		-	45,101
Investment revenue	15	1,217,498	1,111,062
<b>Total revenue</b>		<b>33,132,261</b>	<b>33,405,752</b>
<b>Operating expenses</b>			
Accounting Fees and Consulting		-	3,000
Advertising		452,212	304,401
Auditors remuneration		133,560	126,610
Bad debts		2,344,782	3,174,318
Bank charges		512,459	463,951
Catering and meetings		65,784	63,714
Cleaning		4,272	4,019
Computer expenses		126,132	137,191
Council travel		69,245	440,994
DSTI Project: Continuing Professional Development Programme		4,074,917	3,874,660
DSTI Project: Development of Candidate Mentoring Phase		2,837,497	3,836,211
DSTI Project: Information Technology Platform		1,852,898	3,207,525
DSTI Project: Regulations		1,452,402	1,569,450
Depreciation, amortisation and impairments		273,154	274,479
Employee costs		11,178,351	9,310,032
Honoraria		1,761,551	1,602,973
HR Services		127,446	211,344
Insurance		104,671	167,479
Lease rentals on operating lease		2,027,882	1,399,124
Legal and Professional Conduct related expenses		828,969	640,840
Office expenses		70,305	66,061
Benchmarking and work study		199,939	516,250
Printing and stationery		6,898	3,499
Promotions National Science Week		-	45,101
Repairs and maintenance		15,136	38,534
CHIETA expenses		215,444	-
Subscriptions		49,575	53,981
Telephone and fax		82,719	153,690
Training		28,030	79,213
Transport and freight		66,677	152,277
Professional conduct expenses		347,826	91,733
<b>Total operating expenses</b>		<b>31,310,733</b>	<b>32,012,654</b>
<b>Surplus for the year</b>		<b>1,821,528</b>	<b>1,393,098</b>

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





science, technology  
& innovation

Department:  
Science, Technology and Innovation  
REPUBLIC OF SOUTH AFRICA

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