



KWAZULU-NATAL PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA

ANNUAL REPORT

2020/2021



**GROWING
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His Excellency Mr Cyril Ramaphosa

The President of the Republic of South Africa



Hon. Mrs Angie Motsega

Minister for Department of Basic Education



Hon. Mr Sihle Zikalala, MPL
Premier of the Province of KwaZulu-Natal



Hon. Mr K.I. Mshengu, MPL

KwaZulu-Natal Legislature MEC: Education
KwaZulu-Natal Provincial Government



Dr E.V. Nzama

Head of Department: Education
KwaZulu-Natal





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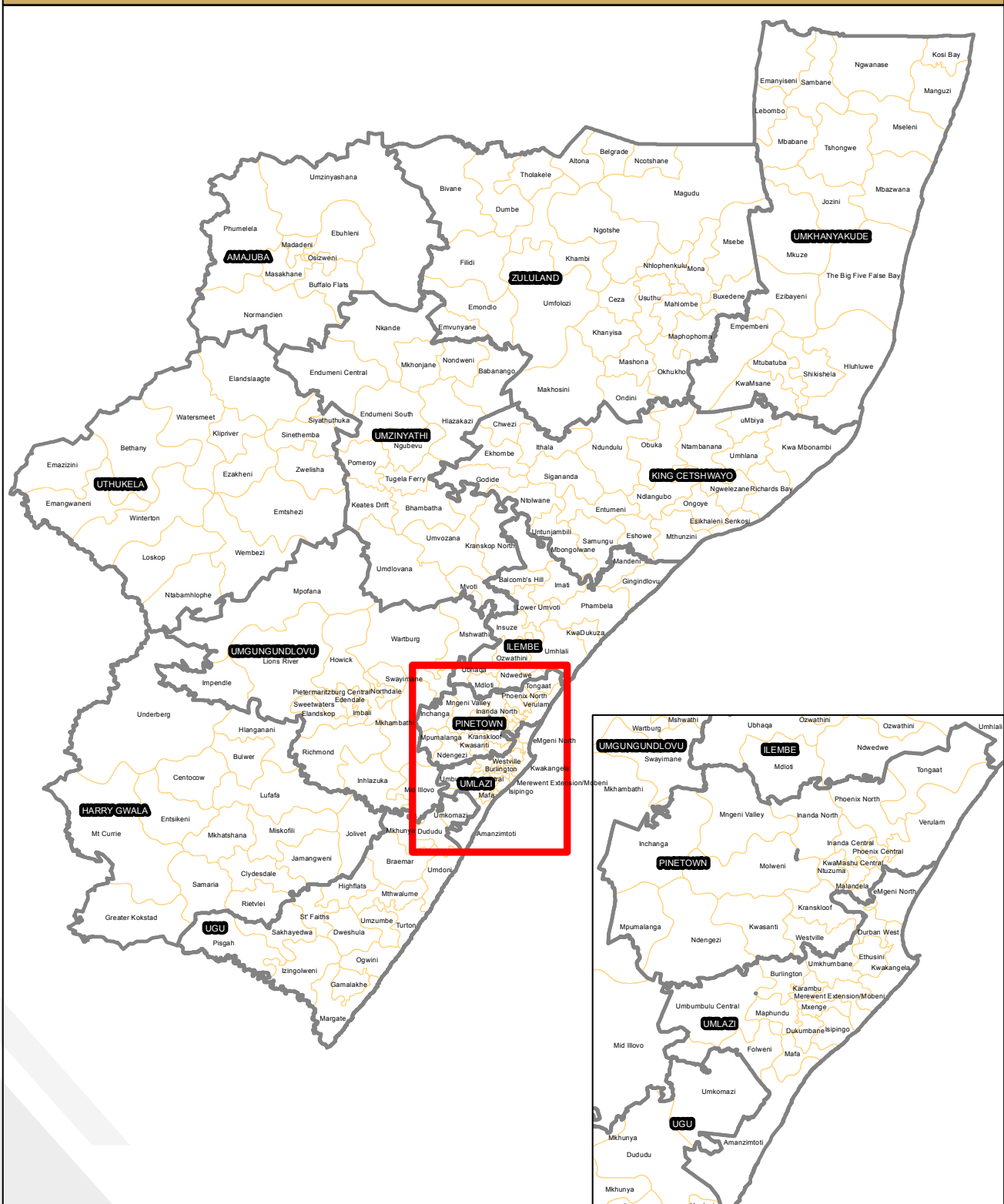
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Part A

GENERAL INFORMATION



KZN - DEPARTMENT OF EDUCATION: Districts and Circuits



Legend

- KZN_EducationDistricts
- Circuits



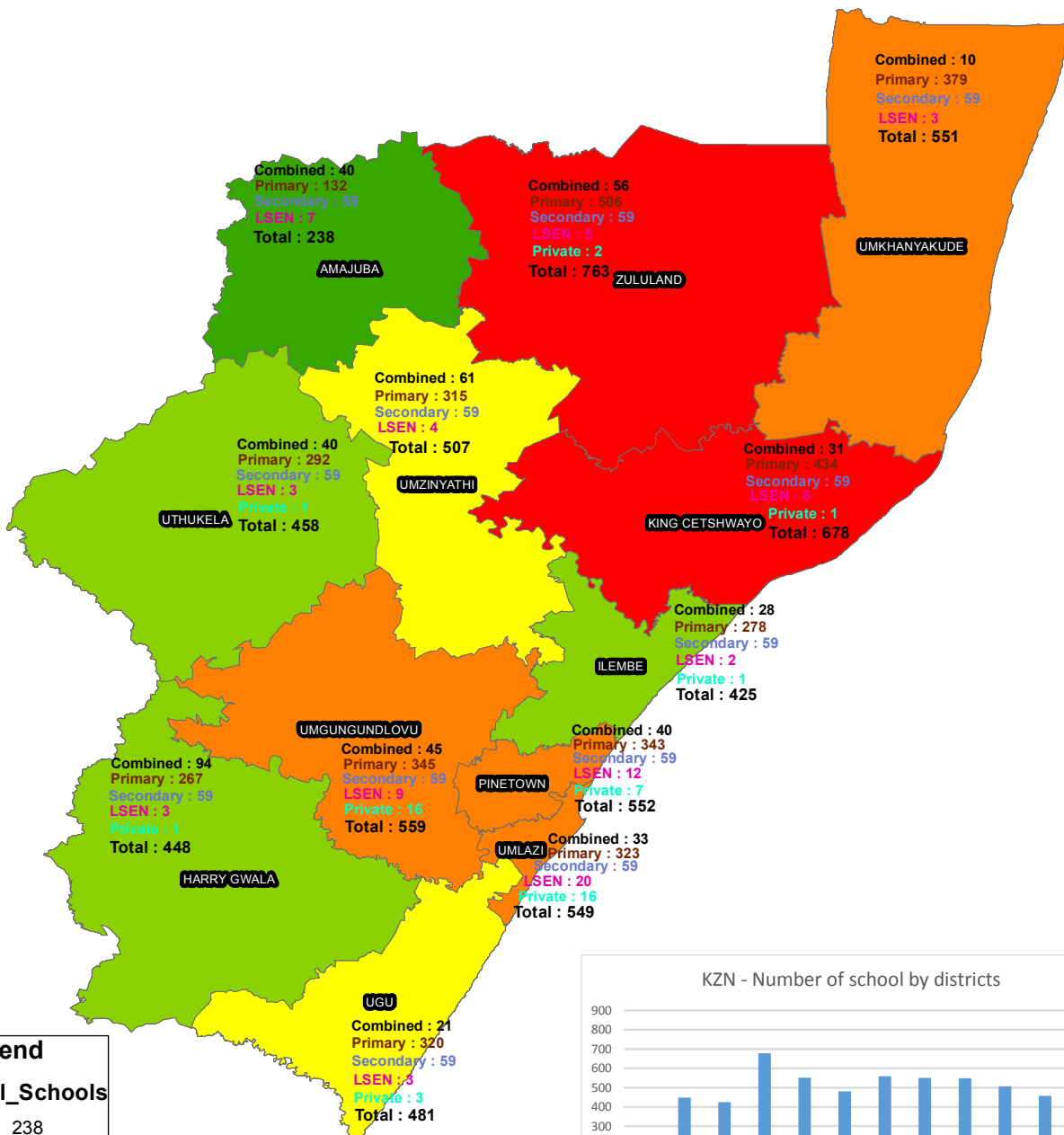
0 15 30 60 90 120 Kilometers

Infrastructure Planning
Town Planning Sub-directorate
Date 2020/07/02



education
Department
Education
PROVINCE OF KWAZULU-NATAL

KZN - NUMBER OF SCHOOLS BY DISTRICTS

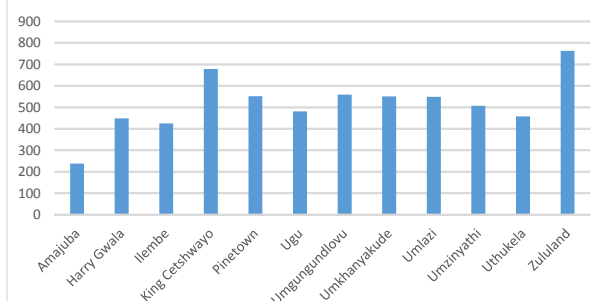


Legend

Total_Schools

- 238
- 239 - 458
- 459 - 507
- 508 - 559
- 560 - 763

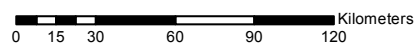
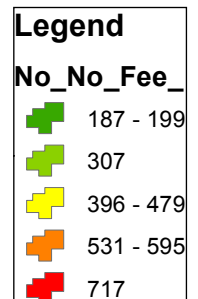
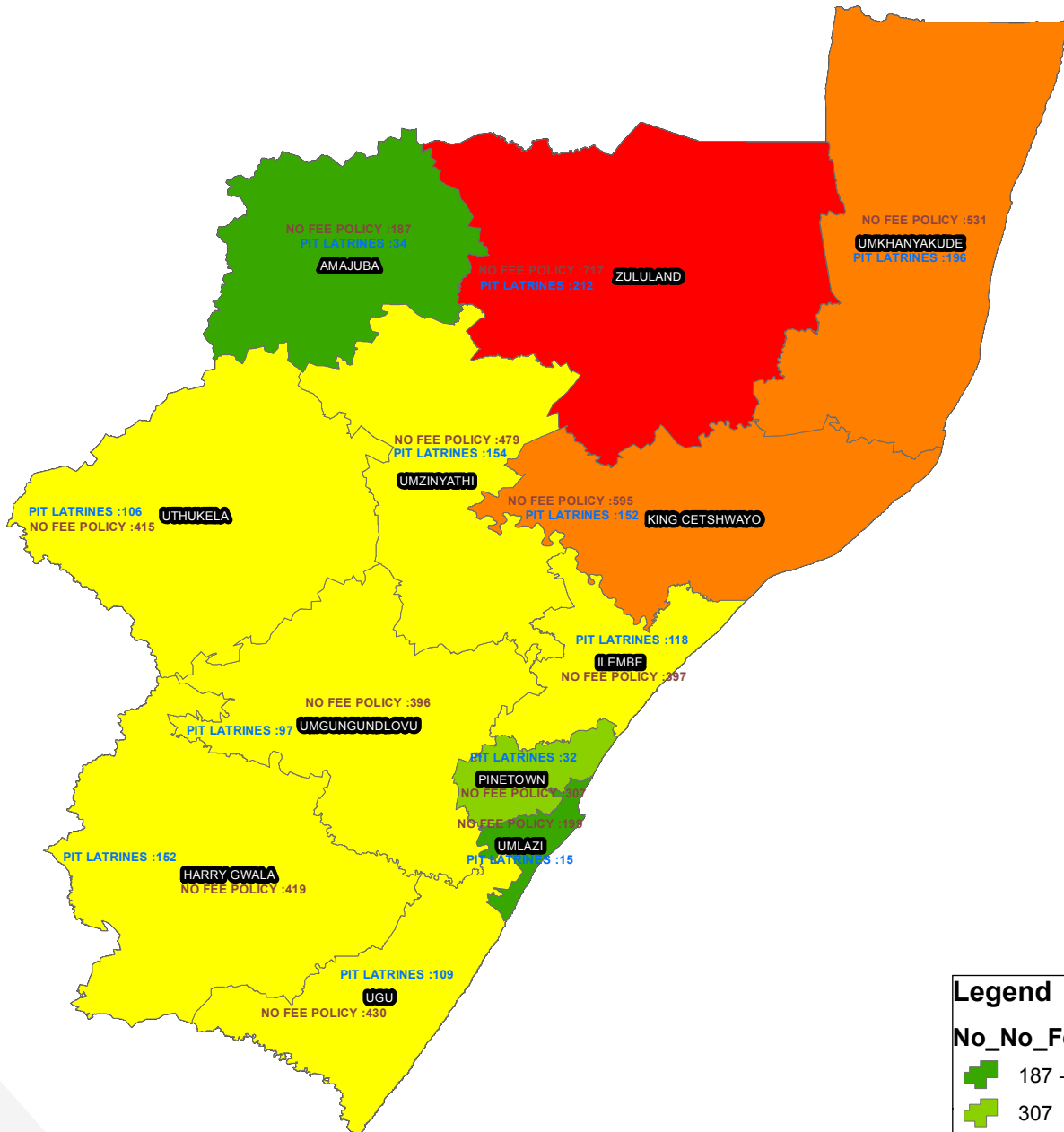
KZN - Number of school by districts



0 15 30 60 90 120 Kilometers

Infrastructure Planning
Town Planning Sub-directorate
Date 2020/07/02

NUMBER OF SCHOOLS WITH NO FEE POLICY AND PIT LATRINES

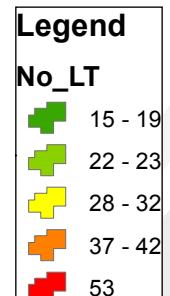
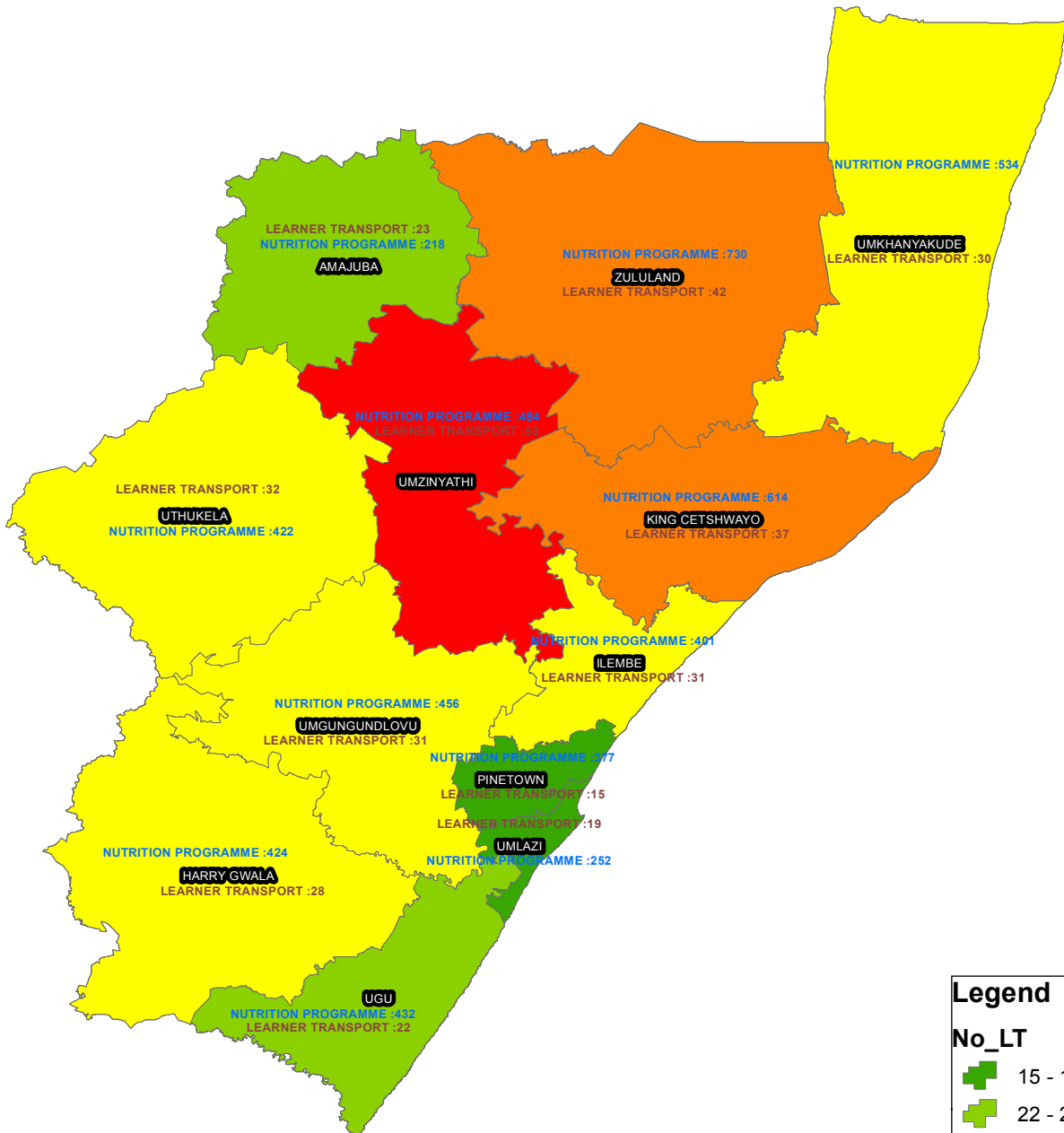


Infrastructure Planning
Town Planning Sub-directorate
Date 2020/07/02



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PROVINCE OF KWAZULU-NATAL

NUMBER OF SCHOOLS WITH LEARNER TRANSPORT AND NUTRITION PROGRAMME



0 15 30 60 90 120 Kilometers

Infrastructure Planning
Town Planning Sub-directorate
Date 2020/07/02



KWAZULU-NATAL PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA

ANNUAL REPORT 2020-2021

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Enquiries / Imibuzo: KwaZulu-Natal Department of Education
Department: Strategic Management, Monitoring and Evaluation
247 Burger Street, Anton Lembede Building Pietermaritzburg, 3201

Tel. : (033) 3921086 **Fax:** (086)540 6655

Toll Free: 080 020 4353

Email: info@kzndoe.gov.za

URL: www.kzneducation.gov.za



2. LIST OF ABBREVIATIONS/ACRONYMS

ACE	Advanced Certificate in Education
AET	Adult Basic Education and Training
AGSA	Auditor-General of South Africa
ASER	Age Specific Enrolment
AFS	Annual Financial Statement
BBBEE	Broad Based Black Economic Empowerment
BREPRCO	Budget Review Expenditure Performance and Risk Committee
CAPS	Curriculum Assessment Policy Statement
CASS	Continuous Assessment
CPF	Community Policing Forum
DBE	Department of Basic Education
DTC	Departmental Training Committee
ECD	Early Childhood Development
EMIS	Education Management Information System
EPWP	Expanded Public Works Programme
EFA	Education for All
ETDP	Education, Training and Development Practices
GET	General Education and Training
GETC	General Education and Training Certificate
HEDCOM	Heads of Education Departments' Committee
ICT	Information and Communication Technology
IQMS	Integrated Quality Management System
LSEN	Learners with Special Education Needs
LTSM	Learning and Teaching Support Materials
LURITS	Learner Unit Record Information and Tracking System
MDGs	Millennium Development Goals
MEC	Member of the Executive Council
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
MST	Mathematics, Science and Technology



NEIMS	National Education Infrastructure Management System
NEPA	National Education Policy Act
NQF	National Qualifications Framework
NSC	National Senior Certificate
NSNP	National School Nutrition Programme
PAJA	Promotion of Administrative Justice Act
PEDs	Provincial Education Departments
PFMA	Public Finance Management Act
PGDP	Provincial Growth Development Plan
PGDS	Provincial Growth Development Strategy
PPP	Public-Private Partnership
PSA	Public Service Act
RCL	Representative Council of Learners
SACMEQ	Southern Africa Consortium for Monitoring Educational Quality
SIAS	Screening, Identification, Assessment and Support (SIAS) Strategy
SASA	South African Schools Act
SASAMS	South African School Administration and Management System
SBA's	School Based Assessments
SCM	Supply Chain Management
SDGs	Sustainable Development Goals
SDIP	Service Delivery Improvement Plan
SDP	School Development Plan
SGB	School Governing Body
SITA	State Information Technology Agency
Stats-SA	Statistics South Africa
SMT:	School Management Team
TR	Treasury Regulations
WSE:	Whole-School Evaluation

3. FOREWORD BY MEMBER OF EXECUTIVE COUNCIL (MEC)



HON. MR KWAZIKWENKOSI INNOCENT MSHENGU, MPL

MEC: Education KwaZulu-Natal Provincial Government

The year 2020 will be remembered as the year that not only presented a major health challenge, but a year when the entire world was held to ransom by the COVID-19 pandemic. This pandemic affected education worldwide leading to the near total closure of schools, colleges and universities. The pandemic forced millions of learners out of school for up to three months. Many never went back to school. All the sectors of the economy suffered in one way or the other. Basic Education was no exception. The Department of Education in KwaZulu-Natal had to manage two priorities. The first priority was to save lives of teachers, non-teaching staff and learners. The second priority was an attempt to protect the 2020 academic year.

The attempt to protect the academic year came at a very high financial and emotional cost to all stakeholders and employees of the Department. All schools had to be provided with all requirements for prevention of COVID-19 infections over and above the provision of teaching and learning resources. This included the upgrading of school infrastructure as well as the provision of water and sanitation. The COVID-19 pandemic exposed many inequalities in the education system especially between rural and urban schools. The gap between these schools grew even further during the pandemic.

Owing to the closure of schools as a safety measure against coronavirus infections, the province witnessed a revelation of the digital divide within the context of teaching and learning. Some of the well-resourced schools were able to introduce a technology-based pedagogy to ensure that learners have access to learning material whilst at home. Even when schools re-opened, some of the schools were able to use blended learning with alternate days or weeks whilst others could not teach on the days when learners were out of school. Families which lacked the financial means to afford computers and internet access were immediately disadvantaged. The move from a face to face pedagogy to the one that blends face to face tuition with online tuition made the historical inequalities in the education system to widen even further. It is this stark reality that spurred us on to prioritise the rollout of ICT devices and e-Education to mainly our severely disadvantaged schools and learners.



The disruption of the schooling system in KwaZulu-Natal has been enormous especially with water and sanitation. There are many schools where the return of learners was slow as COVID-19 came with a pressing demand to address the challenge of water and sanitation. The Department had to implement contingency measures to ensure that all schools had adequate water and sanitation services for the resumption of teaching and learning.

Despite the COVID-19 setbacks we are committed to our strategic focus during this strategic cycle. We will ensure that there are more effective schools that promote learning to improve the quality and sustainability of primary, secondary and special education across all grades and phases. There will be a concerted effort to increase the proportion of learners reaching the required competency levels in the academic, vocational and occupational fields. Special attention will be devoted to the quality of Grade R programmes with a focus on literacy and numeracy acquisition. We are also still very focussed on our Reading programme in the province. To this end we have developed and launched the KZN Reading Strategy which, among other things, aims to address the inability of 78 % of learners at Grade 4 level to read with meaning as found in the Progress in International Reading Literacy Study (PIRLS). School physical infrastructure will be maintained whereby we create an environment that inspires learners to learn and teachers to teach. In pursuit of our strategic outcomes we will promote the increased support of schools by all stakeholders. As the province, we have just completed the election of School Governing Bodies (SGBs) in our schools for the three-year term of office. SGBs are an important structure of governance and parents' involvement in the affairs of the schools. For this we are greatly indebted to all the parents and different stakeholders who worked with us to ensure a smooth and successful running of these elections.

During the turbulent times of the past financial year the Department did not work alone to save lives and the academic year. Sister Departments, teacher unions, parent bodies and other strategic partners were always on our side. We wish to thank all of them for the support rendered to the Department of Education during the trying times of 2020. It is also incumbent that we express our appreciation to all teachers and non-teaching staff for serving the country with pride under the COVID-19 challenges.

Going forward the Department acknowledges that the foundations of a strong education system is dependent on the partnerships which we forge with all our stakeholders. It is in this spirit that we invite all our strategic partners, communities and parents to continue providing the same level of support in the years to come.

HON. MR KWAZIKWENKOSI INNOCENT MSHENGU, MPL

MEC: Department of Education

Date: 30 September 2021

4. REPORT OF THE ACCOUNTING OFFICER



Dr. E.V. Nzama

Introduction

The year 2020 heralded a major shift in how we as a Department function. The impact of the national state of disaster and the nation-wide lockdown necessitated the need to review institutional plans to ensure that they responded to the Covid-19 pandemic and that service delivery continued. In alignment with the 2020/21 Special Adjustments budget, the Department revised and re-tabled the 2020/21 APP, as well as the 2020/25 strategic plan. The re-tabled plans incorporated the interventions and adjusted the 2020/21 budget allocation in response to the Covid-19.

Managing Financial Constraints

The Department faced immense budget pressures in the 2020/21 financial year which were exacerbated by the effects of the Covid-19 pandemic.

In an effort to reduce the projected pressures against Compensation of employees, a turnaround strategy was developed to manage the personnel budget. This turnaround strategy mainly addressed the various areas that had shown spending pressures, such as payment of overtime, leave management, reduction of surplus educators, assessment of employees who are at a retirement age and are due to exit the system, and management of the PPN in schools where there are excess educators based on school enrolment. Surplus permanent educators who do not obtain a placement to a vacant post are utilised as substitute educators in schools that are in a 10 kilometre radius from their original school. This limits the use of additional substitute posts. Additional areas that have been identified as having potential savings included the management of Policy and Procedure on Incapacity Leave and Ill-Health Retirement (PILIR), management of late terminations and non-payment of performance bonuses.

The Department had to undertake reprioritisation of the 2020/21 budget to accommodate Covid-19 related pressures, over and above the R1 billion in additional funding allocated to the Department for this purpose. This included providing for additional teaching space that was required in order to comply with social distancing, additional educators that were required to replace those with comorbidities, continuous sanitising of offices and schools, purchasing of PPE for office based and school based officials and learners, additional accommodation that was required for administration of examinations, additional infrastructure needs, such as improving water and sanitation in schools, upgrades to schools in order to comply with social distancing, among others.



Rationalisation of Schools

As part of the transformation of the schooling system the Department ensured that, where possible, small and non-viable schools are closed or merged, and that misaligned schools are re-aligned and renamed. The baseline of non-viable schools in the province is 931, of which 695 are primary schools and 236 are secondary schools. All 931 schools identified in the five-year plan (2019 – 2024) are below the acceptable learner enrolment norm of 135 and less, in primary schools, and 200 and less, in secondary schools. Out of these 931 non-viable schools, 132 schools completed the process of closure in 2020 and three are ready to be gazetted for closure pending the approval by the MEC of Education after ensuring that all due processes were followed in line with the South African Schools Act (SASA). The process was paused in 2020 due to Covid-19, noting that the process of transformation of the schooling system involves movement of learners in schools. It was noted that the issue of social distancing played a vital role in deciding to keep some of the small and non-viable schools operating in-year.

Teacher Provisioning, Development and Support

Although the Department has surplus educators, there is still a shortage of educators for Mathematics, Science, Engineering Graphics and Design. The problem is exacerbated by the fact that the schooling system is not producing learners that are doing well in Mathematics, and those that do well do not choose teaching as their chosen profession.

The pool of educators in relation to the PPN was capped at 90 057 and was fully funded. This fluctuated over the year to ensure that there would be an educator in the classroom at any given time. The learner: teacher ratio is currently at 1:30. The attraction of qualified skilled educators into the system is being addressed by the Funza Lushaka bursary campaign through which qualified educators enter the system annually. Currently there are 991 bursary holders in the programme who are due for placement in schools.

Teacher development was also affected by Covid-19 regulations of reducing social gatherings. Content and methodology training was nevertheless conducted for 14 607 Grade 10 – 12 teachers in 12 gateway subjects for more effective teaching for improved NSC results. Also, 596 School Management Team (SMT) members were empowered through the Primary School Reading Improvement Programme (PSRIP) for improved ability of learners to read with understanding. There were 1 844 SMT members who were capacitated in Jika Imfundo campaign module 1 titled Change Starts with Me. The focus of the content was on institutionalising change in leadership and management practice and the systemic improvement of learner attainment.

A diversity of activities is conducted at the Provincial Teacher Development Institute (PTDI) by the various sections of KZNDOE mainly to support curriculum delivery. It is a venue for various curriculum focussed meetings targeting subject advisors, subject committees, special interventions and curriculum transformation programmes. Notwithstanding the limitations imposed by cost cutting measures implemented by the Department, teachers and officials continue to benefit from the PTDI in respect of the capacity building workshops and the meetings that are held there.

In 2020 the Department embarked on an Internet Project aimed at providing strong, stable and unlimited WIFI to teachers in 36 District Teacher Development Centres and the PTDI. Once the project has been handed over by Broad Band Infraco (BBI), online teacher development programmes such Coding and Robotics, Certificate in Online English Language Teaching (COELT), Moodle Solution and the Professional Development Framework for Digital Learning will be rolled out to teachers and subject advisors. Through a partnership with Vodacom, some centres were resourced with television sets to be used for broadcasting. Broadcasting of Grade 12 lessons was done in targeted subjects at the PTDI during lockdown level 4 and 5 in 2020. The purchase of routers and data will enable professional development workshops to be conducted



at venues that minimize the need for teachers to travel long distances to the centres.

Provision of classroom support resources and equipment

The no-fee schools funding subsidy remained at R955 per learner in 2020/21, while the recommended national funding norm was R1 466 per learner in line with the Amended National Norms and Standards for School Funding (NNSSF) effective from 1 January 2019. This applies to schools ranked in quintiles 1 – 3. The fee-paying schools in quintiles 4 and 5 are funded at R522 and R179 per learner, compared to the recommended national norm of R735 and R254, respectively. The Department indicates that a turnaround strategy to address this funding gap is underway, commencing with the above-mentioned rationalisation of schools. This will assist the Department to realise savings when identified schools can be merged or closed. Also, it should be noted that the Department assisted some schools who struggle to pay their domestic accounts, resulting in additional non-LTSM support to these schools. Schools are further assisted with top-up of school furniture where possible. This assistance is being reviewed by the Department in order to determine if this support does not mean increased norms and standards to schools.

Learner Teacher Support Material

In 2020/21 a budget of R915 million was set aside for core LTSM such as textbooks and stationery. Procurement was managed in terms of the provisions of the SASA thus producing a dual modality of both school-based procurement and central procurement. Before transferring funds to schools for school-based procurement, due diligence was conducted to ensure value for money, transparency and prudence.

In managing central procurement deliveries to schools, toward readiness for the first day of the 2021 academic year, the Department gave priority to LTSM of a consumable nature, as replenishment is required on an annual basis. In this regard, 100 per cent delivery of stationery to all schools was achieved. The Covid-19 pandemic and its associated lockdown restrictions meant that there were many challenges in procurement and distribution, as this meant that there were intermittent closures of stakeholders in the value chain. However, through swift planning, the Department was able to deliver 91 per cent of textbooks to schools and on time. The undelivered 9 per cent was due to late deliveries and non-deliveries by publishers. These were resolved in January 2021 for deliveries at the start of the 2021 school year.

In collaboration with Department of Basic Education (DBE), 100 per cent delivery was made of workbooks which serve to complement textbooks for the respective subjects.

Learners were issued with textbooks, workbooks, worksheets and reading materials at the beginning of the school year and proceeded into lockdown with these at their disposal. Lesson plans and state-owned LTSM were accessible through the KZN e-Learning portal, and this contained links to publisher-owned LTSM which were negotiated for free-access to learners. In addition, learners were encouraged to make use of Mind Set Channel 139 which was available on DSTV. The Department also used print media to distribute subject material developed by specialists.

Learner Transport

In recognition of the long distances travelled by our learners to access education in our province, the Department continues to provide learner transport to qualifying learners who travel long distances to school. Budgetary constraints continue to be a major factor in preventing the Department from rolling out this programme optimally. Despite this the Department has managed to transport over 45 000 learners to their schools of need during the 2020/21 financial year. The programme was allocated R366 million in the financial year under review, but the Department ended up spending around R375 million due to additional demands for learner transport.



National School Nutrition Programme

In the beginning of 2020, the NSNP programme benefitted 2 398 211 learners in 5 397 schools. At the beginning of the national lockdown, all schools were closed and there was no feeding until schools reopened in June 2020. Feeding in December 2020 was for only nine days, and participation increased to 2 442 744 learners in 5 460 schools. The increase in the number of learners by 44 533 was due to additional participation of learners from new schools participating for the first time considering the applications received for inclusion in the programme during this time of the pandemic. Apart from increasing the number of learners participating, the programme also increased economic participation for local small businesses and co-operatives, and expanded its role in creating work opportunities for unemployed parents of learners to prepare meals at schools. To date, a total of 15 663 Volunteer Food Handlers (VFHs) are employed at participating schools excluding special schools to prepare meals for the learners on school days. The increase in participation also increased the number of service providers and, to date, the programme is supplied by 2 045 service providers comprising 78 co-operatives and 1 967 SMMEs. Also, through continuous monitoring and evaluation, the Department noted from school reports that some learners received cooked meals at schools and others collected food parcels from schools.

Sanitary Dignity Programme

The Department targeted 975 000 girl learners to benefit from the programme in 2020. The need for the supply of sanitary towels has grown since the introduction of the programme. The targeted schools are those that are within quintiles 1 – 3 but there are also a few requests from some quintile 4 and 5 schools. A total of 780 848 or 80 per cent of the targeted beneficiaries were reached and the budget of R48.912 million is expected to be fully utilised. There was limited delivery in 2020 as schools had stock as a result of the closure of schools imposed by the outbreak of the Covid-19 pandemic. The Department reports that, despite the lockdown, delivery of sanitary towels was undertaken from January to March 2020 and this resulted in reaching 80 per cent of beneficiaries.

Independent Schools

There are 128 funded independent schools with 31 784 learners in the province. The Department is very circumspect in the awarding of subsidies to independent schools. An independent school must be registered for at least one year before its application for a subsidy is considered.

The awarding of a subsidy is contingent on the school showing proof of compliance with the Norms and Standards for School Funding that provides national guidelines to the province. These schools are monitored throughout the year to ensure compliance with all funding requirements.

Special Education

In our quest to ensure that all learners with special needs are also taken care of in our commitment to change the face of education in KwaZulu-Natal, we have dedicated much of our energies and resources for improving many of our Special Schools. This is evidenced by the fact that in the last couple of years we have been able to build and improve many of the 74 special schools we have in the Province.

The Department continued to focus on the provision of special schools' infrastructure in order to grant access to education for learners with special needs. This included projects such as the construction of new schools, as well as boarding facilities. The Department completed Pholela special school in the Harry Gwala district and Phangindawo special school (95 per cent completion) in uMgungundlovu district, as well as Inanda LSEN school (90 per cent complete) in Pinetown district. The Open Gate special school (70 per cent complete) in uMgungundlovu district was earmarked to be completed by March 2021.



Resourcing of Special Schools has been prioritised, for example braille textbooks in all subjects in all grades have been provided to Braille-using learners. The provision of additional buses to special schools and other outreach programmes have contributed to the enrolment of learners increasing by approximately 500 in Special Schools during the period under review.

Focus Schools

The Department is spearheading a drive to establish various focus schools within the province. These schools include a Maritime School of Excellence in Umlazi District and the Dabulamanzi Agricultural School of Excellence in UMgungundlovu District. The two schools are at design stage. Progress on the Dabulamanzi Agricultural School of Excellence is however delayed due to the litigation between the implementing agent and one of the bidders who had tendered for the provision of professional services. Development is thus currently halted until the outcome of the litigation process.

The Anton Lembede Academy was completed in August 2019. The school was launched by the Honourable Premier of the Province and MEC for Education in February 2021. The school has enrolled Grade 8 learners for the 2021 academic year. The school caters for the learners with special needs and also has boarding facilities catering for 600 learners.

Early Childhood Development

Programme 5 caters for the provision of the training of practitioners, payment of stipends for practitioners in community-based centres with Grade R classes and the provision of core material. The Department has performed well in this programme whereby we have surpassed all our targets of access and resourcing.

The Department is currently working on the migration of the ECD function from DSD to DOE in 2022, to ensure that Grade R is made compulsory by 2022 in terms of the Basic Education Laws Amendment (BELA) Bill. The migration process is already in progress as work streams have been set up to ensure all processes are undertaken properly including movement of human resource, infrastructure, budget, etc.

Infrastructure Development and Maintenance

The Department planned to establish three focus schools, namely an Agricultural School of Excellence in uMgungundlovu district, a Maritime School of Excellence in Pinetown district and a School of Autism in Umlazi district. The implementing agent and professional team were appointed to commence with the designs and implementation for these three schools. The Department identified suitable sites for all three focus schools to be constructed. The implementation and appointment of contractors for the two focus schools (Agricultural School of Excellence and Maritime School of Excellence) was earmarked for 2020/21, however, due to the national lockdown as a result of the Covid-19 pandemic the implementation plan was delayed. The School of Autism was handed over for construction and work commenced, however, the project is experiencing delays due to a legal dispute.

The infrastructure budget was severely affected by the budget cuts to the Education Infrastructure Grant (EIG) in the 2020/21 Special Adjustments Estimate which resulted in a reduction of R497.218 million, as mentioned. This resulted in pressures on the provision of services, such as water and sanitation in schools including ablution services. Most of the Department's infrastructure projects were already in progress when the cut was made as funds were committed and tenders were awarded for 21 projects at the end of 2019/20 in respect of Upgrades and additions: Capital. Furthermore, adding to the pressure was the need to repair 467 schools which were vandalised during the national lockdown, and also to provide the necessary infrastructure related to water provision in schools in the form of water tanks and handwashing stations. In

addition, the Department had to provide chemical toilets in schools with existing sanitation facilities, and the Department also had to de-sludge toilets mainly in rural schools. As part of observing social distancing requirements, the Department provided mobile classrooms to over-crowded schools and schools previously affected by storm damage in April and October 2019. Some of the projects were a carry-through from 2019/20 and were already on site.

The Department recruited 71 technical personnel out of the approved 74 posts as part of the Infrastructure Delivery Management System (IDMS) for improving infrastructure planning, attending to problematic projects, monitoring and evaluation, and quality of completed work to ensure value for money.

Repairs and renovation

The Department continued to ensure conducive and safe learning spaces through undertaking repairs and renovation to existing school infrastructure, such as repairs to roof leaks, replacing broken windows, repairs to storm water drainage, wall painting, etc. The Department implemented a number of projects of which some reached practical completion in 2020/21. This included projects such as Dr. Macken Mistry primary school in Pinetown district, Celimfundo primary school in uMzinyathi district, Inkosenhle primary school in uMkhanyakude district, Vuthela primary school in Zululand district, among others.

New infrastructure assets

As part of ensuring that a conducive environment is created for teaching and learning, as well as providing additional learning spaces, the Department completed three new schools as at the end of January 2021. These included Bhevu high school in uThukela district, Umtamtengwayo primary school in Pinetown district and Pholela special school in Harry Gwala district.

National Senior Certificate

The class of 2020 lost many days of teaching and learning in March, April, May and June 2020 when level 5 of the national lockdown was implemented in response to the Covid-19 pandemic.

Some matric learners were assisted through interventions during the national lockdown. Radio, online lessons and recorded lessons were used but, as some learners are from disadvantaged communities, they were not able to benefit from the online programmes because of a digital divide. The matric class of 2020 was unable to use the Easter holidays and mid-year holidays as part of the matric intervention programme because of the national lockdown regulations. The class of 2020 was the first group that was restricted from sharing textbooks, notes and other learning material due to the Covid-19 regulations. The majority of learners could not cover term 2 and term 3 work during the national lockdown because of lack of access to technology, however, some of the learners were able to cover the work through access to e-learning. It should be noted that catch-up programmes such as weekend classes on Saturdays were proposed during the initial stages of re-opening of schools, however, this was not undertaken as some schools were not ready for such additional classes.

A total number of 167 889 candidates registered to write the 2020 National Senior Certificate (NSC) examination. Due to the Covid-19 pandemic and the nationwide lockdown, the commencement of the matric examinations was delayed. The examinations commenced on 05 November 2020 and were concluded on 15 December 2020.

The year 2020 saw a decline in the overall NSC pass rate due to Covid-19 disruptions. The provincial pass percentage in the year 2020 NSC examination declined to 77.6%. A multitude of interventions including



weekend classes and virtual tuition have been very impactful. They have assisted many learners who would not have been able to perform as best as they did without these interventions. The interventions attempted to increase the number of quality passes in the National Senior Certificate examination.

Overview of the financial results of the department

Departmental receipts

Departmental receipts	2020/2021			2019/2020		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Tax Receipts	-	-	-	-	-	-
Casino taxes	-	-	-	-	-	-
Horse racing taxes	-	-	-	-	-	-
Liquor licences	-	-	-	-	-	-
Motor vehicle licences						
Sale of goods and services other than capital assets	69 028	60 392	8 636	65 430	69 865	(4 435)
Transfers received	-	-	-	-	-	-
Fines, penalties and forfeits	-	-	-	-	-	-
Interest, dividends and rent on land	422	1 040	(618)	400	336	64
Sale of capital assets						
Financial transactions in assets and liabilities	39 451	27 146	12 305	37 394	29 083	8 311
Total	108 901	88 578	20 323	103 224	99 284	3 940



Programme Expenditure

The table below provides a summary of the actual expenditure of the Department in comparison to the adjusted appropriation for both the current year and previous year.

Sub- Programme Name	2020/2021			2019/2020		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	1 950 072	1 950 072	-	1 937 406	1 968 924	(31 518)
Public Ordinary School Education	47 768 794	47 615 123	153 671	45 313 761	45 377 936	(64 175)
Independent School Subsidies	112 300	110 987	1 313	86 125	85 274	851
Public Special School Education	1 394 941	1 394 941	-	1 304 610	1 322 258	(17 648)
Early Childhood Development	1 376 855	1 376 234	621	1 335 678	1 335 678	0
Infrastructure Development	2 870 405	2 876 760	(6 355)	2 646 372	2 759 026	(112 654)
Examination and Education Related Services	1 538 701	1 534 280	4 421	1 564 400	1 564 400	0
Total	57 012 068	56 858 397	153 671	54 188 352	54 413 496	(225 144)

For HOD

Dr E.V. Nzama

Head of Department of Education

Date: 30 September 2021



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

To the best of my knowledge and belief, I confirm the following:

All information and amounts disclosed throughout the annual report are consistent.

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 modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.

The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

The Accounting Officer is responsible for establishing, and implementing a system of internal control that has been 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 my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the Department for the financial year ended 31 March 2021.

Yours faithfully

For HOD

Dr E.V. Nzama

Head of Department of Education

Date: 30 September 2021



6. STRATEGIC OVERVIEW

VISION

6.1.

To be an innovative hub for quality teaching and learning that produces learners developed to exploit opportunities for lifelong success.

MISSION STATEMENT

To facilitate quality teaching and learning in a conducive classroom environment every day.

6.2.



6.3 Values

The Department of Education in KwaZulu-Natal is inspired by the life, achievements and teachings of President Oliver Reginald Kaizana Tambo. The essence of his life, achievements and teachings is unity, an understanding that no person is an island and no person can achieve alone, that we must at all times remain part of a collective and articulate the wishes and concerns of a collective. It is for these teachings that the Department seeks to nurture and inculcate values that bind the Education family and create an ethos of respect, discipline and hard work at all levels. Therefore, the Department of Education in KwaZulu-Natal adheres to the following values:

i) Teamwork

- Striving to be together with one's team at all times and promote 'Team Education',
- Striving to bring everyone together to support, embrace and excel in whatever we do,
- Being part of a collective in everything we do and learning to support one another than to let one another down,
- Establishing and maintaining shared goals,
- Working together towards improving service delivery.
- Focusing the Department on improving cooperation through shared common goals.

ii) Altruism

- Displaying unselfish concern for the welfare of others.
- Doing work for a greater course without the expectation of reward.
- Selflessness and dedication to the national course in the delivery of service and putting people first

iii) Empathy

- Discharging our duties with kindness and generosity.
- Being mindful of the circumstances of others, their needs, special requirements.
- Sharing another's concerns, emotions and feelings.
- Doing the right thing the first time around
- Vicarious identification with other employees' concerns, emotions and feelings through demonstrations of compassion, consideration and care.

iv) Professionalism

- Producing the highest standard of work and demonstrating the highest standard of conduct in our professions.
- Being at the most acceptable behaviour all the times under all conditions.
- Showing emotional maturity.
- Respect for self and others;
- Uplifting the Department to higher performance with high degree of commitment and responsibility.



v) Integrity

- Consistency of actions and conduct with the highest ethical and moral conduct.
- Abiding by the unwritten rules and doing the right thing even when no one is watching.
- Displaying honesty, intolerance to fraud, corruption, nepotism and maladministration
- Straightforward communication, saying what needs to be said without withholding information.
- Treating all (employees, stakeholder and others) in a manner that is fair and just
- The backbone to efficiency and upholding responsibility in a corrupt free environment

vi) Openness and Transparency

- Taking conscious steps to share information that is relevant to a particular level uniformly.
- Treating all (employees, stakeholders and others) in a manner that is fair and just.

vii) Excellence

- Maintaining high standards of performance and professionalism by aiming for quality and avoiding mediocrity in everything we do.
- Performing above minimum requirements the first time around without delays and avoiding repeats.

viii) Ubuntu

- Ubuntu refers to respect, patience, tolerance, humility and caring; all of which should be embedded within every employee in performing everyday duties.
- Being open and available to others,
- Affirming others without feeling threatened
- Belonging to a greater whole
- Recognising that we are all bound together in ways that are invisible to the eye;
- Recognising that we achieve our individual selves by sharing ourselves with others, and caring for those around us.



7. LEGISLATIVE MANDATES

CONSTITUTIONAL MANDATES

CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA ACT NO.: 108 OF 1996

In terms of the Constitution, education other than higher education is a concurrent function shared by the national and provincial spheres of government. The MEC has overall responsibility for providing basic education and progressively providing further education and training. In the execution of his mandate, the Executive Authority operates within the framework of the Constitution and a number of other legislative prescripts and policies in the public service in general and the education sector specifically.

The Constitution of the Republic of South Africa (1996) requires education to be transformed and democratised in accordance with the values of human dignity, equality, human rights and freedom, non-racism and non-sexism. It guarantees access to basic education for all, with the provision that everyone has the right to basic education, including adult basic education.

UPDATES TO THE RELEVANT LEGISLATIVE AND POLICY MANDATES

LEGISLATIVE MANDATES:

Since 1994, a number of policies and legislation have been implemented which creates a framework for transformation in education and training. The fundamental policy framework of the Ministry of Education is stated in the Ministry's first White Paper: Education and Training in a Democratic South Africa: First Steps to Develop a New System, February 1995. This document adopted as its point of departure the 1994 education policy framework of the African National Congress. After extensive consultation, negotiations and revision, it was approved by Cabinet and has served as a fundamental reference for subsequent policy and legislative development.

The Department is informed by key legislation and policies and summary of the key legislation is reflected hereunder. The development in case law also provides direction to the Department on how to apply legislation and policy and dictates amendments thereto.

NATIONAL EDUCATION POLICY ACT NO. 27 OF 1996

The National Education Policy Act (NEPA) provides a framework for intergovernmental relations with regard to the provision of education. It establishes the roles of the Minister of Education in relation to those of the MECs of Education in provinces. NEPA promotes a spirit of cooperative governance. It was designed to inscribe into law the policies, as well as the legislative and monitoring responsibilities of the Minister of Education, as well as to formalize the relations between national and provincial authorities. NEPA laid the foundation for the establishment of the Council of Education Ministers (CEM), as well as the Heads of Education Departments Committee (HEDCOM), as inter-governmental forums that will collaborate in the development of a new education system. As such, it provides for the formulation of national policy in general, and further education and training policies for, inter alia, curriculum, assessment and language, as well as for quality assurance. NEPA embodies the principle of cooperative governance, elaborated upon in Schedule Three of the Constitution.

THE SOUTH AFRICAN SCHOOLS ACT (ACT NO. 84 OF 1996)

The South African Schools Act (SASA) provides access, quality and democratic governance in the schooling system. SASA provides a framework for all learners to exercise their right of access to quality education



without discrimination, and provides for compulsory education for children aged 7 to 15 (or 6 to 14). It provides for two types of schools, namely independent schools and public schools. The provision in the Act for democratic school governance, via school governing bodies, is now in place in public schools countrywide. The school funding norms, outlined in SASA, prioritized redress and target poverty with regard to the allocation of funds for the public schooling system.

SASA has been amended by the Education Laws Amendment Act No. 24 of 2005, so as to authorize the declaration of schools in poverty-stricken areas as “no fee schools” and by the Education Laws Amendment Act No. 31 of 2007 to provide among others for the functions and responsibilities of school principals, and matters pertaining to the control of substance abuse and other matters related thereto.

Significant amendments were made to SASA by the Basic Education Laws Amendment Act 2011 (BELA). BELA brought about changes to inter alia to the definition section of the Act, provided for the non-discrimination in respect of official languages, the responsibility of the Principal in assisting the governing body with the management of school funds, the obligation on the Departments to ensure that provision is made for the training and development of governing bodies and the prerequisite for the governing bodies obtaining the consent of the MEC before entering into agreements relating to the immovable property of the school.

A further amendment is contemplated in the form of the Basic Education Laws Amendment Bill, 2014. Should the Act be promulgated during the period concerned then the Department would actively sensitize officials on the amendments.

SASA serves as an enabling act for the publication of various Provincial Notices which includes but not limited to the following notices:

Composition and Election of Governing Bodies of Public Schools for Learners with Special Education Needs No. 118 published in Provincial Gazette No. 1895

Notice relating to the Election of Members of Governing Bodies for Public Ordinary Schools No. 119 published in Provincial Gazette No. 1895.

Code of Conduct for Members of School Governing Bodies of Public Schools No. 1 of 2018 published in the Provincial Gazette No. 1914.

EMPLOYMENT OF EDUCATORS ACT NO. 76 OF 1998

The Employment of Educators Act provides for the employment of educators. The Act provides for the determination of salaries and other conditions of service for educators and also provides for educators’ professional, moral and ethical responsibilities. The act is subject to the Labour Relations Act, collective agreements concluded by the Education Relations Council and the Personnel Administrative Measures (PAM).

GENERAL AND FURTHER EDUCATION AND TRAINING QUALITY ASSURANCE ACT, (ACT 58 OF 2001)

The General and Further Education and Training Quality Assurance (GENFETQA) Act provides for the establishment of uMalusi, which is charged with a provision of quality assurance in general and further education and training, the issuing of certificates at the various exit points, control over norms and standards of curricula and assessment, as well as conducting of the actual assessment.



SOUTH AFRICAN COUNCIL FOR EDUCATORS ACT NO. 31 OF 2000

The South African Council for Educators Act provides for the governance of the professional teaching corps under a single professional council. The SACE Act further aims to enhance the status of the teaching profession, and to promote the development of educators and their professional conduct. It makes provision for a Legal Affairs and Ethics Department which has to ensure that educators do not breach the Code of Professional Ethics for educators; protect the dignity of the profession and revised the Code of Educators on a continuous basis.

ACT PUBLIC FINANCE MANAGEMENT NO. 1 OF 1999 AS AMENDED (PFMA)

PFMA regulates financial management in the national government, provincial governments and Departments within those governments. It further ensures that all revenue, expenditure, assets and liabilities of those governments are managed efficiently and effectively; and provides the responsibilities of persons entrusted with financial management in those governments.

THE ANNUAL DIVISION OF REVENUE ACT

These Acts provide for the equitable division of revenue raised nationally amongst the national, provincial and local spheres of government; for the reporting requirements for allocations pursuant to such division; for the withholding and delaying of payments; and for the liability for costs incurred in litigation in violation of the principles of co-operative governance and international relations.

PUBLIC SERVICE ACT, 1947 AS AMENDED (PROCLAMATION 103 OF 1994)(PSA)

PSA provides for the organisation and administration of the public service of the Republic, as well as the regulation of the regulation of conditions of employment, terms of office, discipline, retirement and discharge of members of the public service.

PROMOTION OF ADMINISTRATIVE JUSTICE ACT, 2000 (ACT 3 OF 2000)

The Promotion of Administrative Justice Act (PAJA), 2000 (Act 3 of 2000) is legislation that emanated from Section 33 of the Constitution. PAJA Applies to administrative acts performed by the State administration that has an effect on the members of the public. It seeks to protect the public from unlawful, unreasonable and procedurally unfair administrative decisions. It ensures that people who are affected by administrative actions are aware of the reason a decision is taken, given an opportunity to provide representations why the decision should not be taken and the right to have the administrator consider the representations. In terms of PAJA the public must be informed of the right to review. PAJA seeks to promote the principles of openness, transparency and accountability.

During the period concerned PAJA awareness will be actively promoted to ensure that it is applied especially in the area of Admissions, Withdrawal of functions of governing bodies, Dissolution of governing bodies, Closure of schools and in certain areas of misconduct.

PROMOTION OF ACCESS TO INFORMATION ACT, 2000 (Act No. 2 of 2000) (PAIA)

Promotion of Access to Information (PAIA) is legislation that emanated from section 32 of the Constitution.

It provides that every person has a right of access to a record or information held by the state or information held by the state or another person that is required for the exercise or protection of any rights. It seeks to promote a culture of transparency and accountability in the public sector. A compulsory Section 32 report is completed annually and forwarded to the Human Rights commission.

PAIA requests will be attended to in accordance with the Act.

PROTECTION OF PERSONAL INFORMATION ACT, 2013 (Act No. 4 OF 2013) (POPIA)

POPIA applies to the processing of personal information which is entered into a record by a responsible party who is domiciled in South Africa or makes use of automated or non-automated means in South Africa.

The purpose of POPI is to-

- Give effect to the constitutional right of privacy by safeguarding Private information;
- Balance the right of privacy against other rights;
- Regulate the manner in which private information must be processed;
- Provide persons with rights and remedies if POPI is contravened;
- Establish an information regulator to ensure that the rights protected by POPI are respected and those rights are protected and enforced.

POLICY MANDATES:

THE EDUCATION WHITE PAPER 5 ON EARLY CHILDHOOD DEVELOPMENT (2000)

White Paper 5 provides for the expansion and full participation of 5-year-olds in pre-primary school reception Grade education by 2010, as well as for an improvement in the quality of programmes, curricula and teacher development for 0 to 4-year-olds and 6 to 9-year-olds.

EDUCATION WHITE PAPER 6 ON INCLUSIVE EDUCATION (2001)

White Paper 6 describes the intent of the Department of Education to implement inclusive education at all levels in the system by 2020. Such an inclusive system will facilitate the inclusion of vulnerable learners and reduce the barriers to learning, via targeted support structures and mechanisms, which will improve the retention of learners in the education system, particularly those learners who are prone to dropping out.

EDUCATION WHITE PAPER 7 ON E-LEARNING

The Education White Paper 7 on e-Learning provides a framework for the roll out of information and Communication Technology (ICT) infrastructure in schools as well as curriculum delivery through ICTs.

NATIONAL CURRICULUM STATEMENTS (GRADES 10 TO 12)

The National Curriculum Statements embody the vision for general education to move away from rote-learning model, to a learner-centered outcomes-based approach. In line with training strategies, the reformulation is intended to allow greater mobility between different levels and between institutional sites, as well learning pathways. Its assessment, qualifications, competency and skills-based framework as to promote the integration of knowledge and skills through encourage the development of curriculum models that are aligned to the NQF in theory and practice. The NCS was declared policy in November 2003 to roll out curriculum transformation to schools in the Further Education and Training Band (Grades 10-12). The first year of implementation was 2006 in Grade 10, with Grades 11 implemented in 2007 and the first Grade 12 NCS results released at the end of 2008 academic year.



DATES TO INSTITUTIONAL POLICIES AND STRATEGIES

Other than the legislation and policies pertaining to its core function, the Department is obliged to comply with all the legislation and policies in the public service. In addition to the National Education Legislation Mandates and Education White Papers (EWP) 1-7, the following mandates have been included:

- **Public Service Act No 104 of 1994 ;**
- **Public Service Regulations, 2016 ;**
- **Labor Relations Act No 66 of 1995;**
- **Basic Conditions of Employment Act No. 75 of 1997;**
- **Skills Development Act No.97 of 1998;**
- **National Qualifications Framework Act 67 of 2008**
- **Employment Equity Act No 55 of 1998;**
- **Public Finance Management Act No 1of 1999;**
- **Preferential Procurement Framework Act No 5 of 2000;**
- **Treasury Regulations;**
- **Children Act 38 of 2005;**
- **Promotion of Administrative Justice Act No 3 of 2000;**
- **Promotion of Access to Information Act No 2 of 2000;**
- **Protection of Personal Information Act No 4 of 2013;**
- **Protected Disclosures Act No 4 of 2000;**
- **Occupational Health and Safety Act No. 85 of 1993;**
- **Language in Education Policy, 1997**
- **Norms and Standards for Educators, Government Gazette, Vol. 415, No. 20844, 2000**
- **National Policy on Whole School Evaluation (July 2001)**
- **National Curriculum Statement: Grade R-9 (Gazette 23406, Vol. 443-May 2002)**
- **National Policy on Religion and Education, 2003**
- **Policy Document on Adult Basic Education and Training (12 December 2003)**
- **National Education Information Policy (Government Notice 1950 of 2004)**
- **National policy regarding Further Education and Training Programmes: Approval of the amendment to the programme and promotion requirements for the National Senior Certificate: \A Qualification at Level 4**
- **Intergovernmental Relations Framework Act No. 13 of 2005**
- **Addendum to FET Policy document, National curriculum Statement on National Framework regulating learner with Special Needs (11 December 2006)**
- **National Policy on HIV/AIDS for Learners and Educators in Public Schools and Students and Educators in Further Education and Training Institutions, 1998 on the National Qualification Framework (NQF) [Gazette 29851 of April 2007].**



- **National Policy on the conduct, administration and management of assessment for the National Certificate (vocational), 2007**
- **National Education Policy Act: Requirements for Administration of Surveys, (2 April 2007)**
- **National Policy Framework for Teacher Education and Development in South Africa (26 April 2007)**
- **Regulation pertaining to conduct, administration and management of assessment for the National Senior Certificate**
- **(Gazette 31337, Volume 518 of 29 August 2008)**
- **National Planning on an Equitable Provision of an Enabling School Physical Teaching and Learning Environment (21 November 2008)**
- **Construction Industry Development Board (Act 38 of 2000)**

Updates to Relevant Court Rulings

1. **CHISTIAN EDUCATION OF SOUTH AFRICA V MINISTER OF EDUCATION (CCT 13/98) [1998] ZACC 16; 1999 (2) SA 83; 1998 (12) BCLR 1449 14 OCTOBER 1998.**

The decision of this case repealed moderate corporal correction and corporal punishment in independent schools.

2. **MEC FOR EDUCATION; KWAZULU-NATAL AND OTHERS vs PILLAY 2008 (2) BCLR 99 CONSTITUTIONAL COURT**

This case raises the vital questions about the nature of discrimination under the provisions of the Promotion of Equality and Prevention of Unfair Discrimination Act No. 4 2000 as well as the extent of protection afforded to cultural and religious rights in the Public school setting.

The court decided on the place of religious and cultural expression in Public school as are reflected in the Code of Conduct for Learners in those schools.

The Constitution Court found that the Code of Conduct for Learner for Durban Girl High School was discriminatory because it prohibited a learner from wearing a nose stud which was an expression of her religion.

3. **GOVERNING BODY JUMA MUSJID PRIMARY SCHOOL AND OTHERS vs. MEC FOR EDUCATION KWAZULU-NATAL AND OTHER 2011 (8) BCLR (761) CONSTITUTIONAL COURT**

This is an application for leave to appeal against a decision of the KwaZulu-Natal High Court. The order of the High Court authorized the eviction, of a Public school conducted on private property. This dispute was between the Juma Musjid Trust which owned the property, the MEC for Education, KwaZulu-Natal as well as the School Governing Body. The case dealt with the right to education in terms of section 29 of the Constitution and the Constitutional obligation of the state to respect, promote, protect and fulfill that right.

4. **KWAZULU-NATAL JOINT LIAISON COMMITTEE vs. MEC FOR EDUCATION, KWAZULU-NATAL 2013 (4) SA 262 CONSTITUTIONAL COURT**

This case involves the enforcement of payment by the state of subsidy to Independent schools. The court found that once the Department has made an undertaking to pay subsidy to Independent schools, it is bound to honour that undertaking and is not entitled to reduce, retroactively, subsidies



regardless of budgetary adjustments. While affordability was considered as a major issue, the court found that the set dates are of great significance and create a legal obligation to honour those dates. It was further found that responsibility and rationality demand that the Government prepare its budget to meet payment deadlines and it cannot reach back and diminish accrued rights in order to manage its own shortfalls.

- a) **HEAD OF Department, Department OF EDUCATION, FREE STATE PROVINCE vs. HARMONY HIGH SCHOOL AND ANOTHER (2013) ZACC 25;**
- b) **HEAD OF Department, MPUMALANGA Department OF HEAD OF Department, Department OF EDUCATION, FREE STATE PROVINCE vs. WELKOM HIGH SCHOOL AND ANOTHER;**
- c) **EDUCATION AND ANOTHER vs. HOËRSKOOL ERMELO AND ANOTHER (2009) ZACC 32; 2010 (2) SA 415 (CC); 2010 (3) BCLR 177 (CC);**
- d) **MEC FOR EDUCATION vs. GAUTENG PROVINCE AND OTHERS vs. GOVERNING BODY OF RIVONIA PRIMARY SCHOOL AND OTHER (CCT 135/12) (2013) ZACC 34.**

The above mentioned cases dealt with the powers of Schools Governing Bodies to determine and adopt Policies in to a number of issues (e.g. Admission policy, Code of Conduct, etc.). Even though the SGB's have been given that power, such power is not unfettered. The Head of Department cannot interfere by simply setting aside a policy developed by the school developed by the School Governing Body. When the Head of Department or the MEC wants to intervene, he or she must act reasonably and in a procedurally fair manner and must be empowered or authorized by the relevant legislation.

The Welkom High School and Harmony High School dealt with the Code of Conduct for Learners. It provided that learners who fell pregnant could not proceed with attending school until they had given birth. They could be admitted back to school a few months after giving birth. This policy was adopted by the Governing Body after it had gone through a consultative process within the school community. This policy was glaringly discriminatory and could not stand the constitutional scrutiny. The Head of Department attempted to intervene by setting aside this policy but the court ordered that as much as the policies were discriminatory, the Head of Department must act rationally and in a fair and procedural manner to set aside the policy development by the Governing Body.

Hoërskool Ermelo and Rivonia Primary school cases dealt with the admission of Learners to Public school, powers and obligations of the School governing Bodies and the Head of Department in relation to admission to Public school.

5. **BEAUVELLON SECONDARY SCHOOL AND ITS GOVERNING BODY AND 16 OTHER SCHOOL vs. THE MEC OF WESTERN CAPE Department OF EDUCATION - CASE NO 865/13 - SUPREME COURT OF APPEAL OF SOUTH AFRICA**

This case dealt with the closure of public schools in terms of section 33 of the South African Schools Act, 1996. It was argued on appeal that the decision to close the schools was not an administrative decision that is reviewable under the Promotion of Administrative Justice Act, 2000 (PAJA) but an executive decision that is not reviewable under PAJA. The Court decided that when the MEC is performing functions in terms of Section 33, such functions are reviewable under the provisions of the Promotion of Administrative Justice Act 2000.



The court also held that the reason for the closure was sufficient and that the new reasons that emerged during the consultative process was sufficient. Further it was held that there was nothing under Section 33(2) that required that the union that represented the interest of the educators be consulted before closure.

6. **SOUTH AFRICAN POLICE SERVICE VS SOLIDARITY O.B.O BARNARD – 2014(10) BC 1195 CC**

The constitutional court in this case held that an applicant's merit cannot be disregarded in pursuit of Employment Equity especially where service delivery is paramount.

The court emphasized throughout its four concurring judgments that targets should not be pursued so rigidly that they amount to quotas and although the appointment of a candidate from a designated group should be preferred deviations are permitted where for example a candidate from a non-designated group has special skills or where operational requirements require it.

The court also observed that the decision maker should be able to explain how he or she balanced the concerns of both representivity and service delivery with regard to the specific facts of each case.

7. **SOLIDARITEIT HELPENDE HANDE NPC AND DANIEL VENTER VS MINISTER OF BASIC EDUCATION / DIRECTOR GENERAL – Case number 58189/2015. JUDGMENT DELIVERED ON 8 NOVEMBER 2017**

This case relates to the Department's bursary scheme requiring applicants to specialize in indigenous African languages and to teach in rural areas. The applicants contended that this criteria constituted unfair discrimination against white students on the basis of race in violation of Section 9 of the Constitution.

The court ruled that the *"Applicants have failed to establish that the selection criteria for the bursary scheme as a measure by the Department to respond to specific challenges unfairly discriminates against white students"*. The Department however proved that the selection criteria was based on legitimate government policy to promote indigenous African Languages in the schooling system.

8. **ORGANISASIE VIR GODSDIENSTE-ONDERRIG EN DEMOKRASIE VS LAERSKOOL RANDHART AND 8 OTHERS- 29847/2014 (2017) ZAGP 160**

The Gauteng High Court ruled in favour of the Organisasie in the matter concerning religion in public schools. The High court found that public schools as state institutions cannot promote a single religion to the exclusion of others.

The schools defence was based on Section 16 of the South African schools Act which allows schools to determine a schools character or ethos according to the school community. The court held that there was nothing in the Constitution which gave public schools and SGB's the right to adopt an ethos from one religion to the exclusion of others.

The Court held that public schools may not adopt one religion to the exclusion of all others.



9. **OAKFORD PRIORY INVESTMENTS(Pty)Ltd vs MEMBER OF THE EXECUTIVE COUNCIL FOR THE PROVINCE OF KWAZULU-NATAL: CASE NUMBER 7535/2014 - UNREPORTED JUDGMENT DELIVERED ON 24 AUGUST 2018**

The Oakford Primary and Sacred Heart Secondary Schools were public schools situated on the private property belonging to the Dominican Association. On or about 2009 the property was sold to a private owner, Oakford Priory Investments Pty Ltd. Immediately thereafter ongoing legal battles ensued between the Department and the owner. The acrimonious dispute resulted from the amount of rentals paid, access to the schools, services that were provided to the schools and finally the attempted eviction of the learners from the hostel. The MEC thereafter expropriated the schools in terms of Section 58 of the SASA. Section 58(5) of the SASA provides that the expropriation takes immediately upon publication of the notice even though compensation has not been finally determined or paid.

The owner thereafter issued summons against the Department for the sum of R 62 127 000-00 (Sixty-Two Million One Hundred and Twenty Thousand Rands). The Department defended the matter. This amount was reduced during the trial. The Department's valuers were of the view that the expropriated property was valued at R 4 000 000-00 (Four Million Rands). There was disagreement about the most appropriate valuation methodology. After a lengthy trial the judge found in favour of the Department and ordered that the Department pay an amount of R 4 437 500-00 (Four Million Four Hundred and Thirty-Seven Thousand Five Hundred Rands) together with interest from date of expropriation. Each party to pay its own costs. The Plaintiff applied for Leave to Appeal the matter and this was set down for 16 October 2018. The Application for Leave to Appeal was dismissed and the Plaintiff was ordered to pay the Department's legal costs.

10. **D MOODLEY VS KENMONT (CCT281/18) [2019] ZACC 37; 2020(1) BLCR 74 (CC):**

On or about 2010, the Kenmont School and the SGB excluded a learner from attending school. The parent of the learner brought an urgent application for an order that the School Governing Body's decision not to re-admit the learner be reviewed and set aside and that he be immediately admitted to or be re-instated at the school. The Department did not agree with the actions of the school and SGB and filed a Notice to Abide and thereafter an affidavit at the Courts request. The matter was argued in the High Court and the order was granted in favour of the Applicant (parent).

The SGB then filed an Appeal with the Supreme Court of Appeal (SCA). The Department abided the decision of the Durban High Court. The SCA dismissed the Appeal and the SGB was ordered to pay parents legal costs.

The school and the SGB then sought to hold the Department liable to pay the costs emanating from the cost order and brought an application to the High Court seeking an order that the Department be held liable. The Department opposed such application. The Department disagreed that Section 60(1) applied to cost order granted against the school and SGB. It was also argued that the school and SGB acted contrary to the advices of the Department and in such instances it was argued that the school and SGB should be held liable.

When the school failed to make payment, a warrant of Execution was obtained against the school and as a result thereof the school bus and the money the schools bank account was attached. The



school sought to set aside the attachment order and relied on Section 58(4) which prohibited the attachment of the assets of the school. The parent brought a counter application to hold the schools and SGB liable for the cost, alternatively the MEC and also sought to hold the declare section 58(4) unconstitutional. The High Court granted the order as prayed for by the parent.

The parent then approached the Constitutional Court(CC) for confirmation of the declaration of the invalidity of Section 58A (4).

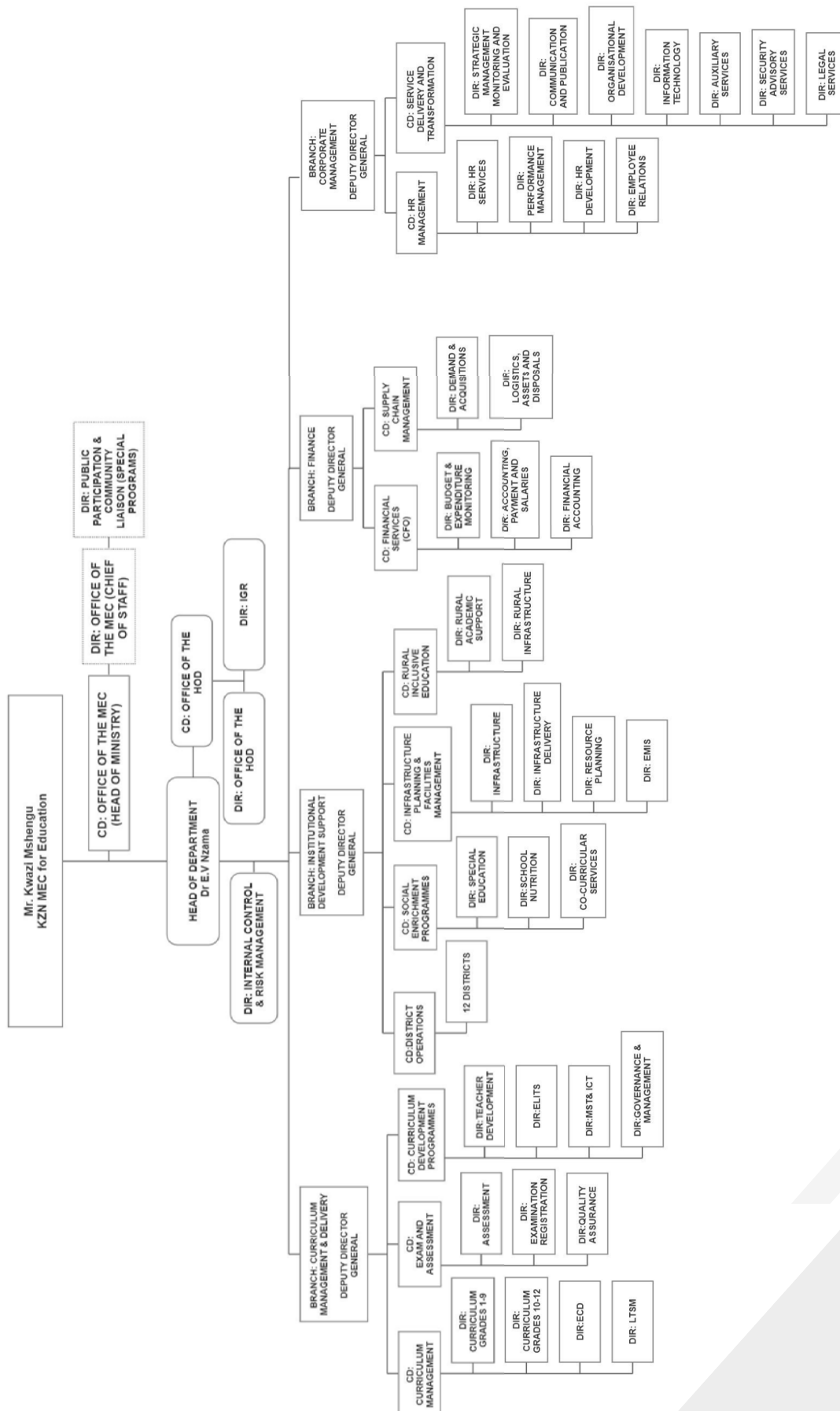
The CC held as follows:

- (i) Section 58(4) is meant to protect the constitutional right to basic education. It averts the obvious harm the school will suffer if assets were attached.
- (ii) The cost orders obtained by the parents are competent and the SGB has the statutory mandate to settle it.
- (iii) With regard to Section 60 was held not to be before the court.
- (iv) The school claimed it did not have funds to pay, it was argued on behalf of the MEC and HOD that the school had litigated on a large scale and had not disclosed how it had got its funds. The court noted that the School and SGB had engaged two (2) counsels which does not come cheap. The court did not accept the school's claim of having lack of funds.

The CC also held that the High Court's declaration of 58A (4) as being invalid was not confirmed. The school was ordered to pay the taxed costs including interest. The members of the SGB must individually or collectively take all steps to ensure that payment is made.



8. ORGANISATIONAL STRUCTURE





9. ENTITIES REPORTING TO THE MEC

There are no entities reporting to the MEC.



KWAZULU-NATAL PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA



Part B

PERFORMANCE
INFORMATION

1. AUDITOR GENERAL'S REPORT: PREDETERMINED OBJECTIVES

Refer to pages 160 - 162 of the Report of the Auditor-General, published as Part E: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

The year 2020 marked one of the most tumultuous periods in the history of the South African education system. The COVID-19 pandemic brought with it many challenges such as the interruption of the curriculum and education service delivery in general. School closures affected learners, teachers and families and had far-reaching economic and social effects. This is especially the case for our fragile education system and the negative effects are more severe for disadvantaged learners and their families. Financial pressure increased as a result of the Department having to procure personal protection equipment and provide water and sanitation to schools that required them to be COVID-19 compliant. The disinfection and sanitisation of schools and offices placed an even greater burden on the shrinking budget. As a result of the academic break necessitated by the Corona Virus Lockdown, the Department of Education provided alternative support programmes for learners during this period of school closure.

The period of hard lockdown unravelled the massive digital divide within the context of teaching and learning in the province. Some of the well-resourced schools were able to introduce technology based pedagogy to ensure that learners have access to learning material whilst at home. Even when schools re-opened some of the schools were able to use blended learning methodologies with alternate days or weeks whilst others could not teach on the days when learners were out of school. Families which lacked the financial means to afford computers and Wi-Fi internet access were immediately disadvantaged. The move from a face to face pedagogy to the one that blends face to face tuition with online tuition worsened the historical inequalities in the education system.

The disruption of the schooling system in KwaZulu-Natal has been massive especially with water and sanitation. There are many schools where the return of learners was slow as COVID-19 came with a pressing demand to address the challenge of water and sanitation. This disrupted the landscape of teaching and learning as schools opened at different times especially for grades 12 and grade 7. The COVID-19 challenge had a negative impact on School Based Assessment. Due to COVID-19 schools did not find space and time to assess learners' progress for term 2 as they were closed. When schools re-opened, districts were advised to focus on curriculum coverage at the expense of standardised assessments. Over and above this, some of the grades opened very late and formative assessment was compromised in favour of curriculum coverage.

In general, year 2020 was different from the previous years as it came with a number of complications caused by COVID-19. One of these complications was that teaching time had been lost whilst grade 12 learners were expected to write a full examination. The other complication was that schools were "stopping and starting" as a result of new infections; therefore, curriculum coverage was not very easy for the matric class of 2020 because of COVID-19 challenges.

Budget pressures were exacerbated by the effects of the Covid-19 pandemic. This included pressures in the personnel budget. A turnaround strategy was developed to manage the personnel budget where various areas that had shown spending pressures were addressed, such as payment of overtime, leave management, reduction of surplus educators, assessment of employees who are at a retirement age and



are due to exit the system, and management of the PPN in schools where there are excess educators based on school enrolment.

The Department had to undertake reprioritisation of the 2020/21 budget to accommodate Covid-19 related pressures, over and above the R1 billion in additional funding allocated to the Department for this purpose. This included providing for additional teaching space that was required in order to comply with social distancing, additional educators that were required to replace those with comorbidities, continuous sanitising of offices and schools, purchasing of PPE for office based and school based officials and learners, additional accommodation that was required for administration of examinations, additional infrastructure needs, such as improving water and sanitation in schools, upgrades to schools in order to comply with social distancing, among others. While efforts were made to reprioritise the budget in order to remain within the allocation, the budget cuts which were implemented against the conditional grants, especially the Education Infrastructure grant (EIG) with a reduction of R497.218 million, resulted in further pressures. In addition, further reductions to the baseline amounting to R3.085 billion were effected against Compensation of employees as a result of steps implemented by National Treasury to reduce the wage bill in the public sector, with these cuts being mainly due to no cost-of-living increases being provided for, but the cuts were deeper than this and thus placed pressures on the Department's Compensation of employees' budget.

Despite the serious challenges brought about by the COVID-19 pandemic the Department is committed to the provision of decent sanitation in compliance with the Norms and Standards of Schools. The province however, still sees the existence of improper water and sanitation facilities such as pit latrines as a challenge.

Currently KZNDoE provides 95% access to Grade R in public ordinary schools. While we have surpassed the Grade R access targets, the Grade R landscape in the province is characterized by ineffective curriculum implementation, severe backlogs in the provision of Grade R infrastructure and a lack of digital equipment and trained teachers. Only 1 300 out of the 6 498 posts are fully funded.

Presently the Department has capacity challenges in absorbing the migration of 0-4 year olds into our schooling system. In order to prepare ourselves for the migration which takes place in April 2022, the Department needs to amongst others carry out an audit of the number of crèches we have in the province and the number of children that are accommodated at these institutions.

Over recent years the Department has stepped up efforts to promote inclusivity in our schools. Despite our commitment to cater for learners with special needs, there are severe constraints within the system for teachers to provide individual learner attention for learners to acquire knowledge and skills to progress through the system. Learners with special education needs are still marginalized within the education system. This is evident in the lack of facilities and equipment to support special needs education at schools.

Whilst we have made headway in improving access to learning, we acknowledge the continuing challenges, especially in respect of: equity and redress; the drop-out rates; the levels of literacy and numeracy; the performance of our learners in the subjects of maths and science; teacher support and development; and learner behaviour and parental involvement in the education system. The KZN Department of Education (KZNDoE) has identified that infrastructure is one of the critical barriers to high quality education within the Province in terms of pit latrines, inappropriate structures, electrification, safety in schools and more libraries (e-Learning Facilities). The Department is building schools that are in line with the 3 Streams Model such as Focus Schools specialising in Hospitality and Tourism.

2.2 Service Delivery Improvement Plan

The Department has completed a service delivery improvement plan. The tables below highlight the service delivery plan and the achievements to date.

SERVICE DELIVERY IMPROVEMENT PLAN – ANNUAL REPORT INPUT

Main Services	Beneficiaries	Current/ Actual standard 2019/20	Desired Standard 2020/2021	Actual achievement
Improve learner pass rate in Grade 12	Learners Educator Parents Civil Society	81.30% Ugu District - 86.30%. Amajuba District - to 85.20%. Pinetown District - 83.0%. UMgungundlovu District 82.80%. Umlazi District - 82.60%. ILembe District - to 80.90%. UMkhanyakude District - 80.60%. King Cetshwayo District - 79.30%. UThukela District - 79.20%. Zululand District - 79.10%. UMzinyathi District 77.40%. Harry Gwala District - 77.30%.	86.3%	<p>Pass percentage of Grade 12 learners who passed NSC declined from 81,3% in 2019 to 77,6% in 2020. A total of 11 districts declined except for Umkhanyakude which maintained the 2019 pass percentage.</p> <p>The decline was due to:</p> <p>The unplanned closure of schools that occurred as a result of COVID-19; and</p> <p>Most face-to-face interventions being replaced with digital learning such as Digi Campus TV lessons, KZN Funda portal and these could not be accessed by all learners.</p> <p>To mitigate against some of the losses brought about by COVID-19 the Department implemented various strategies, some of which are as follows:</p> <p>84 Learners were supported by Learner Support Agents through school homework clubs;</p> <p>3 819 Grade 12 learners were provided with motivational, learning strategies and examination technique workshops.</p> <p>265 Grade 12 learners were reached with the My Life My Future motivational talks aimed at improving self-esteem, sense of purpose and improved academic performance.</p>
Improve Bachelor passes in Grade 12		37,8% of Grade 12 learners passed at bachelor level in 2019-20.	40%	The percentage of Grade 12 learners passing at Bachelor level improved from 36,08% in 2019 to 37,27% in 2020. (Number of Grade 12 learners passing at Bachelor level increased from 44 189 in 2019 to 51 060 in 2020.)
Improve learner performance in Mathematics		16,5% of Grade 12 learners achieving 50% or more in Mathematics.	17%	Percentage of Grade 12 learners achieving 50% or more in Mathematics increased from 16,48% in 2019 to 20,42% in 2020.
Improve learner performance in Physical Science		32,7 % of Grade 12 learners achieved 50% or more in Physical Sciences in 2019/20	34%	Percentage of Grade 12 learners achieving 50% or more in Physical Sciences declined from 32,74% in 2019 to 28,2% in 2020.
Increase the number of Secondary schools with NSC pass rate above 60%		1 532 secondary schools achieved a National Senior Certificate (NSC) pass rate of 60% and above	1 550	The number of secondary schools with National Senior Certificate (NSC) pass rate of 60% and above declined from 1 532 in 2019 to 1 442 in 2020.



Presentation of the academic year Provincial performance to stakeholders	Presentation of NSC results and Academic Improvement Plan made to some stakeholders.	Presentation of the NSC results together with Provincial academic improvement plan to all stakeholders.	<p>Presentation of NSC results was made on 23 February 2021 at Anton Lembede Academy connecting to all districts.</p> <p>Presentation of the academic improvement plan was made to all districts on 28 March 2021.</p> <p>In the 2020 academic year the Province of KwaZulu-Natal had planned interventions which focused on the improvement of overall performance and in each subject.</p> <p>The interventions and programmes implemented were responding to the knowledge and skills gaps which were noted in the 2019 Internal Moderators' and Diagnostic reports.</p> <p>Some of the intervention programmes were designed to respond to the impact of the COVID-19 pandemic.</p>
Promotion of reading to all schools	Poor reading and comprehension skills by some learners.	Improvement of reading and comprehension skills	<p>Although School Libraries were not functioning due to lockdown regulations, the Department implemented the following:</p> <p>243 Schools were visited and promotion on the implementation of Reading Strategy and HRM Circular 51 of 2020 was done.</p> <p>1067 Schools celebrated the World Read Aloud Day which was held between 25th of February and 4th of March 2021</p> <p>With the assistance of Reading Champions and Library Assistants, in the Basic Education Employment Initiative, 682 schools managed to establish classroom libraries where reading is promoted</p> <p>27 Schools were able to establish Reading Clubs which is one of the activities in the promotion of reading</p> <p>81 Schools celebrated Human Rights Day and during this day different reading promotion activities were done.</p>
Promotion of the creation of library corners in all schools	Poor reading and comprehension skills by some learners	Provide library material to establish libraries in selected schools so that all learners have access to reading material	<p>Library material was provided to 17 schools in order to establish Central libraries</p> <p>23 schools received reading packs in order to establish (corner) libraries</p> <p>4 Mobile library Services visited 8 schools to allow teachers to do block loans in order to establish classroom libraries</p> <p>Virtual Training on Primary School Reading Improvement Programme (PSRIP) was successfully conducted 569 Foundation Phase and 668 Intermediate Phase teachers participated.</p>
Provision of revision topics for each gateway subjects	Lack of revision skills to some of our learners	Improve reading with meaning of learners from Grade R to 12	All subjects developed revision programmes which were implemented at the beginning of October to a day before the subject final examination was written.
Setting quality tests in 12 gateway subjects	Lack of setting quality tests by some educators	Improved learner performance in Grade 12	This activity was completed in Quarter 3 of 2020/2021.
Provision of study guides to schools	Insufficient provision of study guides to some of our schools	Improved performance in grade 12 examinations	Step Ahead documents were developed for both teachers and learners in all subjects. The teacher support documents are in the form of lesson plans and the learner support documents are in the form of activities.

Provision of Learner Support material to all schools	Insufficient provision of Learner Support Material to some of our schools	To have all LTSM delivered by day one on the 2021 school year, as ordered. To increase coverage of textbooks to learners to ensure that sharing is prevented.	All available textbooks, as ordered for Grades R – 12 were delivered by day one of the 2021 school year. A small percentage of textbooks which were not available from publishers (0.3%) is being substituted for alternative and available titles to ensure that teaching and learning is not compromised by logistical deficiencies in the publishing sector. Obtaining reports on procurement of LTSM undertaken by Section 21c schools have proven to be challenging and may warrant consequence management.
Clustering of districts for intensive support	Lack of support to Districts The province provides all districts with support in schools. This includes the tracking of learner performance from Grade 10 to Grade 12. Teacher orientation workshops are organised for the FET phase by the Department.	Improved performance in grades 6,9 and 12 examinations	The province provided all districts with support.
Twin the struggling districts with well performing districts	Lack of uniformity in Districts	Improved performance in grades R to 12 examinations.	This was planned but not executed due to lockdown.
Conduct Teacher capacity building on the development of School Assessment Programmes	Lack of knowledge on how to develop assessment programmes by some of educators.	Improved content knowledge and management of assessment in all schools	In July 2020, 16 Foundation Phase Advisors and 20 English First Additional Language subject advisors were trained on the Primary School Reading Improvement Programme (PSRIP) on methodologies to improve reading skills. Teachers were supplied with the Revised Programme of Assessment for all subjects.
Training teachers in the concept of formative and Summative Assessment	Lack of setting quality tests by some educators.	Set quality tests to improve performance in grade 12 examinations	This was planned but the COVID-19 lockdown affected service delivery related to training.
Conduct controlled tests in gateway subjects	High failure rate in gateway subjects	Improvement of learner performance in gateway subjects.	Common preparatory examinations were set in Quarter 3.
Conduct Booth Camps for high flyers	High failure rate in gateway subjects	Improvement of learner performance in gateway subjects from 81% to 86.3%.	High flyer camps were conducted in three districts, namely, Harry Gwala, Umlazi and Zululand. Harry Gwala had 200 attendees, Umlazi had 90 attendees and Zululand had 364 attendees.
Conduct and monitor winter schools	Some schools do not finish the syllabus.	All schools finish syllabuses	Winter school was not conducted due to lockdown.
Printing and distribution of common tests in grade 12 Qualitative and quantitative analysis of common tests.	Lack of knowledge on how to develop assessment programmes by some of educators.	Improved skills in teaching and learning	Common preparatory examinations were set in October 2020.
Conduct and Methodology workshops	Lack of teaching methods by some of our educators	Improved teaching skills	Just in time workshops targeting 7500 teachers were conducted. Development of Step Ahead material was undertaken.
Addressing the challenge of language proficiency at all levels	Lack of language Proficiency at all levels	Improved learning skills	Planned training did not take place in the reporting period due to COVID-19.



<p>Conduct curriculum audit in all LSEN schools</p>		<p>Insufficient curriculum audit in some LSEN schools.</p>	<p>Improvement of Curriculum implementation in LSEN schools</p>	<p>BRAILLE TEXTBOOKS Braille textbooks were supplied to LSEN schools based on needs. Subsequent to the first round of procurement and delivery of 160 braille text titles in 2019-2020, IsiZulu HL and FAL braille texts remained outstanding as Braille master copies were not available. Master copies for IsiZulu HL textbooks for Foundation and Intermediate Phases were produced and text books were procured and delivered to schools during February 2021. Additional textbooks in subjects required for new enrolments in 2021, are being printed from the master copies using in-house braille printing facilities at the schools. SOUTH AFRICAN SIGN LANGUAGE TEXTS / DVDs The implementation date of the new National Catalogue for South African Sign Language-HL (released in May 2019), was January 2021. New texts prescribed for poetry, drama and short stories were ordered during October-November 2020 and delivered to schools at the commencement of the 2021 academic year. Replacement and upgrading of SASL equipment, including video cameras, laptops, monitors, external hard-drives and USBs, is undertaken by the respective schools based on individual needs. Training was conducted for 25 educators in Braille level 1 and 30 educators in Braille Level 2</p>
<p>Develop a policy pack on financial management policies</p>		<p>Some schools lack financial management skills.</p>	<p>Improvement of the management of government finances in the Department of Education</p>	<p>Planned training did not take place in the reporting period due to COVID19.</p>
<p>Develop a system of compliance in writing the submissions on matters with financial implications</p>		<p>Lack of compliance in preparing submissions by some schools</p>	<p>Improvement of compliance in writing submissions on matters with financial implications</p>	<p>There has been an improvement on compliance in writing submissions on matters with financial implications</p>
<p>Develop a pack of constitutional mandates that relate to the delivery of education</p>		<p>Lack of knowledge for constitutional mandates by some of our schools</p>	<p>Improve constitutional knowledge for correct management of the Department of Education at Head Office, District, Circuit and School levels</p>	<p>Planned training did not take place in the reporting period due to COVID19.</p>
<p>Develop a guideline on integrity and ethics relating to the delivery of education</p>		<p>Lack of understanding of the core values of the Department</p>	<p>Improve compliance with the Code of Ethics at Head Office, District, Circuit and School levels</p>	<p>Guideline on integrity and ethics relating to the delivery of education was developed and implemented.</p>

Develop credible relationships with relevant potential education supporters in the private sector	Insufficient relationship with the private sector	Improvement of the final programme and improvement of teacher output and performance of learners	<p>The University of Zululand, working with Empangeni High School assisted in the process of developing the First Edu-Village in the province to benefit surrounding rural communities in a project related to Rural Academic Support.</p> <p>A virtual meeting between Rural Academic Support and the Gauteng Department of Education in March 2021 culminated in a curriculum exchange visit to GDE by KZNDOE officials aimed at transforming curriculum packages for rural schools in KwaZulu-Natal in line with the rural development programme of government.</p> <p>The Rotary Clubs of Howick, Pinetown and Umhlathuzana facilitated the downloading of curriculum material for rural schools into external hard drive and USBs for distribution to rural schools from Grade 1 to Grade 12.</p> <p>VVOB sponsored 3 School-in-a-Box with 30 tablets attached to each trunk to improve performance of learners specifically in STEM (Science Technology Engineering and Mathematics) subjects from Grade 4 to 6. VVOB also provided corner library books for reading to a hundred (100) Multi-grade schools in the Zululand District.</p>
Development of the 2020 Academic Improvement Plan for the province	Unavailability of the Academic Improvement Plan to some schools	Final plan document distributed to all relevant structures.	<p>The 2021 Academic Improvement Plan was developed and communicated to all districts.</p>
Development of comprehension tests pitched at five cognitive levels i.e. level one, level two, level three, level four and level five comprehension tests.	Insufficient comprehension testing skills	Ability of learners to read passages with comprehension and to answer questions	<p>The Department developed the KZN Reading Strategy to improve reading with comprehension by:</p> <ul style="list-style-type: none"> • Strengthening teaching of reading in the Pre- and In-service teacher training; • Providing resources for implementing the Reading Strategy; • Advancing the "Read to Lead" Campaign; • Linking Reading to Teacher Development; • Involving Community and Faith-Based Organisations in the reading programme; • Promoting the role of youth groups in reading; • Supporting reading programme for learners with barrier; • Supporting classroom based reading activities; and • Establishing Reading Clubs and Reading Promotion Committees (Provincial, District and School-based). <p>The following organisations supported schools on library development and/or reading promotion activities: Biblionef SA, Africa Ignite, Bread line, AVBOB, Standard Bank, Partners for Possibilities, Illovo SA in partnership with PLO (Love to Read project), Room to Read, PRASA, Avon Peaking Power, Spoornet and PRASA.</p> <p>The National Reading Coalition (NRC) provided 6 schools with packs of readers in the piloting circuits – Mandeni and Molweni.</p>
Development of Provincial Accountability Guidelines	Lack of accountability at all levels	Enforce accountability at all levels	<p>Finance conducted training and reviews with all Districts. District Directors signed accountability letters for submission of information and the District officials confirmed.</p>
Capacitation of districts on the implementation of accountability	Lack of capacity of districts on the implementation of accountability	Capacitate districts on the implementation of accountability	<p>Finance conducted training and reviews with all Districts. District Directors signed accountability letters for submission of information and the District officials confirmed.</p>
Conducting accountability session at district	Lack of accountability sessions at district	Head Office to conduct accountability sessions at district	<p>Finance conducted training and reviews with all Districts. District Directors signed accountability letters for submission of information and the District officials confirmed.</p>



2.3 Organisational Environment

An organizational structure is a system that outlines how certain activities are directed in order to achieve the goals of the organization. The organizational environment is composed of entities and institutions that affect performance, operations and resources. Within an organizational environment the organogram is an essential vehicle to give effect to the Department's mandate as espoused in the strategic plan.

There has been a number of challenges with the education landscape that had a significant impact on the provision of quality of public education at both national and provincial level. Within the context of the COVID-19 pandemic, schools and offices were closed in accordance with the national lockdown as per the proclamation of the State President in terms of the National Disaster Management Act. The closure of institutions placed the education system in uncharted terrain which required innovative and imaginative thinking to mitigate the adverse effects thereof.

The traditional pedagogical framework was reconceptualised exploring new methodologies to sustain processes of teaching and learning within a constrained and anomalous environment. Notwithstanding the digital divide the Department formulated a programme of action geared toward ensuring the continuity of curriculum delivery as well as psychosocial support to learners. The strategy was characterized with special emphasis being accorded to learners from rural areas and the indigent.

Institutions re-opened with a new set of health and safety protocols that were developed by the World Health Organization, Department of Basic Education, Department of Public Service and Administration and Department of Health. These measures have been customized into standard operating procedures taking into account the dynamics of the schooling system within the Province of KwaZulu-Natal. The standard operating procedures contributed immensely to the smooth re-opening of the institutions in KwaZulu-Natal.

The Department implemented a multifaceted strategy to ensure the safety of learners and employees, provision of personal protective equipment, water tanks, customized learning and teaching support material, reconfiguration of the school day, e-learning and a sustained curriculum recovery programme.

In line with the Presidential Youth Employment Stimulus programme, 73 953 assistants were employed at the various schools in the Province. The assistants have been hailed for supporting and enhancing the functionality of schools amid the Covid-19 pandemic. The aforementioned interventions culminated in a relatively successful academic year.

Administrative processes within the office milieu in the midst of the pandemic were sustained by adhering to the following protocols being observed viz. virtual training sessions, meetings, working remotely and rotation of personnel.

In view of the austerity measures imposed by National and Provincial Treasury the Department reprioritized its programmes and projects so as to derive optimal benefit from limited financial resources.

Despite the financial implications of COVID-19 placing a huge demand on the fiscus of the State, the Department was still able to successfully implement its planned educational programmes through visionary leadership, commitment and dedication of its employees, efficient and effective administrative systems and constructive stakeholder participation.

The appointment of the Deputy Director-General: Curriculum Management and Delivery provided strategic direction and leadership to the Branch. The delivery of the curriculum is at the epicentre of the education



system and this appointment added immeasurable value to the operations of the core business of the Department i.e. teaching and learning.

Furthermore, the appointment of the Chief Financial Officer has provided stability and consolidation of the finances of the Department. This appointment will be of immense value in ensuring the sound financial footing of the Department especially during this period of austerity.

2.4 Key policy developments and legislative changes

- During the reporting period the following notices relating to the 2021 School Governing Body Elections were published on 18 February 2021 in Government Gazette No.2251 as:
 - Composition and Election of members of Governing Bodies of Public Schools for Learners with Special Education Needs (Notice No 3 of 2021); and
 - Notice relating to Election of Members of Governing Bodies of Public Ordinary Schools excluding Learners with Special Education needs (Notice No 4. Of 2021);
- These Notices will regulate the functioning of the Governing body for the next three (3) years. Provisions for e-Elections during the COVID-19 pandemic and the prescripts relating to the Protection of Personal Information Act No.4 of 2013 were also provided for.
- A Draft Learner Transport Policy was published for public comment in April 2020. The comments were considered with the Learner Transport and Special Needs Directorates and the policy was finalised.
- Workshops were conducted and awareness was created surrounding the Protection of Personal Information Act No 4 of 2013 which becomes fully implementable on 1 July 2021.
- The DBE published the draft National Admission Policy for comment and responses were provided on behalf of the Province.



3. PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

The Impact Statement of the Department is: Skilled and competent learners prepared for socio-economic emancipation, while the primary outcome is: Youth better prepared for further learning and the world of work. All the other secondary outcomes such as: A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world; Improved reading for meaning, numeracy and digital skills; A safe, secure school environment for teaching and learning; Decolonized curriculum in language and history studies; and Collaborative and responsive infrastructure planning and implementation contribute to the primary outcome, viz., Youth better prepared for further learning and the world of work.

Despite the serious challenges brought about by the COVID-19 pandemic, the Department is making steady progress towards the achievement of the five year targets in relation to the outcome indicators.

The National Senior Certificate results indicate an increase in the number and quality of passes in the province.

Outcome 1: Youth better prepared for further learning and the world of work

In an attempt to achieve the outcome 1 youth better prepared for further learning and the world of work, the Department has increased access to niche subjects such as STEM subjects for historically disadvantaged learners. The Department has also implemented a curriculum with skills and competencies for a changing world in many more public schools by adequate provisioning for and implementation of the Three Streams Model (Academic, Technical Vocational and Technical Occupational). There is an increase offering of subjects such as: Visual Arts; Woodworking; Fitting and Machining; Agricultural Technology; Construction; Tourism; Agricultural Management Practices; Consumer Studies; Dramatic Arts; Hospitality Studies; Digital Systems; Music; Power Systems; and Engineering Graphics and Design. The Department has also introduced Coding and Robotics in schools.

Outcome 2: A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world

In terms of Outcome 2 a competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world, the Department's teacher training programme was disrupted due to the COVID-19 disruptions. This led to a reduction in the 5 year targets. The province had to resort to alternative methods of teacher training such as virtual workshops and training.

The province adopted a strategy of assisting teachers to teach effectively especially in gateway subjects as a diagnostic report indicated content gaps. Workshops were organised in the twelve districts focusing on the 12 gateway subjects. Each workshop venue was manned by subject advisors and at least 2 practicing top teachers. Participating teachers were drawn from schools with underperforming subjects.

Outcome 3: Improved reading for meaning, numeracy and digital skills

The Department has implemented various programmes to ensure that the 5 year targets for Outcome 3 Improved reading for meaning, numeracy and digital skills are met. The Primary School Reading Improvement Programme (PSRIP) for 2020 is an intervention pitched at the GET level. The PSRIP is a reading improvement programme focusing on English First Additional Language (EFAL). This programme seeks to capacitate and up-skill teachers and subject advisors. The PSRIP also aims to support the transition of learners from mother-tongue instruction in the Foundation Phase to English in the Intermediate. On 14- 15



January 2020, Foundation Phase Subjects Advisors and 1 provincial coordinator was trained on PSRIP by the National Education Collaboration Trust (NECT). On 20 February 2020, Subjects Advisors attended the dry run meeting to ensure that there was common understanding about the core methodology to be followed as per the lesson plans. This meeting was in preparation for the roll out to 592 teachers. The training for the PSRIP covered treasure hunt, PSRIP material, how children learn to read, phonics review, oral activities, listening and speaking, shared reading, group guided reading, writing and assessment

Outcome 4: A safe, secure school environment for teaching and learning:

The number of schools that are benefitting from the schools' social security programmes such as the Learner Transportation Programme, the School National School Nutrition Programme and No Fees School Policy are steadily increasing thus bringing the province closer to the 5-year target.

Outcome 5: Decolonized curriculum in language and history studies

The number of schools offering isiZulu home language is one indicator which helps us assess how we are faring in the realization of outcome 5. IsiZulu home language is offered by the highest number of learners in KwaZulu-Natal from grade R to grade 12. A total in excess of 2 187 787 learners in the province pursued IsiZulu home language which is a clear indication that the Province is rapidly approaching the 5-year target for the number of schools offering isiZulu home language.

Outcome 6: Collaborative and responsive infrastructure planning and implementation

The Department's infrastructure programme is pro-poor where the most disadvantaged (rural and township) schools are targeted for renovations and refurbishment. The province is on course to achieve the 5 year targets.



4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

4.1 PROGRAMME 1: ADMINISTRATION

Purpose:

The purpose of Programme 1: Administration is to provide for the overall management of the education system in accordance with the National Education Policy Act., the Public Finance Management Act, and other policies. Programme 1 includes publicly funded goods and services, in particular teachers, non-teachers and office items, utilized for governance, management, research and administration, as well as general office services, e.g. cleaning and security services, if utilized in the provincial head office and its subsidiary district and circuit offices.

Sub-Programme

This programme has six sub-programmes analyzed as follows:

- (i) Office of the MEC**
To provide for the functioning of the office of the Member of the Executive Council (MEC) for education in line with the ministerial handbook.
- (ii) Corporate Services**
To provide management services which are not education specific for the education system.
- (iii) Education Management**
To provide education management services for the education system
- (iv) Human Resource Development**
To provide human resource development for office-based staff
- (v) Education Management Information System (EMIS)**
To provide education management information in accordance with the National Education Information Policy
- (vi) Conditional Grants**
To provide for projects under programme 1 specified by the Department of Basic Education and funded by conditional grants.

Summary of Achievements

During the reporting period, the Department allocated 9.43% of its total expenditure for education to non-personnel items in order to support sub-sectors of education such as public ordinary schools, special schools and independent schools. This was above the set target of 8.54% for the financial year. The Department's performance in this regard demonstrates the positive strides that are being made towards prioritising funds towards the achievement of its core mandate.

During the reporting period the Department was successful in providing additional resources with the aim of fast tracking online connectivity during the pandemic. This is evident in the fact that the Department ensured that 5 389 schools could be contacted electronically (via email), which was above the targeted amount of 5 340.



Despite the COVID-19 pandemic district officials were able to visit 91% of the targeted schools with the aim of monitoring and the providing support to ensure an effective curriculum in public ordinary schools as well as special schools.

The Department experienced a challenge in meeting its set target of placing qualified Grade R -12 Educators with the age of 30 and below due to the unavailability of suitably qualified educators in this regard.



4.2 PROGRAMME 2: PUBLIC ORDINARY SCHOOLS

Programme Purpose

To provide public ordinary education from Grade 1 to 12, in accordance with the South African Schools Act and White Paper 6 on inclusive education. (E-learning is also included)

ANALYSIS BY SUB-PROGRAMME

This programme has five sub-programmes, analysed as follows:

(i) Public Primary Schools

To provide specific public primary ordinary schools (including inclusive education) with resources required for the Grade 1 to 7 level.

(ii) Public Secondary Schools

To provide specific public secondary ordinary schools (including inclusive education) with resources required for the Grade 8 to 12 levels.

(iii) Human Resource Development

To provide Departmental services for the development of educators and non-educators in public ordinary schools (Including inclusive education).

(iv) In-school Sport and Culture

To provide additional and Departmentally managed sporting, cultural and reading activities in public ordinary Schools (including inclusive education).

(v) Conditional Grant

To provide for projects (including inclusive education) under programme 2 specified by the Department of Basic Education and funded by conditional grants.

Summary of Achievements

The Department has shown a high success rate in this programme. This is evident in the fact that the majority of programmes rolled out within in programme 2 to support a youth better prepared for further learning and a world work have reported positive achievements. During the period under review, the Department provided 154 (28,3%) of the targeted schools with media resources. This programme is particularly significant as it provides access to a wide range of materials such as books which form part of the foundation for the enhancement of learning.

The Department has also been successful in ensuring alignment to the national mandate of access to learning through the provision of schooling through the "No-fee School Policy". During the reporting period the Department reported a total of 2 122 680 (80%) learners benefitting from the "No Fee Schools" policy thereby making its contribution as a province towards ending the exclusion of learners from a poor background from entering the world of learning.

In continuing to ensure accessibility, the Department provided 62 383 Learners with dedicated learner transport which was above its target of 59 000.



With the high rate of unemployment and lack of access to food for some families, the Department has contributed to ensuring the inclusion of all learners within the schooling system school through the school nutrition programme. To this end the Department provided 83% learners, which was more than the target of 82%, with meals at schools so as to eliminate the exclusion of learners from the schooling system due to lack of access to a proper, nutritious meal.

4.3 PROGRAMME 3: INDEPENDENT SCHOOLS

Programme Purpose

The purpose of Programme 3 is to support independent schools in accordance with the South African Schools Act as enshrined in the Norms and Standards for School Funding Regulations.

ANALYSIS BY SUB-PROGRAMME

This programme has two sub-programmes, analysed as follows:

(i) Primary Phase

To support independent schools offering Grades 1 to 7

(ii) Secondary Phase

To support independent schools offering Grades 8 to 12

Summary of Achievements

During the reporting period the Department achieved its 53% target of registered independent schools provided with subsidies to further contribute to enhancing the teaching and learning environment. Further to this, 31 784 subsidies were disbursed to qualifying learners within independent schools. Funding for qualifying learners at independent schools ensures that the Department is providing access to quality education so that the youth is better prepared for further learning and a world of work.



4.4 PROGRAMME 4: PUBLIC SPECIAL SCHOOLS EDUCATION

Programme Purpose

To provide compulsory public education in special schools in accordance with the South African Schools Act and White Paper 6 on inclusive education. Including E-learning and inclusive education.

ANALYSIS BY SUB-PROGRAMME

This programme has four sub-programmes analysed as follows:

(i) Schools

To provide specific public special schools with resources (including E-learning and inclusive education)

(ii) Human Resource Development

To provide Departmental services for the development of educators and non - educators in public special schools (including inclusive education).

(iii) Conditional Grants

To provide for projects under programme 4 specified by the Department of Basic Education and funded by conditional grants (including inclusive education).

Summary of Achievements

The Department recorded an enrolment of 19 790 learners in public special schools. Furthermore, with the drive to employ suitably qualified educators in special schools, the Department recorded an employment of 1 978 educators during the financial year.

The Department has also successfully exceeded its set target of 22% by achieving 31% in ensuring the availability of public special schools to serve as resource centres. This initiative is particularly important as it provides a platform whereby awareness initiatives about inclusive education, including teacher training and parental awareness programmes are rolled out. Irrespective of learners' barriers to learning, this programme ensures that there is a competent cohort of educators and appropriate resources for this cohort of the youth to be better prepared for further learning and a world of work.



4.5 PROGRAMME 5: EARLY CHILDHOOD DEVELOPMENT

Programme Purpose

To provide Early Childhood Education (ECD) at the Grade R and pre-grade R in accordance with White Paper 5 (E-learning is also included)

ANALYSIS BY SUB-PROGRAMME

This programme has four sub-programmes analysed as follows:

(i) Grade R in Public Schools

To provide specific public ordinary schools with resources required for Grade R.

(ii) Pre-Grade R Training

To provide training and payment of stipends of Pre-Grade R practitioners/ educators

(iii) Grade R in early childhood development centres

To support Grade R, at early childhood development centres.

(iv) Human Resource Development

To provide Departmental services for the development of practitioners/ educators and non-educators in grade R

Summary of Achievements

The Department reported an output of 3 982 public schools that offer Grade R. ECD is deemed an important foundation phase of education, therefore this stride by the Department of ensuring that schools offer Grade R within the province may result in educational efficiency as children acquire basic concepts, skills and attitudes required for successful learning and development prior to entering the schooling system. Furthermore, it would be impossible to achieve success without qualified Grade R practitioners. During the reporting period the Department reported 3 617 practitioners having graduated with an NQF level 6 qualification, which was above the set target of 2 049 for the financial year. Strong foundational skills are important in ensuring that the youth is better prepared for further learning and a world of work.



4.6 PROGRAMME6: INFRASTRUCTURE DEVELOPMENT

Programme Purpose

To provide and maintain school infrastructure facilities through infrastructure programmes in support of teaching and learning at schools. The aim is to ensure that the school infrastructure is in compliance to the Regulations Relating to the Minimum Norms and Standards for Public School Infrastructure.

ANALYSIS BY SUB-PROGRAMME

This programme has four sub-programmes analysed as follows:

(i) Administration

To provide and maintain infrastructure facilities for administration

(ii) Public Ordinary Schools

To provide and maintain infrastructure facilities for public ordinary school

(iii) Special Schools

To provide and maintain infrastructure facilities for public special school

(iv) Early Childhood Development

To provide and maintain infrastructure facilities for early childhood development

Summary of Achievements

During the reporting period the Department reported a total of 4 constructed schools which was within the set target of 4 for the financial year. Furthermore, the Department has reported a further 11 schools that are near completion which is above the set target of 6 set for the financial year. In addition, the Department reported the construction of 27 additional specialist rooms which are utilised for activities such as technical drawing, music and metal works.

The Department has also ensured the provision of water infrastructure such as water tanks and tap water to 1 660 schools. This number was above the target of 1 500 set for the financial year.

The Department has also ensured job creation through its Infrastructure programmes by achieving all its set targets by 100% and ensuring that the designated groups such as women, youth and disabled people benefit through the implemented projects.

Through the reported successes it is evident that the Department has honoured its directive to support teaching and learning by ensuring a safe and conducive environment for learners.

4.7 PROGRAMME 7: EXAMINATION AND EDUCATION RELATED SERVICES

Programme Purpose

To provide the education institutions as a whole with examination and education related services.

ANALYSIS BY SUB-PROGRAMME

This programme has five sub-programmes analysed as follows:

(i) Payments to SETA

To provide human resource development for employees in accordance with the Skills Development Act.

(ii) Professional Services

To provide educators and learners in schools with Departmentally managed support services.

(iii) Special Projects

To provide for special Departmentally managed intervention projects in the education system as a whole.

(iv) Examination

To provide for Departmentally managed examination services.

(v) Conditional Grants

To provide for projects specified by the Department that is applicable to more than one programme and funded with conditional grants.

Summary of Achievements

During the reporting period, the Department reported an achievement of 77,6% learners who passed the National Senior Certificate Examination (NSC) and 40% having achieved Bachelors passes. This was below the set targets for the year. The slight decline in performance is attributed to the disruptions caused by the COVID-19 pandemic which resulted in the class of 2020 losing valuable teaching and learning time.

The Department reported an achievement of 20,5% in learners who achieved 50% or more in Mathematics, which was above the set target of 17% and an achievement of 28,3% which was below the target of 34%.

The Department has subsequently come –up with the step ahead programme whereby the topics not taught in 2020 at Grade 10-12 due to COVID – 19 disruptions will be covered in 2021. Furthermore, the Department will strengthen the use of the KZN Funza Portal and other E-learning/Virtual platforms with the aim of improving results in this regard. The provincial academic improvement plan has also been strengthened to ensure that we improve in our academic results. The interventions under this programme are all aimed at better preparing the youth for further learning and a world of work.



5. PERFORMANCE INFORMATION – CHANGES TO OUTPUT TARGETS IN ORIGINALLY TABLED ANNUAL PERFORMANCE PLAN

PROGRAMME 2: PUBLIC ORDINARY SCHOOLS									
Outcome	Output	Output Indicator	Audited Actual Performance 2018/2019	Audited Actual Performance 2019/2020	Planned Annual Target 2020/2021	Actual Achievement 2020/2021 until date of re-tabling	Deviation from planned target to Actual Achievement 2020/2021	Reason for Deviations	Reasons for revisions to the Outputs/Output Indicators/ Annual Targets
<p>Youth better prepared for further learning and world of work.</p> <p>A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world.</p> <p>Improved reading for meaning, numeracy and digital skills.</p> <p>Decolonised curriculum in language and history studies.</p>	Learners in public ordinary schools benefiting from the "No Fee Schools" policy.	PPM 202: Number of learners in public ordinary schools benefiting from the "No Fee Schools" policy.	1 974 320	2 025 939	2 025 939	-	-	This is an annual target which is reported on in the 4th quarter.	The initial target was understated. The revised target is based on the confirmed indicative figures.
	Educators trained in Literacy/ Language content and methodology.	PPM 203: Number of educators trained in Literacy/ Language content and methodology.	25 502	48 082	25 936	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME).
	Educators trained in Numeracy/ Mathematics content and methodology	PPM 204: Number of educators trained in Numeracy/ Mathematics content and methodology.	14 873	36 008	15 750	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME).
	Educators with specialist training on inclusion	PPM 205: Number of educators with training on inclusion.	NEW	4,5%	5 150	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME).
	Funza Lushaka bursary holders placed in schools within six months upon completion of studies or upon confirmation that the bursar has completed studies.	PPM 206: Percentage of Funza Lushaka bursary holders placed in schools within six months upon completion of studies or upon confirmation that the bursar has completed studies.	NEW	26,43%	25%	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME).
	LTSM and other required material delivered by day one of the school year as ordered	PSJ 2.2: Number of public ordinary schools with all LTSMs and other required materials delivered by day one of the school year as ordered	5 832	4 537	5 824	-	-	This is an annual target which would have been reported on in the 4th quarter.	Indicator was reviewed and reworded due to operational challenges in implementation and management thereof.



PROGRAMME 4: PUBLIC SPECIAL SCHOOLS EDUCATION – PROVINCE SPECIFIC INDICATORS

Outcome	Output	Output Indicator	Audited Actual Performance 2018/2019	Audited Actual Performance 2019/2020	Planned Annual Target 2020/2021	Actual Achievement 2020/2021 until date of retabbling	Deviation from planned target to Actual Achievement 2020/2021	Reason for Deviations	Reasons for revisions to the Outputs/Output Indicators/ Annual Targets
Youth better prepared for further learning and world of work. A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world.	Teachers trained on SIAS Policy	CUSTOMISED INDICATORS PSI 4.1: Number of teachers trained on SIAS Policy	NEW	NEW	7 000	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID - 19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME)



PROGRAMME 6: PROGRAMME 6: INFRASTRUCTURE DEVELOPMENT									
Outcome	Output	Output Indicator	Audited Actual Performance 2018/2019	Audited Actual Performance 2019/2020	Planned Annual Target 2020/2021	Actual Achievement 2020/2021 until date of re-tabling	Deviation from planned target to Actual Achievement 2020/2021	Reason for Deviations	Reasons for revisions to the Outputs/ Output Indicators/ Annual Targets
A safe, secure school environment for teaching and learning. Collaborative and responsive infrastructure planning and implementation.	CUSTOMISED INDICATORS								
	Public ordinary schools provided with water infrastructure.	PPM 601: Number of public ordinary schools provided with water infrastructure.	157	150	170	-	-	This is an annual target which is reported on in the 4th quarter.	Due to COVID-19 health protocols there was an increased demand for the provision of water.
	Public ordinary schools provided with electricity infrastructure.	PPM 602: Number of public ordinary schools provided with electricity infrastructure.	51	109	75	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME))
	Public ordinary schools supplied with sanitation facilities	PPM 603: Number of public ordinary schools supplied with sanitation facilities.	156	150	200	-	-	This is an annual target which is reported on in the 4th quarter.	Due to COVID-19 health protocols there was an increased demand for sanitation facilities.
	Additional classrooms built in or provided for existing public ordinary schools (includes new and replacement schools)	PPM 604: Number of additional classrooms built in or provided for existing public ordinary schools (includes new and replacement schools)	400	352	300	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME)).
	Additional specialist rooms built in public ordinary schools (includes new and replacement schools).	PPM 605: Number of additional specialist rooms built in public ordinary schools (includes specialist rooms built in new and replacement schools).	104	41	60	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME)).
	New or additional Grade R classrooms built (includes those in new, existing and replacement schools)	PPM 608: Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools).	59	13	30	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME)).
	Scheduled maintenance projects completed in schools	PPM 610: Number of schools where scheduled maintenance projects were completed.	330	273	270	-	-	This is an annual target which is reported on in the 4th quarter.	Due to financial cut backs and COVID -19 restrictions the targets had to be revised. (Circular No.2 of 2020 from the Department of Planning, Monitoring and Evaluation (DPME)).

6. PERFORMANCE INFORMATION IN RE-TABLED ANNUAL PERFORMANCE PLAN

PROGRAMME 1: ADMINISTRATION									
Outcome	Output	Output Indicator	Audited Actual Achievement 2018/2019	Audited Actual Achievement 2019/2020	Planned Target 2020/2021	Actual Achievement 2020/2021	Deviation from Planned Target to actual Achievement for 2020/2021	Reasons for Deviation	
<p>Youth better prepared for further learning and world of work.</p> <p>A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world.</p> <p>Improved reading for meaning, numeracy and digital skills.</p> <p>A safe, secure school environment for teaching and learning.</p> <p>Decolonised curriculum in language and history studies.</p> <p>Collaborative and responsive infrastructure planning and implementation.</p>	Public schools using the South African Schools Administration and Management Systems (SA-SAMs) to electronically provide data	CUSTOMISED INDICATORS PPM 101: Number of public schools that use the South African Schools Administration and Management Systems (SA-SAMs) or any alternative electronic solution to provide data.	5 862	5 881	5 957	5 848	-109	-1,8%	The target was not achieved as some schools were closed due to the consolidation of the school's programme. The target will be reviewed in the new financial year.
	Public schools contacted electronically (e-mail)	PPM 102: Number of public schools that can be contacted electronically (e-mail).	5 340	5 340	5 340	5 389	49	0,9%	During the period under review additional resources were deployed to fast track online collaboration as demanded by restrictions relating to the COVID-19 pandemic.
	Expenditure going towards non-personnel items	PPM 103: Percentage of education expenditure going towards non-personnel items.	9,6%	9,14%	8,54%	9,43%	0,89%	10,4%	Additional funding was provided in year to address the COVID-19 pandemic and this led to a deviation from the original target.



	Schools visited at least twice a year by District officials for monitoring and support purposes	PPM 104: Percentage of schools visited at least twice a year by District officials for monitoring and support purposes.	72.2%	92%	95%	91%	-4%	-4%	<p>The target was not achieved as a result of the limited number of school days in the 4th Quarter due to the 2021 amended school calendar. The Academic School Term 1 ends on 23 April 2021 whereas the final quarter of the financial year 2020/21 ended on 31 March 2021. District offices therefore provided reports on schools visited before the 1st Term was completed. Nine (9) Districts were unable to meet the set target of 95% or more of their schools when combining outputs for Q3 and Q4.</p> <p>Districts will be alerted to report on the remaining school visits for the 1st term in the 1st Quarter of the Financial Year 2021/22.</p>
	Schools connected through different options working with DTPS	PPM 105: Percentage of schools having access to information through (a) Connectivity (other than broadband); and	NEW	NEW	60%	0%	-60%	-100%	<p>The Provision of connectivity to all public institutions including schools is the competency of the Department of Communications and Digital Technologies (DCDT) nationally, and the Department of Economic Development, Tourism and Environmental Affairs (EDTEA) provincially. The two-line function Departments have not made any progress in respect of the implementation of the South Africa Connect policy to provide connectivity to public schools.</p> <p>The matter has been escalated to the Office of the Premier and the Department of Basic Education.</p>

		(b) Broadband	NEW	NEW		15%	0%	-15%	100%	The Provision of broadband connectivity to all public institutions including schools is the competency of the Department of Communications and Digital Technologies (DCDT) nationally, and the Department of Economic Development, Tourism and Environmental Affairs (EDTEA) provincially. The two-line function Departments have not made any progress in respect of the implementation of the South Africa Connect policy to provide broadband connectivity to public schools. The matter has been escalated to the Office of the Premier and the Department of Basic Education.
	Qualified Grade R-12 teachers aged 30 and below entering the public service as teachers for the first time during the financial year	PPM 106: Number of qualified Grade R-12 teachers aged 30 and below, entering the public service as teachers for the first time during the financial year.	NEW	672	300	112	-188	-62,7%		The target set for the financial year was not met due to the unavailability of educators in scarce subjects. Profiling of posts/vacancies will be monitored to be in line with the correct subject package.
	Women in Senior Management	PROVINCE SPECIFIC INDICATORS								
		PSI 1.1: Percentage of women in Senior Management Service.	38%	31%	50%	33%	-17%	-34%		The target set for the financial year was not met as the suitability of candidates in terms of the requirements for the post as well as experience necessitates the employment of male applicants. Selection Committees are being appraised of the Departments' obligation on this matter prior to proceeding with selection processes to increase representation of women in SMS and the Executive Authority posts.
	Women school principals.	PSI 1.2: Percentage of women school principals.	40%	41%	40%	40%	0%	0%		The target was achieved.



PROGRAMME 2: PUBLIC ORDINARY SCHOOLS

Outcome	Output	Output Indicator	Audited Actual Achievement 2018/2019	Audited Actual Achievement 2019/2020	Planned Target 2020/2021	Actual Achievement 2020/2021	Deviation from Planned Target to actual Achievement for 2020/2021	Reasons for Deviation
CUSTOMISED INDICATORS								
Youth better prepared for further learning and world of work. A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world. Improved reading for meaning, numeracy and digital skills. A safe, secure school environment for teaching and learning. Decolonised curriculum in language and history studies. Collaborative and responsive infrastructure planning and implementation.	Schools provided with media resources.	PPM 201: Number of schools provided with multi-media resources	185	161	120	154	34	28,3%
	Learners in public ordinary schools benefiting from the "No Fee Schools" policy.	PPM 202: Number of learners in public ordinary schools benefiting from the "No Fee Schools" policy.	1 974 320	2 025 939	2 072 272	2 122 680	50 408	2,4%
	Educators trained in Literacy/ Language content and methodology.	PPM 203: Number of educators trained in Literacy/ Language content and methodology.	25 502	48 082	16 500	10 957	-5 543	-33,6%
	Educators trained in Numeracy/ Mathematics content and methodology.	PPM 204: Number of educators trained in Numeracy/ Mathematics content and methodology.	14 873	36 008	10 000	7 048	-2 952	-29,5%
	Educators with specialist training on inclusion	PPM 205: Number of educators with training on inclusion.	NEW	NEW	1 790	0	-1 790	-100%
	Funza Lushaka bursary holders placed in schools within six months upon completion of studies or upon confirmation that the bursar has completed studies.	PPM 206: Percentage of Funza Lushaka bursary holders placed in schools within six months upon completion of studies or upon confirmation that the bursar has completed studies.	NEW	26,43%	10%	3,3%	-6,7%	-67%
	Schools where allocated teaching posts are all filled	PPM 207: Percentage of schools where allocated teaching posts are all filled.	NEW	66%	100%	63,9%	-36,1%	-36,1%
								Due to recruitment processes which are cumbersome, promotional posts are not filled timeously.



Learners provided with Mathematics and EFAL textbooks in grades 3,6,9 and 12	PPM 208: Percentage of learners provided with English First Additional Language (EFAL) and Mathematics textbooks in grades 3, 6, 9 and 12.	NEW	NEW	95%	96%	1%	1%	The onset of the COVID-19 pandemic resulted in many instances in platooning of classes to observe social distancing. Level 5 lockdown regulations also disrupted teacher-learner interaction which meant that learners had to depend heavily on textbooks to provide content and structure of the curriculum. It was to this end that the Department reprioritized its budget to purchase additional textbooks for schools in need, which was over and above the annual textbook spend. This intervention increased the textbook-learner coverage ratio and thereby surpassed the target of 1%.
Schools producing a minimum set of management documents at a required standard.	PPM 209: Percentage of schools producing a minimum set of management documents at a required standard	NEW	76,74%	100%	85%	-15%	-15%	Due to COVID-19 alert levels 5, 4 and 3 Circuit Managers could not check minimum school documents for the period of April to August 2020. They had to focus on joint visits with stakeholders to monitor the schools' readiness to reopen after the lockdown, e.g. supporting documents in KZN Circular No. 36 of 2020. Furthermore, COVID - 19 safety measures discouraged shared handling of documents. In the 3rd Quarter Circuit Managers had to focus on monitoring the National Senior Certificate Examinations. There was a limited time frame to report on in the 4th quarter as the financial year 2020-21 ended on 31 March 2021 whereas the first term of the amended school calendar 2021 ended on 23 April 2021. Districts and schools will be urged to gradually improve on electronic record keeping and record sharing.
Learners are funded at a minimum level.	PPM 210: Percentage of learners in schools that are funded at a minimum level.	NEW	100%	100%	100%	0%	0%	Target achieved
Access to public ordinary schooling system	PROVINCE SPECIFIC INDICATORS							
Provide adequate Learner Teacher Support Materials (LTSM) to public ordinary schools	PSI 2.1: Percentage of learners benefitting from school nutrition programme	94%	81,5 %	82%	83%	1%	1,2%	The set target for the period under review was exceeded due to the increased participation of schools i.e. additional schools were added in the programme during the 4th quarter.
Access to free education in the current financial year	PSI 2.2: Percentage of core LTSMs delivered to public ordinary schools by day one of the school year, as ordered.	NEW	NEW	95%	86%	-9%	-9,5%	S21c Schools which undertook school-based procurement have been slow in furnishing reports on delivery.
	PSI 2.3: Percentage of learners benefitting from no fee policy	71,2%	78%	78%	80%	2%	2,6%	Target was exceeded due to contestation adjustments.



	Learners accessing the dedicated learner transport provided by Department	PSI 2.4: Number of learners benefiting from learner transport	5 8816	62 070	59 000	62 383	3 383	5.7%	The demand for learner transport was more than the target.
	Support and guidance to learners in mainstream schools	PSI 2.5: Number of learners Accessing career guidance, counselling and support programmes in mainstream schools	NEW	109 819	80 000	16 486	-63 514	-79.4%	Activities reported on for this performance indicator were cancelled due to the National State of Disaster declared in respect of the COVID-19 pandemic. The activities comprised of career exhibitions scheduled for the months of April – June as well as subject selection seminars scheduled for July-August as per the national calendar of the Career Exhibition and Information Association. These activities are presented with higher education institutions and other partners. The Risk – Adjusted Strategy for the management of COVID – 19 did not allow for these activities to proceed as planned. Additionally, for the 2020/21 financial year funding for the activities have been curtailed, thus resulting in the targeted number of learners not being reached. Activities planned for the period under review were adjusted so that programmes could be delivered at the level of the school. Motivational, study skills and learning strategies' programmes were conducted with targeted learners through these means. Dissemination of information to support learners in Grade 9 preparing to make Subject Selection for Grade 10 was effected through workshops and activities conducted with selected schools. Additionally, educators were workshopped at these forums on information to be disseminated to learners and resources for learners to be distributed to individual schools/educators.

PROGRAMME 3: INDEPENDENT SCHOOLS SUBSIDIES									
Outcome	Output	Output Indicator	Audited Actual Achievement 2018/2019	Audited Actual Achievement 2019/2020	Planned Target 2020/2021	Actual Achievement 2020/2021	Deviation from Planned Target to actual Achievement for 2020/2021	Reasons for Deviation	
Youth better prepared for further learning and world of work. A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world. Improved reading for meaning, numeracy and digital skills. A safe, secure school environment for teaching and learning. Decolonised curriculum in language and history studies. Collaborative and responsive infrastructure planning and implementation.	Registered independent schools receive subsidies.	PPM 301: Percentage of registered independent schools receiving subsidies.	52%	53%	53%	53%	0%	The target was achieved.	
	Learners enrolled at subsidised registered independent schools.	PPM 302: Number of learners subsidised at registered independent schools.	30 158	31 506	32 100	31 784	-316	-1%	Target was not achieved due to an over estimation of learner numbers. Previous year's subsidy figures are used for projections.
	Registered independent schools visited for monitoring and support	PPM 303: Percentage of registered independent schools visited for monitoring and support.	100%	100%	100%	51%	-49%	-49%	Not all schools could be monitored as per the norm due to COVID - 19 restrictions.
	Schools visited for monitoring and support	PROVINCE SPECIFIC INDICATORS							
		PSI 3.1: Number of funded independent schools visited for monitoring purposes.	127	128	128	49	-79	-61,7%	Not all schools were monitored due to the COVID-19 pandemic.



PROGRAMME 4: PUBLIC SPECIAL SCHOOLS EDUCATION								
Outcome	Output	Output Indicator	Audited Actual Achievement 2018/2019	Audited Actual Achievement 2019/2020	Planned Target 2020/2021	Actual Achievement 2020/2021	Deviation from Planned Target to actual Achievement for 2020/2021	Reasons for Deviation
Youth better prepared for further learning and world of work. A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world. Improved reading for meaning, numeracy and digital skills. A safe, secure school environment for teaching and learning. Decolonised curriculum in language and history studies. Collaborative and responsive infrastructure planning and implementation.	Public Special Schools serving as Resource Centres.	PPM 401: Percentage of public special schools serving as Resource Centres.	22%	22%	22%	31%	9%	Target was exceeded due to the support and conversion of the 4 pre-vocational schools and the resourcing of schools as braille centers.
	Learners enrolled in public special schools.	PPM 402: Number of learners in public special schools.	20 180	19 790	20 190	19 790	-400	Enrolment of learners in Special Schools is affected by shortages of support staff, which includes Therapists, Teacher Aids, Hostel and School Staff. KZNDE has a limited number of special schools resulting in us not being able to accommodate all learners with special needs.
	Therapists/ specialist staff employed in public special schools.	PPM 403: Number of therapists/ specialist staff in public special schools.	193	193	192	202	10	The target has been exceeded due to the employment of specialist staff.
	Teachers trained on SIAS Policy	PROVINCE SPECIFIC INDICATORS-						
	Teachers trained on SIAS Policy	PSI 4.1: Number of teachers trained on SIAS Policy	NEW	2 682	5 000	0	-5 000	The submission for the training on SIAS Policy was not approved by Senior Management due to COVID-19 restrictions.
	Employed Educators in public special schools	PSI 4.2: Number of educators employed in public special schools	1 697	1 912	1 890	1 978	88	The Department's drive to employ suitably qualified educators in special schools led to the target being exceeded.



PROGRAMME 5: EARLY CHILDHOOD DEVELOPMENT									
Outcome	Output	Output Indicator	Audited Actual Achievement 2018/2019	Audited Actual Achievement 2019/2020	Planned Target 2020/2021	Actual Achievement 2020/2021	Deviation from Planned Target to actual Achievement for 2020/2021	Reasons for Deviation	
Youth better prepared for further learning and world of work. A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world. Improved reading for meaning, numeracy and digital skills. A safe, secure school environment for teaching and learning. Decolonised curriculum in language and history studies. Collaborative and responsive infrastructure planning and implementation.	Public schools offer Grade R.		3 941	3 982	3 892	3 982	90	2,3%	Numbers fluctuate based on new schools that open Grade R classes and schools that close down.
	Grade R educators or practitioners with NQF Level 6 and above qualification employed at schools.	PPM 501: Number of public schools that offer Grade R. PPM 502: Number of Grade R educators or practitioners with NQF level 6 and above qualification.	2 766	2 049	2 049	3 617	1 568	76,5%	An increased number of ECD practitioners graduated with an NQF Level 6 Qualification.
	Subsidized community based centers offering Grade R	PROVINCE SPECIFIC INDICATORS							
	Grade R practitioners employed in public ordinary schools	PSI 5.1: Number of subsidized community based centres offering Grade R. PSI 5.2: Number of Grade R practitioners employed in public ordinary schools.	46 5 229	27 5 246	27 5 256	27 5 190	0 -66	0% -1,3%	Target achieved. The implementation of the revised post provisioning norms (PPNs) resulted in the target being under-achieved.



PROGRAMME 6: INFRASTRUCTURE DEVELOPMENT									
Outcome	Output	Output Indicator	Audited Actual Achievement 2018/2019	Audited Actual Achievement 2019/2020	Planned Target 2020/2021	Actual Achievement 2020/2021	Deviation from Planned Target to actual Achievement for 2020/2021	Reasons for Deviation	
Youth better prepared for further learning and world of work. A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world. Improved reading for meaning, numeracy and digital skills. A safe, secure school environment for teaching and learning. Decolonised curriculum in language and history studies. Collaborative and responsive infrastructure planning and implementation.		CUSTOMISED INDICATORS							
	Public ordinary schools provided with water infrastructure.	PPM 601: Number of public ordinary schools provided with water infrastructure.	157	150	1 500	1 660	160	10,7%	The figure is inclusive of schools provided with water in the form of water tanks and municipal lines. This does not make provision for new schools.
	Public ordinary schools provided with electricity infrastructure.	PPM 602: Number of public ordinary schools provided with electricity infrastructure.	51	109	30	30	0	0%	The Annual Target was achieved.
	Public ordinary schools supplied with sanitation facilities	PPM 603: Number of public ordinary schools supplied with sanitation facilities.	156	150	500	500	0	0%	The Annual Target was achieved
	Additional classrooms built in or provided for existing public ordinary schools (includes new and replacement schools)	PPM 604: Number of additional classrooms built in or provided for existing public ordinary schools (includes new and replacement schools)	400	352	150	169	19	12,7%	The target was exceeded due to the infrastructure demands in certain districts.
	Additional specialist rooms built in public ordinary schools (includes new and replacement schools).	PPM 605: Number of additional specialist rooms built in public ordinary schools (includes specialist rooms built in new and replacement schools).	104	41	20	27	7	35%	The target was exceeded due to the infrastructure demands in certain districts.



	New schools completed and ready for occupation (includes replacement schools)	PPM 606: Number of new schools that have reached completion (includes replacement schools).	10	5	4	4	0	0%	This figure is inclusive of both new and replacement schools built and completed. The Annual Target was achieved.
	New schools under construction (includes replacement schools)	PPM 607: Number of new schools under construction (includes replacement schools).	10	8	6	11	5	83.3%	This figure is inclusive of both new and replacement schools built. The eleven (11) schools under construction are: 1. Bloemfontein Primary School in Harry Gwala, 99 % Complete 2. Cosmo Primary School in Umgungundlovu, 95% Complete 3. Sinothando Secondary School in Umzinyathi, 70% Complete 4. Siphumelele Secondary School (Meer-En-See) in King Cetshwayo, 90 % Complete 5. Solomon Mahlangu Primary School (Comubia P5), in Pinetown, 35% Complete 6. Ekucabangeni Secondary School, in Umzinyathi, 30 % Complete 7. Dundee Juniorss, Umzinyathi, 20 % Complete 8. Xoloxolo Senior Primary School, in Harry Gwala, 52 % Complete 9. Autism School (Maritime School of Excellence), in Ilembe, 5% Complete 10. J G Zuma Secondary School, in Pinetown, 20% Complete 11. Inanda LSEN School, in Umlazi, 85% Complete
	New or additional Grade R classrooms built (includes those in new, existing and replacement schools)	PPM 608: Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools).	59	13	20	6	-14	-70%	The annual target was not achieved due to delays that were caused by the COVID-19 lockdown.
	Schools provided with new or additional boarding facilities.	PPM 609: Number of schools provided with new or additional boarding facilities.	0	1	1	1	0	0%	The Annual Target was achieved.



	Scheduled maintenance projects completed in schools	PPM 610: Number of schools where scheduled maintenance projects were completed.	330	273	150	317	167	111,3%	The target was exceeded due to the increased demand for maintenance/repair work to be done at schools.
		PROVINCE SPECIFIC INDICATORS							
	Women benefitting from EPWP programmes	PSI 6.1: Number of women benefitting from EPWP programmes	204	176	150	150	0	0%	The Annual Target was achieved.
	Youth benefitting from infrastructure projects	PSI 6.2: Number of youth benefitting from infrastructure projects	146	178	130	130	0	0%	The Annual Target was achieved.
	Disabled people benefitting from EPWP programmes	PSI 6.3: Number of disabled people benefitting from EPWP programmes	2	3	4	4	0	0%	The Annual Target was achieved.

PROGRAMME 7: EXAMINATION AND EDUCATION RELATED SERVICES

Outcome	Output	Output Indicator	Audited Actual Achievement 2018/2019	Audited Actual Achievement 2019/2020	Planned Target 2020/2021	Actual Achievement 2020/2021	Deviation from Planned Target to actual Achievement for 2020/2021	Reasons for Deviation
CUSTOMISED INDICATORS								
Youth better prepared for further learning and world of work. A competent cohort of educators with the requisite skills for curriculum delivery and assessment in a changing world. Improved reading for meaning, numeracy and digital skills. A safe, secure school environment for teaching and learning.	Learners passing National Senior Certificate Examination (NSC)	PPM 701: Percentage of learners who passed the National Senior Certificate Examination (NSC)	76,2%	81,3 %	86,3%	77,6%	-8,7%	<p>The COVID-19 pandemic disrupted normal school programmes. The Matric Class of 2020 lost valuable teaching and learning time of about 3 months and as a result teachers' could not have sufficient time to teach and to do revision before the writing of the final examinations. It also negatively impacted on many matric intervention programmes. Contingency academic plans did not have the desired effect. Many teachers teaching critical subjects like Mathematics and Sciences are advanced in age and had to take leave because of various comorbidities. This left learners at the hands of substitute educators at a critical time of the year.</p> <p>The Province has come up with a step ahead programme whereby the topics not taught in 2020 at Grade 10-12 as a result of rotational time tables that schools had to follow to ensure social distance of 1 meter, are covered in 2021.</p>
	Grade 12 learners passing at Bachelor Pass level	PPM 702: Percentage of Grade 12 learners passing at Bachelor Pass level.	33,2%	37,8%	40%	37,8%	-36,2%	
	Grade 12 learners achieving 50% or more in Mathematics	PPM 703: Percentage of Grade 12 learners achieving 50% or more in Mathematics	17,6%	16,5%	17%	20,5%	3,5%	
							20,6%	<p>The Provincial interventions implemented at provincial and district level over the past 3 years are beginning to bear positive results. The class of 2020, has been writing external Mathematics Examination from Grade 10. The 2020 provincial Mathematics results improved from 46% to 50%.</p> <p>The interventions will be maintained to support the districts that performed poorly in Mathematics paper 2, to ensure that the results keep on an upward trajectory.</p>

VOTE 5



Secondary schools achieving a National Senior Certificate (NSC) pass rate of 60% and above	PPM 705: Number of secondary schools with National Senior Certificate (NSC) pass rate of 60% and above	1 350	1 523	1 550	1 459	-91	-5,9%	<p>The Province could not achieve the set target due to the COVID - 19 restrictions that schools had to take into consideration when delivering teaching and learning. These protocols did not only compromise teaching time and quality but also affected the learners and teachers psychologically and compromised the performance.</p> <p>The experiences learned in 2020 on how schools can be managed within the COVID-19 context will be used to facilitate leadership workshops for School Management Teams. The Province has come up with the Provincial Academic Improvement Plan to improve the results of 2021. The Districts that performed below 80% in 2020 will be prioritised for intervention. The Department has filled a substantial number of vacant office based posts at District and Head Office for subject specialists. It is expected that these interventions would have an impact in improving learner outcomes.</p>
Schools with an NSC pass rate below 60%	PROVINCE SPECIFIC INDICATORS PSI 7.1: Number of schools with an NSC pass rate below 60%	415	239	200	307	107	53,5%	<p>The target was not achieved because schools had to deal with the shortened school calendar and observe social distancing. Learners and teachers had to wear masks at all times. Learners were not allowed to share resources like textbooks and apparatus. This compromised the delivery of teaching and learning. Although the Department tried to provide added resources in terms of additional textbooks, these were delivered late in the year.</p> <p>The learner support material to ensure that there is no sharing of materials at Grade 12 as a compliance for COVID-19, was delivered when schools opened in January 2021. The lessons learnt in 2020 will be used to strengthen the provincial interventions in all the subjects which declined in 2020.</p>



7. Response to the COVID-19 Pandemic

Disruption of the schooling system

One of the impacts of COVID-19 in KwaZulu-Natal was the disruption of the schooling system. Some communities wanted schools to remain closed because of the surge of COVID-19 cases amongst educators. In some areas it was the issue of the shortage of water in communities and a scramble for water provided to local schools. There were service delivery protests in demand for water and sanitation by communities in view of provisioning to schools. Some groups wanted schools to remain closed due to anxiety about COVID-19. There were community protests which caused all aspects of daily life to stop including teaching and learning in certain localities. The other factor that caused disruption was the “stop and start” pattern of schooling triggered by identified infections.

The issue of disruption of schooling was not left unattended. It was discussed at the district command council meetings and certain actions were taken. These actions included the engagement of the services of the South African Police Service (SAPS) for interventions. The province also strengthened the school safety and security committees which were attached to a member of SAPS at the nearest police station. School Governing Bodies, Traditional Leaders and Ward Councillors intervened in the event of disruptions during and after operating hours. Incidents of disruption were reported to Circuit Managers for intervention. Quality Teaching and Learning Campaign structures were engaged on the issues on school disruptions. In cases where the nature of disruption required political intervention, the relevant MECs were alerted. The daily reports on both learner and educator attendance were collated. All these interventions helped to save the 2020 academic year.

Just before the coronavirus peak in the province, there were a number of schools which reported infections. This led to temporal closures of schools for cleaning and disinfection which introduced a new phenomenon of teaching and learning stoppages. In spite of challenges of capacity to manage the situation, the Department of Health continued supporting the Department of Education to deal with the infections in many schools. The delays in cleaning and disinfection of schools sometimes led to school closures of more than the required days which affected curriculum delivery.

Head Office and District offices were also disrupted by the COVID-19 infections. Some of the Districts Offices experienced some infections which led to temporal closure. In some cases, office based staff were hospitalised causing others to be fearful to come to work. This disrupted the delivery of services in the offices of the government. When offices were closed for disinfection, the public had to wait for days before accessing services of the Department of Education. At that time some of the officials worked from home which decreased capacity to deliver services direct to the public.

Vandalism of schools

As from March 2020 when the lockdown started, the province saw an increase in the destruction of schools. This was not happening at a large scale before lockdown which means that the criminals took advantage of the fact that there was nobody at the schools as movements were restricted. A total of 467 schools were vandalised between 25 March 2020 and 24 September 2020. On the other hand, between 14 September and 25 September only one school was vandalised in King Cetshwayo district. This showed that there is a correlation between lockdown, school closures and the scale of vandalism of schools. The province was able to repair all schools which were vandalised from March to September 2020.

The Department of Education took some measures to deal with vandalism of schools. Infrastructure champions were identified at three levels. These were at school level, circuit level and district level. The School Governing Body, Principals and School Management Teams got more involved in school security. The involvement of community leaders was strengthened. The School Fencing Programme was strengthened to ensure safety and security at schools.

Shortage of classroom space

The washing of hands and social distancing were the two preventive measures that received most attention in schools. Social distancing required a new way of managing the consumption space within school premises. In this situation the main question was "How are schools going to practice social distancing when there is limited space and infrastructure?". Schooling within the COVID-19 context revealed that in 25 years of democracy many schools did not get access to basic infrastructure like running water, electricity and safe toilet systems. KwaZulu-Natal realised that infrastructure is the main challenge during the COVID-19 times. It is a known fact that classroom space is a critical factor in curriculum delivery. There was a need to have a specified number of learners to occupy each classroom in the province. In most of the schools the provinces were compelled to halve the learner population per classroom and increase the number of classrooms. This created a challenge where more teachers were needed to handle the curriculum in additional classrooms. As a result of this challenge, a need for more classroom space resulted to the opening of some of the schools whilst others still remained closed. The challenge of the shortage of space also led to the application of different time tabling options in schools.

Shortage of school furniture

Before COVID-19 learners were seated in single desks or double desks. The COVID-19 problem necessitated social distancing of 1.5m as a regulation. The province realised that double desks were no longer useful as they would lead to the violation of the social distancing rule. As a result, there was a shortage of school furniture (desks and chairs). The new demand revealed that the province needed 8 471 desks at 1 760 schools to accommodate all learners. The province experienced a shortage of 53 836 chairs in 1 760 schools. These shortages affected teaching and learning especially at the time when all other grades were expected to return to school.

Water and sanitation challenges

The Department received various requests for the supply and installation of water tanks from various districts. A total of 3 400 water tanks were provided in schools around the province. The Department also received numerous requests for the supply and installation of chemical toilets from various schools in districts. The Department of Education continued with a process of implementing projects to provide permanent sanitation solutions to 1 377 schools within the province. A total of 3 877 schools were provided with water by the District Municipalities. There was also progress on the eradication of pit latrines as the construction of permanent structures in 1 377 schools was already underway and on-going.

The province realised that the challenge of water had a potential to collapse the Department financially. The Department started with the borehole installation programme in UMkhanyakude, Zululand, UMzinyathi and iLembe. The Department also engaged local government specialists regarding water supply challenges in UMkhanyakude and Zululand. Municipal Managers beefed up their capacity within their respective municipalities to provide water to schools. There was a Service Level Agreement with Local and District Municipalities for the supply of water using road tankers in the short term.



To minimise sanitation challenges, the Department of Education continued to construct permanent structures in a project that was already being rolled out throughout the province and chemical toilets were supplied as interim intervention. Pit-latrines were being eradicated in order to provide safe and healthy sanitation facilities in schools. As a result, 229 schools received proper sanitation facilities. The Department of Education planned to finalize and complete 339 schools currently under construction in order for them to receive proper sanitation facilities.

Complications in the learner transportation programme

As social distancing became a norm in public transport in the early days of the pandemic, it became clear that the learner transportation programme of province was to be tested as buses were compelled to load 50% of their capacity. This test of capacity had a potential of compromising teaching and learning and coverage of the curriculum. At that time the learner transport beneficiaries of the province stood at 62 070 learners from ordinary schools and 6 926 learners from special schools i.e. 68 996 beneficiaries.

Later on, as the country moved to lower alert levels of lockdown, the Minister of Transport announced that vehicles can carry passengers at 100% capacity. While under normal circumstances this should not have posed any serious challenges for learner transport, for KwaZulu-Natal this situation led to the resurfacing of an old challenge - the challenge of overloads. According to the new tender that started operating on the 1st of July 2020 there are 495 buses, 19 midi buses and 212 taxis contracted for the dedicated learner transport programme. This fleet is legally supposed to carry 42 075 learners at 85 learners per bus, 418 learners at 22 per midi bus, and 2 968 learners at 14 per taxi, which totals 45 461 learners. With KwaZulu-Natal having 62 070 learners benefiting from the learner transport programme, this meant that over 16 000 learners constituted overloads. This situation remains a challenge for KwaZulu-Natal learner transport. If the buses were to carry 50% of the capacity, beneficiaries were going to be reduced to 31 035 for ordinary schools and 3 463 for special schools i.e. 34 498 beneficiaries

Demand for more human resources

In addition to the demand for infrastructure, water and sanitation, COVID-19 introduced new pressures on human resources. Extra teachers were needed to replace those who were more vulnerable because of comorbidities. Screeners were needed to ensure that all people who enter the school gates comply with COVID-19 prevention protocols. Cleaners were needed in all schools to ensure that the premises are kept clean and are disinfected in areas of high COVID-19 infection risk. All the additional human resources were non-negotiables since schools could not operate without them. The Department responded to this human resource demand by hiring all the above-mentioned employees which in turn created more budget pressures.

As COVID-19 Protocols required the provision of screeners at all schools, there were 6 000 screeners appointed by the Department of Public Works (DPW) through their Extended Public Works Programme (EPWP) for a period of 3 months ending 30 August 2020. Subsequently the Department of Public Works agreed to extend this service until 31 December 2020. As part of the COVID-19 Protocols, the Department had to ensure that sufficient cleaners were appointed in all schools. Schools were directed to appoint individuals or co-operatives to undertake the sanitising and cleaning of schools for a period of 6 months.

After the announcement of the easing of restrictions by the President of the Republic of South Africa, the management of restrictions led to changes in human resource management. One of the new developments was that all teachers who were working from home had to return to work. The Head of Department issued HRM Circular No. 55 of 2020 entitled "Working Arrangements for alert level 1". The circular ordered all educators and public service employees who were working from home to report for duty as from 21



September 2020 with the exception of those on approved leave. As a result of this, employees who have been working from home during alert levels 5, 4, 3 and 2 started returning to their respective workplaces.

Impact on teaching, learning and assessment

Due to the closure of schools as a safety measure against coronavirus infections, the province witnessed the vast digital divide within the context of teaching and learning. Some of the well-resourced schools were able to introduce technology based pedagogy to ensure that learners have access to learning material whilst at home. Even when schools re-opened some of the schools were able to use blended learning with alternate days or weeks whilst others could not teach on the days when learners were out of school. Families which lacked the financial means to afford computers and Wi-Fi access were immediately disadvantaged. The move from a face to face pedagogy to the one that blends face to face tuition with online tuition widened the historical inequalities in the education system.

The disruption of the schooling system in KwaZulu-Natal has been overwhelming especially with water and sanitation. There are many schools where the return of learners was slow as COVID-19 came with a pressing demand to address the challenge of water and sanitation. This disrupted the landscape of teaching and learning as schools opened at different time especially for grades 12 and 7. The COVID-19 challenge had a negative impact on School Based Assessment. Before COVID-19 schools were able to assess learners for term 1, term 2, term 3 and term 4 to compile marks for school based assessment. Due to COVID - 19 schools did not find space and time to assess learners' progress for term 2 as they were closed. When schools re-opened, districts were advised to focus on curriculum coverage at the expense of standardised assessments. Over and above this, some of the grades opened very late and formative assessment was compromised in favour of curriculum coverage.

In April/May/June 2020 the province had planned for three public examinations (Amended Senior Certificate, NSC Supplementary and Amended Senior Certificate). These examinations coincided with the lockdown period and were not written. The 2020 National Senior Certificate examination was re-scheduled and positioned to start on November 5 to allow for curriculum coverage. The April/May/June 2020 examinations had to be written in November together with the 2020 National Senior Certificate examinations. As a result of this the province wrote an examination which is twice the size of the ordinary National Senior Certificate examination. This overextended examination and assessment resources to the limit.

The 2020 end-of-year Internal Examinations were changed from being standardised internal examinations to Controlled Tests/School Based Tests. Fundamental subjects, i.e. Official Languages, Mathematics, Mathematical Literacy, and Technical Mathematics were to offer the required number of papers with reduced duration. The official languages had to offer two papers instead of three in grades 10 and 11. Elective subjects reduced the number of papers to one paper, containing components of both papers. The duration of Grade 10 controlled tests was 1 hour with components of both papers where applicable. The duration of Grade 11 controlled tests was 2 hours with components of both papers where applicable. The composition of marks and weighting was different with 60% for School Based Assessment and 40% for controlled test. Practical assessment tasks weighed 20% and oral assessment weighed 12.5%.

Implementation of COVID -19 strategy and challenges

In implementing its COVID-19 strategy the Department is guided by the Protocols issued by the Department of Health. The Department ensures that all schools have sufficient face masks, hand sanitizers and soap. Prevention of the spread of the virus is anchored on proper wearing of face masks and social distancing as well as the correct use of hand wash/hand sanitizers.



The writing of the end of the year examinations under COVID-19 posed new challenges for the Department.

The challenges included managing correct numbers of candidates in each examination venue within the lockdown level 1 regulations; wearing of face masks during the examination sessions especially during the three-hour examination sessions where the revised protocol recommends that learners should be given face masks breaks every two hours; and managing writing of examinations by positive candidates and contacts.

In spite of the challenges, the Department had to ensure that all learners capable of writing examinations were not denied their right. Hence, even COVID-19 positive candidates were given opportunities to write examinations in a safe environment.

To regulate and standardize the writing of examinations under COVID-19, the Department of Basic Education in collaboration with the Department of Health issued a protocol on the writing of the 2020 November Examinations in compliance with COVID-19 requirements. Furthermore, Circular E 31 of 2020 was issued which allowed candidates that are COVID-19 positive to write combined 2020 November National Senior Certificate (NSC) Examinations.

In supporting the Department of Basic Education, the Department of Health availed its facilities and personnel to enable COVID-19 candidates to write examinations under safe conditions. No learners wrote examinations from the health facilities. Instead 15 candidates infected or suspected of being infected wrote their examinations in isolation within their schools under strict supervision by DoE and DoH officials. The examinations proceeded without serious challenges.

Further to COVID-19 curriculum interventions the following interventions were monitored during the reporting period

Intervention/Indicator	District/Local municipality	Output
No. of teachers with comorbidities that are on leave due to their medical condition.	All districts	5373
Number of cleaners appointed and allocated to schools.	All districts	2616
Number of identified schools provided with water supply.	All Districts	1500
Number of water tanks delivered and installed in identified schools.	All Districts	1500
Number of water tanks filled with water in all identified schools with insufficient water supply	All Districts	1500
Number of portable water containers delivered to identified schools.	All Districts	1500
Number of identified schools provided with mobile classrooms.	All Districts	1200
Number of mobile toilets provided to identified schools	All Districts	500
Number of damaged schools repaired.	All Districts	467
Number of full time learners registered for the NSC examinations.	All districts	145 878

The Table below reflects the progress on the Department's response to the COVID-19 Pandemic.

Budget Programme	Intervention	Geographic location (Province/ District/ local municipality) (Where Possible)	No. of beneficiaries (Where Possible)	Disaggregation of Beneficiaries (Where Possible)	Total budget allocation per intervention (R'000)	Budget spent per intervention	Contribution to the Outputs in the APP (where applicable)	Immediate outcomes
1	No. of teachers with comorbidities that are on leave due to their medical condition.	12 districts	4 373	Male-1167 Female-4206 Youth-415	R0	R715 530	5 373	A safe, secure school environment for teaching and learning.
1	Number of cleaners appointed and allocated to schools.	12 districts	2 678	Male-1076 Female-1602 Youth-141	R70 350 000	R62 575 234	2 678	A safe, secure school environment for teaching and learning.
6	Number of water tanks delivered and installed in identified schools.	12 Districts	1 660 schools	N/A	R 55 844 779,25	R 55 844 779,25	1 660	A safe, secure school environment for teaching and learning.
6	Number of identified schools provided with mobile classrooms.	12 Districts	1 134 schools	N/A	R82 565 937,00	R 82 565 937,00	1 134	A safe, secure school environment for teaching and learning.
6	Number of mobile toilets provided to identified schools.	12 Districts	1 498 schools	N/A	R12 335 124,00	R12 335 124,00	1 498 schools	A safe, secure school environment for teaching and learning.
6	Number of damaged schools repaired.	12 Districts	467 schools	N/A	R50 250 000	R53 911 499	467	A safe, secure school environment for teaching and learning.
7	Number of full time learners registered for the NSC examinations.	12 districts	145 878	Male-63509 Female-82369 Disabled-292	R104 855 000	R37 157	145 878	Youth better prepared for further learning and world of work



8. LINKING PERFORMANCE WITH BUDGETS

PROGRAMME 1: ADMINISTRATION						
Sub- Programme Name	2020/2021			2019/2020		
	Final	Actual	(Over)/Under Expenditure	Final	Actual	(Over)/ Under Expenditure
	Appropriation	Expenditure		Appropriation	Expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000
OFFICE OF THE MEC	18 645	18 645	-	21 732	21 732	-
CORPORATE SERVICES	1 141 436	1 163 259	(21 823)	1 147 021	1 184 554	(37 533)
EDUCATION MANAGEMENT	757 043	736 371	20 672	730 539	726 256	4 283
HUMAN RESOURCE DEVELOPMENT	362	362	-	6 592	6 592	-
EDUCATION MANAGEMENT INFORMATION SYSTEM	32 586	31 435	1 151	31 522	29 790	1 732
Total	1 950 072	1 950 072	-	1 937 406	1 968 924	(31 518)
PROGRAMME 2: PUBLIC ORDINARY SCHOOL EDUCATION						
Sub- Programme Name	2020/2021			2019/2020		
	Final	Actual	(Over)/Under Expenditure	Final	Actual	(Over)/ Under Expenditure
	Appropriation	Expenditure		Appropriation	Expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000
PUBLIC PRIMARY LEVEL	27 013 769	27 014 532	(763)	25 423 458	25 446 639	(23 181)
PUBLIC SECONDARY LEVEL	18 852 887	18 852 299	588	18 027 421	18 070 237	(42 816)
HUMAN RESOURCE DEVELOPMENT	74 120	74 120	-	104 256	104 256	-
SCHOOL SPORT, CULTURE AND MEDIA SERVICES	15 118	14 788	330	28 629	28 688	(59)
NATIONAL SCHOOL NUTRITION PROGRAMME GRANT	1 727 246	1 573 575	153 671	1 638 181	1 628 447	9 734
EPWP INTEGRATED GRANT FOR PROVINCES	2 180	2 182	(2)	2 028	2 028	-
SOCIAL SECTOR EPWP INCENTIVE GRANT FOR PROVINCES GRANT	22 842	22 975	(133)	24 814	30 441	(5 627)
MATHS, SCIENCE AND TECHNOLOGY GRANT	60 632	60 652	(20)	64 974	67 200	(2 226)
Total	47 768 794	47 615 123	153 671	45 313 761	45 377 936	(64 175)
PROGRAMME 3: INDEPENDENT SCHOOL SUBSIDIES						
Sub- Programme Name	2020/2021			2019/2020		
	Final	Actual	(Over)/Under Expenditure	Final	Actual	(Over)/ Under Expenditure
	Appropriation	Expenditure		Appropriation	Expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000
PRIMARY LEVEL	71 225	69 912	1 313	57 151	57 151	-
SECONDARY LEVEL	41 075	41 075	-	28 974	28 123	851
Total	112 300	110 987	1 313	86 125	85 274	851



PROGRAMME 4: PUBLIC SPECIAL SCHOOL EDUCATION

Sub- Programme Name	2020/2021			2019/2020		
	Final	Actual	(Over)/Under Expenditure	Final	Actual	(Over)/ Under Expenditure
	Appropriation	Expenditure		Appropriation	Expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000
SCHOOLS	1 362 160	1 361 746	414	1 265 861	1 278 889	(13 028)
HUMAN RESOURCE DEVELOPMENT	195	195	-	1132	1132	-
LEARNERS WITH PROFOUND INTELLECTUAL DISABILITIES GRANT	32 586	33 000	(414)	37 617	42 237	(4 620)
Total	1 394 941	1 394 941	-	1 304 610	1 322 258	(17 648)

PROGRAMME 5: EARLY CHILDHOOD DEVELOPMENT

Sub- Programme Name	2020/2021			2019/2020		
	Final	Actual	(Over)/Under Expenditure	Final	Actual	(Over)/ Under Expenditure
	Appropriation	Expenditure		Appropriation	Expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000
GRADE R IN PUBLIC SCHOOLS	1 254 609	1 263 605	(8 996)	1 191 065	1 217 108	(26 043)
GRADE R IN EARLY CHILDHOOD DEVELOPMENT CENTRES	82 235	82 235	-	87 032	84 275	2 757
PRE-GRADE R TRAINING	40 011	30 394	9 617	57 581	34 295	23 286
HUMAN RESOURCE DEVELOPMENT	-	-	-	-	-	-
Total	1 376 855	1 376 234	621	1 335 678	1 335 678	-

PROGRAMME 6: INFRASTRUCTURE DEVELOPMENT

Sub- Programme Name	2020/2021			2019/2020		
	Final	Actual	(Over)/Under Expenditure	Final	Actual	(Over)/ Under Expenditure
	Appropriation	Expenditure		Appropriation	Expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000
ADMINISTRATION	40 699	39 517	1 182	40 261	43 234	(2 973)
PUBLIC ORDINARY SCHOOLS	2 748 281	2 755 818	(7 537)	2 533 735	2 682 072	(148 337)
SPECIAL SCHOOLS	71 384	71 384	-	33 720	33 720	-
EARLY CHILDHOOD DEVELOPMENT	10 041	10 041	-	38 656	-	38 656
Total	2 870 405	2 876 760	(6 355)	2 646 372	2 759 026	(112 654)

PROGRAMME 7: EXAMINATION AND EDUCATION RELATED SERVICES

Sub- Programme Name	2020/2021			2019/2020		
	Final	Actual	(Over)/Under Expenditure	Final	Actual	(Over)/ Under Expenditure
	Appropriation	Expenditure		Appropriation	Expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000
PAYMENTS TO SETA	36 396	36 396	-	34 169	17 085	17 084
PROFESSIONAL SERVICES	710 388	712 452	(2 064)	636 969	652 701	(15 732)
EXTERNAL EXAMINATIONS	744 555	737 942	6 613	828 025	822 044	5 981
CONDITIONAL GRANTS	47 362	47 490	(128)	65 237	72 570	(7 333)
Total	1 538 701	1 534 280	4 421	1 564 400	1 564 400	-



9. TRANSFER PAYMENTS

The table below reflects the **transfer payments made** for the period 1 April 2020 to 31 March 2021

Name of transferee	Type of organisation	Purpose for which the funds were used	Did the dept. comply with s 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity
Various Directorates/ Sub Directorates / Districts / Circuits	Administration	Leave gratuity / stipend / claims against the state/ vehicle licenses		R27 416	R27 416	
Various Schools	Public Ordinary School Education	Covid-19 Response Cleaning		R2 731 769	R2 731 769	
Various Schools	Independent School	Running Costs & LTSM		R110 987	R110 987	
Various Schools	Public Special School Education	Covid-19 Response Cleaning		R152 588	R152 588	
Various Schools	Early Childhood Development	Payment Leave Gratuity / Non LTSM Running Costs		R32 145	R32 145	
Various Directorates/ Sub Directorates / Districts / Circuits	Infrastructure Development	Payment Leave Gratuity		R52	R52	
Various Directorates/ Sub Directorates / Districts / Circuits	Examination & Education Related Services	Payment Leave Gratuity / Payment to SETA		R45 014	R45 014	



10. CONDITIONAL GRANTS

The table/s below details the conditional grants and ear marked funds received during for the period 1 April 2020 to 31 March 2021.

Conditional Grant 1: HIV and AIDS Life Skills Education

Department who transferred the grant	Department of Basic Education: HIV and AIDS Life Skills Education Grant.
Purpose of the grant	To mitigate the impact of HIV, TB and COVID-19 by providing a caring, supportive and enabling environment for learners and educators
Expected outputs of the grant	1 240 Educators and SMTs trained to implement HIV and AIDS programmes in schools. Care and support programmes implemented in schools to reach a total of 44 000 inclusive of learners, educators and learner support agents. 97 000 Copies of HIV and AIDS Lifeskills and COVID-19 material printed for distribution to schools.
Actual outputs achieved	1 240 Educators and SMTs trained to implement HIV and AIDS programmes in schools. Care and support programmes implemented in schools reaching a total of 44 000 inclusive of learners, educators and learner support agents. 97 000 Copies of HIV and AIDS Lifeskills and COVID-19 material printed for distribution to schools.
Amount per amended DORA	R 47 362 000
Amount received (R'000)	R 47 362
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	R 47 490
Reasons for the funds unspent by the entity	N/A
Reasons for deviations on performance	N/A
Measures taken to improve performance	N/A
Monitoring mechanism by the receiving department	Monthly expenditure reports and on-site school visits to monitor implementation



Conditional Grant 2: Learners with Severe to Profound Intellectual Disabilities Conditional

Department who transferred the grant	Department of Basic Education: Learners with Severe to Profound Intellectual Disabilities Conditional Grant.
Purpose of the grant	To provide necessary support, resources, and equipment to identified special care centres and schools for the severely Impaired (SID) for the provision of education to children with severe to profound intellectual disability.
Expected outputs of the grant	Training of: 29 transversal itinerant outreach team members, 210 caregivers, 150 teachers, 35 therapists and 120 officials. Hiring of: 35 Therapists and 01 grant manager. Disaggregated data of: 1200 LSPID. Outreach Services: 70 special care centres and 20 Special schools using the Learning Programme. Provision of Assistive Devices for 120 learners.
Actual outputs achieved	Training of: 29 transversal itinerant outreach team members, 210 caregivers, 150 teachers, and 35 therapists and 120 officials. Hiring of: 29 Therapists and 01 grant manager. Disaggregated data of: 1200 LSPID. 56 special care centres and 20 Special schools using the Learning Programme. Provision of Assistive Devices for 120 learners.
Amount per amended DORA	R 32 586 000
Amount received (R'000)	R 32 586
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	R 33 000
Reasons for the funds unspent by the entity	N/A
Reasons for deviations on performance	N/A
Measures taken to improve performance	N/A
Monitoring mechanism by the receiving department	Monthly expenditure reports and on-site special care centre and special school visits to monitor implementation



Conditional Grant 3: Infrastructure Grant

Department who transferred the grant	Department of Basic Education: Infrastructure Grant
Purpose of the grant	To help accelerate construction, maintenance, upgrading and rehabilitation of new and existing infrastructure in education including district and circuit accommodation. To ensure capacity to deliver infrastructure in education To address damages to infrastructure. To address achievement of the targets set out in the minimum norms and standards for school infrastructure.
Expected outputs of the grant	New schools, additional education spaces, education support spaces and administration facilities constructed as well as equipment and furniture provided. Existing schools infrastructure upgraded and rehabilitated. New and existing schools maintained. Work opportunities created. New special schools provided, and existing special and full service schools upgraded maintained. Schools where contracts focused on the development and upgrading of portable water supply and safe sanitation have reached practical completion. Schools where contracts focused on the COVID-19 emergency portable water supply have reached practical completion. Schools where contracts focused on the COVID-19 emergency safe sanitation have reached practical completion. Volume of water supplied through trucking with details of which schools were supplied on what date. Schools provided with sanitation materials and equipment with quantities specified.
Actual outputs achieved	Water supply to public schools-1660 Electricity supply to public schools-30 Sanitation supplied to public schools-500 Additional classrooms built -169 Additional specialist rooms built-27 New schools completed-4 New schools under construction-11 New or additional Grade R classrooms built-6 Hostels built-1 Scheduled maintenance projects-317
Amount per amended DORA	R 1 912 594 000
Amount received (R'000)	R 1 912 594
Reasons if amount as per DORA was not received	Not Applicable
Amount spent by the department (R'000)	R 1 914 646
Reasons for the funds unspent by the entity	Not Applicable
Reasons for deviations on performance	The Department did not achieve PPM 608. This PPM entails the provision of new or additional Grade R classrooms built (includes those in replacement schools). The challenge experienced was as a result of delays in the finalization of the design and procurement of contractors by the implementing agent which is CDC.
Measures taken to improve performance	The Department took the decision to allocate other implementing agents to implement this programme. The DBSA was therefore allocated other ECD classroom projects for implementation to enable the Department to achieve this PPM in subsequent financial years.
Monitoring mechanism by the receiving department	The Department has the following structures that monitor the effectiveness of the Implementing Agents in implementing the Infrastructure portfolio: Monthly Provincial Infrastructure Delivery Committee; Bilateral meeting between Head of Infrastructure and IA management; Site meetings on each specific projects; Pre-audits to ascertain compliance; and One on One monitoring meeting by DBE. The Department monitors the Implementing Agent to ensure they adhere to the Service Delivery Agreements conditions. Over and above that, Department appointed Works Inspectors at Head Office are allocated to dedicated Implementing Agents for more controlled monitoring and accountability



Conditional Grant 4: Mathematics, Science and Technology (MST) /Information Communication Technology (ICT)

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To provide support and resources to schools, teachers and learners in line with the Curriculum Assessment Policy Statement (CAPS) for the improvement of MST teaching and learning at selected public schools
Expected outputs of the grant	Information, Communication and Technology (ICT) subject specific resources. Workshop equipment, tools, machinery and consumables. 98 Laboratory equipment, apparatus and consumables. Learner support. Teacher support. South Africa-Cuba MST Support Programme. Grant administration.
Actual outputs achieved	163 schools Supplied, installed and provided Information with Communication and Technology (ICT) subject specific resources. 16 schools provided with Workshop equipment, tools, machinery and consumables. 98 schools supplied with Laboratory equipment, apparatus and consumables. 43 437 Learners supported with in school technology. 1 345 Teachers supported with in school technology Grant administration.
Amount per amended DORA	R60 632 000
Amount received (R'000)	R60 632
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	R60 651
Reasons for the funds unspent by the entity	N/A
Reasons for deviations on performance	COVID-19 Coronavirus restrictions disrupted the sourcing of goods and services
Measures taken to improve performance	Improve supply chain management processes
Monitoring mechanism by the receiving department	Consistent monitoring and evaluation via 4 quarterly reports and a final evaluation report

Conditional Grant 5: National School Nutrition Programme (NSNP)

Department/ Municipality to whom the grant has been transferred	Department of Basic Education: National School Nutrition Programme (NSNP)
Purpose of the grant	To provide nutritious meals to targeted learners.
Expected outputs of the grant	2 475 605 learners
Actual outputs achieved	2 347 332 learners
Amount per amended DORA	R1 727 246 000
Amount transferred (R'000)	R1 727 246
Reasons if amount as per DORA not transferred	N/A
Amount spent by the department/ municipality (R'000)	R1 573 418
Reasons for the funds unspent by the entity	The unspent amount of R153 828 is for unpaid March invoices.
Monitoring mechanism by the transferring department	Quarterly Expenditure Reports, Quarterly Narrative Reports and Annual Evaluation



11. CAPITAL INVESTMENT, MAINTENANCE AND ASSET MANAGEMENT PLAN

	2020/2021			2019/2020		
Infrastructure projects	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
New and replacement assets	133 359	133 359	-	261 525	244 803	16 722
Existing infrastructure assets						
- Upgrades and additions	1 679 851	1 687 196	(7 345)	1 384 480	1 389 734	(5 254)
- Rehabilitation, renovations and refurbishments	257 939	257 939	-	478 645	447 852	30 793
- Maintenance and repairs	650 750	650 750	-	464 131	519 217	(55 086)
Infrastructure transfer			-			
Current	650 750	650 750	-	464 131	519 217	(55 086)
Capital	2 071 149	2 078 494	(7 345)	2 124 650	2 082 389	42 261
Total	2 721 899	2 729 244	(7 345)	2 588 781	2 601 606	(12 825)



KWAZULU-NATAL PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA

Part C

GOVERNANCE

1. INTRODUCTION

Commitment by the Department to maintain the highest standards of governance is fundamental to the management of public finances and resources. Users want assurance that the Department has good governance structures in place to effectively, efficiently and economically utilize the state resources, which is funded by the tax payer.

2. RISK MANAGEMENT

The Department has a Risk Management Policy and Risk Appetite Statement in place. During the year the Department revised its Risk Management Strategy.

The Department revised its Risk Register during the year which articulates all the risks identified and tabulates the action plans to be implemented to mitigate those risks. Progress on the actions plans are reported quarterly to the Cluster Audit and Risk Committee as well as emergent risks.

The Department has a unit responsible for monitoring the implementation of the action plans as espoused in the Risk Register. The responsibility, accountability and timeframe for the implementation of the action plans are articulated against each senior official in the Risk Register. Regular assessments of the implementation are conducted and progress reports are presented at Top Management, and oversight committees like the Cluster for Audit and the Risk Committee (CARC), including emergent risks identified.

A COVID 19 Risk Assessment was also conducted and the COVID 19 Risk Register was developed with action plans. These risks are monitored on a monthly basis.

During the year, risk assessments were conducted on Occupational Health & Safety (OHS), Information Technology (IT) and Fraud Risk Assessments and Business Continuity Management (BCM). The resultant risks that were identified are included in the OHS, IT and BCM Risk Registers with action plans to be implemented by the relevant risk owners which is monitored quarterly.

The Department has a Risk Management Committee (RMC) which serves as an oversight committee responsible to the Head of Department for the monitoring, designing, implementing and coordinating the Department's risk management initiatives.

To ensure that the Department is in line with good governance practices, the RMC is responsible for formulating, promoting and reviewing the risk management strategy and progress at strategic and risk management level.

The Department works closely with the Risk Management Unit located within the Internal Audit Unit of the Department of Provincial Treasury. The development of a risk register is ratified at that level and the implementation of the action plans is being monitored regularly. The progress report is jointly presented at the CARC which sits on a quarterly basis. The CARC also advises management on the overall system of risk management within the Department in the Accounting Officers Report submitted to the Department quarterly.

Due to capacity constraints within the Department's Risk Unit, this has negatively affected the roll out of risk management to all levels within the Department viz. Districts and Schools. However, the Department has developed a Risk Champion Training Model for the training of Districts and School Principals on risk management which will be implemented in the 2021/2022 and 2022/2023 financial years.



3. FRAUD AND CORRUPTION

During the year the Department revised its Fraud Prevention Plan and related Policies. The Fraud Prevention Plan provides guidelines in preventing, detecting and reporting fraudulent activities within the Department. The Fraud Prevention Plan includes a Fraud Policy and Response Plan and a Whistle Blowing Policy.

The Department also has a Fraud Prevention Improvement Plan developed as a result of a review by Provincial Treasury. Progress on the implementation of Fraud Prevention Improvement Plan is reported quarterly to the CARC.

During the year, a Fraud risk assessments was conducted. The resultant risks that were identified are included in the revised Fraud Risk Register with action plans to be implemented by the relevant risk owners which is monitored quarterly.

All employees and stakeholders are encouraged to report suspicious fraudulent activities without fear of reprisals or recriminations to the Department. Employees and the public can also report allegations of fraud anonymously to the National Anti-Corruption Hotline (NACH) established within the Public Service Commission.

Cases reported via the NACH hotline or internally are dealt with by way of investigation processes according to forensic procedures. The Department also coordinates some of the cases with the South African Police Services (SAPS) and other law enforcement agencies. Once the investigations are concluded, some cases proceed into internal disciplinary processes, whilst others that are of a criminal nature, are handed over to the SAPS.

4. MINIMISING CONFLICT OF INTEREST

The Department revised its Conflict of Interest Policy during the year.

The following management processes are implemented to minimise conflicts of interest:

- All senior management are required annually to complete their Declaration of Interest on the e-disclosure reporting tool of the Department of Public Service Administration.
- Employees on levels 11 – 12, including all employees in the Supply Chain Management unit, were expected to register on the e-disclosure reporting tool and complete their Declaration of interests.
- All members of the Departmental Bid Evaluation and Bid Adjudication Committees are required to complete a Declaration of Interest form prior to adjudication and evaluation of each bid/tender.
- Suppliers are also required to complete the SBD4 form which is a certificate of declaration of interest.



5. CODE OF CONDUCT

During the year, the Department reviewed its Code of Conduct which was approved by the HOD.

The Department's Code of Conduct comprises primarily of the content of the Public Service Code of Conduct and promotes a high standard of professional ethics in the workplace and encourages public servants to think and behave ethically.

When there is a breach of conduct the directorate dealing with the Code of Conduct investigates the matter thoroughly and after investigation, the matter is dealt with either formally or informally, depending on the seriousness of the conduct.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

A senior official has been appointed with effect from 1 May 2021 who is now responsible for Occupational Health and Safety (OHS). Twenty-three (23) trained OHS representatives have been appointed at Head Office and District offices to undertake risk assessment and to ensure OHS compliance. The Provincial OHS committee and District Committees have been established who meet on a quarterly basis.

With regards to COVID - 19, the offices and institutions are in compliance with sanitisation and social distancing regulations. Personal protective equipment (PPE) and sanitizers have been supplied to all offices and institutions. Structures are created in offices and institutions to monitor compliance with all COVID-19 regulations. Psychological services were rendered, where necessary, to victims of COVID-19. Virtual meetings are undertaken instead of "face to face" meetings to limit the spread of COVID-19. Risk assessment, infections control and prevention measures are undertaken on an on-going basis. The Department's aim is to ensure that health and safety of workers and of others in the workplace are protected.



7. PORTFOLIO COMMITTEES

DATE OF MEETING	MATTER RAISED BY PORTFOLIO COMMITTEE	Department RESPONSE TO MATTER/ HOW THE Department ADDRESSED THE MATTER
EPC RESOLUTION - DOE 02/06/2020	The committee noted the use of pit toilets in some schools and the absence of chemicals to clean them. The Department must provide a report on all schools that were still utilising pit toilets and how they are maintained, in the next meeting.	The Department provided a report to the portfolio committee on all schools that were still utilising pit toilets and how they are maintained. Matter resolved.
EPC RESOLUTION - DOE 04/06/2020	The committee noted that some schools were provided with water tanks but no stands were built and that Rand Water had committed to rectify the problem. It was then resolved that the Department is to give an update report on the matter in the next meeting.	The Department provided a report to the portfolio committee on the delivery of water tanks and stands to schools that were provided with these services. Matter resolved.
EPC RESOLUTION - DOE 02/07/2020	The Committee noted that there was no detailed breakdown of Covid-19 infections amongst learners and teachers. It was then resolved that the Department will provide a detailed breakdown of infections amongst learners and teachers at the next meeting.	Department provided a detailed breakdown of infections amongst learners and teachers at the next Committee meeting.
EPC RESOLUTION - DOE 03/07/2020	The Committee noted that there were progressed learners in Grade 12 that needed special attention on teaching and learning, it was then resolved: The Department is to present a report on how they intend assisting the progressed learners in the next meeting.	The Department presented a detailed report to the committee on how we intend assisting progressed learners. Matter resolved.
EPC RESOLUTION - DOE 05/7/2020	The Committee noted that the report presented by the Departments on update of closure/opening of schools did not have time-frames. It was then resolved that The DoE to present reports with time-frames in future.	The Department developed reports with timeframes on the closure/opening of schools and presented these to the portfolio committee. Matter resolved.
EPC RESOLUTION - DOE 08/07/2020	The committee noted that the report on closure and re-opening of schools was silent on the preparation of LSEN schools. It was then resolved that the Department will present a full report on LSEN schools in the next meeting	A comprehensive report was presented to the portfolio committee on LSEN schools and the COVID-19 preparations and protocols. Matter resolved.

8. SCOPA RESOLUTIONS

Resolution No.	Subject	Details	Response by the Department
Resolution 20/2020: Irregular expenditure to Resolution 12/2019 & Transversal Resolution 50/2019)	Noting that: [1] The advertisement of the intention to award the bid for the National School Nutrition Programme which was to have been made by the end of February 2020 has been deferred to 6 March 2020. In 2018/19 irregular expenditure amounting to R1.88 billion was incurred in respect of the NSNP. [2] All other irregular expenditure, including the cumulative balance from prior years, is currently still under investigation. [3] Due to a lack of internal capacity, the Department has appointed a panel of forensic investigators to investigate irregular expenditure. [4] The Department will apply to Provincial Treasury for condonation upon conclusion of the necessary determination tests.	The committee resolves: That the Accounting Officer submit a progress report to the Committee by 30 April 2020 on:- a) The award of NSNP bid; b) The outstanding investigations, with time frames for conclusion, as well as a report on the findings and recommendations and steps taken to implement consequence management; and c) The application for condonation.	(a) Annexure A was provided. (b) The Department appointed a service provider from the Panel of Forensic Investigators to conduct the determination tests on the irregular expenditure. It is envisaged that this process will be completed by 30 June 2020. (c) The application for condonation will follow the conclusion of determination tests on transactions as they occur. Application will be made to Treasury for condonation on receipt of the determination tests reports.
Resolution 21/2020: Impairment of staff debt to Resolution 13/2019)	Noting that: The Department has appointed debt collectors to recover the staff debt of R538.11 million.	The committee resolves: That the Accounting Officer report to the Committee by 30 April 2020 on progress made in the recovery of staff debts.	The Department appointed six debt collectors and they were given the impaired debts for collection. Each debt collector was allocated two districts. Only one debt collector responded where they recovered approximately R12 000.00 thus far. Due to the lockdown this would have had a negative impact for the collection of these debts. Furthermore, the Department had an over expenditure against the budget for the 2019/20 financial year and therefore could not write-off any of the impaired debts.



Resolution No.	Subject	Details	Response by the Department
Resolution 22/2020: Performance Audit on Education Sector (relating to Resolution 15/2019)	Noting that: The report on the Performance Audit on the Education Sector is still outstanding.	The committee resolves: That the Accounting Officer submit the report to the Committee by 30 April 2020.	<p>The findings and recommendations of the audit were as follows:</p> <p>Audit Finding</p> <p>There were shortcomings identified at all of the schools visited with regards to infrastructure, resourcing and additional allocation of school's funding for moderate support. The conditions at some of the school were very poor and requires major refurbishment to meet the criteria of a full service school.</p> <p>Recommendation</p> <p>All full service schools should be assessed by the Department/ district to determine if these schools are equipped with the required infrastructure and resources as per the guidelines. Thereafter the needs of the school should be prioritised and funding should be ring fenced for these schools to acquire the resources and construct the infrastructure in addressing those needs.</p> <p>Management response</p> <ul style="list-style-type: none"> - Infrastructure Planning conducted the conditional assessment detailing infrastructure deficiencies in terms of the guidelines and funding required to address the infrastructure gaps, assisted by District SNES, prior to designating a school as a FSS. - Circular S4 of 2019 – Temporary suspension of the designation of Full Service School. DBE has issued Circular S4: Temporal Suspension on Designation of Full Service Schools. The circular requests Provinces to suspend designation of further Full Service Schools for the next three years to ensure that all schools that have been designated are adequately resourced and capacitated. - All Full Service Schools receive norms and standards - However the Department of Education allocates an addition R17 Million shared amongst FSS - The amount that each school receives is determined by the number of learners with barriers in that school - This allocation is ring-fenced funding to all FSS from Programme 2, to be used for: <ul style="list-style-type: none"> • Running costs of Support Centre (Pay for electricity, water, phone and other items in the centre. The centre has disability toilet, consultation room and conferencing room which should be fully equipped) • Therapeutic interventions (Trainings) • Procurement of Assistive devices <p>2. Shortage of staff with appropriate skills and expertise to provide inclusive education.</p>



Resolution No.	Subject	Details	Response by the Department
			<p>Audit Finding</p> <p>There is a shortage of qualified Learner Support Educators employed in the province therefore the requirements (paragraph 10.1) of the guidelines for a dedicated ELSEN educator at the full service schools cannot be achieved</p> <p>Recommendation:</p> <ul style="list-style-type: none"> - The Department should create awareness and incentive for mainstream educators to become fully qualified ELSEN educators. This can be achieved by providing bursaries for additional qualifications into inclusive education and employing specialists in inclusive education at the district and province level. - The Department/districts should provide training in inclusive/remedial education to mainstream educators to cater for the shortage of the ELSEN educators. This can alleviate the need for an ELSEN educator at some schools and provide the Department the time required to attract qualified ELSEN educators <p>Management response</p> <ul style="list-style-type: none"> - Recruitment and employment of Learner Support Educators in Full-service Schools is the competence of Human Resource Directorate under Corporate Branch. Due to insufficient funds for compensation of additional employees, the Dept. had employed 50 LSEs in 2010, to service 101 FSSs. The situation has exacerbated due to high attrition rate which has caused the Dept. to lose 19 LSEs and hence only 31 LSEs are now left. Given this background, it became impossible for the Dept. to deploy a resident LSE at each FSS as per the quota indicated in the policy document. - Due to shortages of LSEs (as alluded above), not all FSSs are visited by the itinerant LSEs. In some Districts, LSEs placed in certain Circuits also serve other Circuits within a District, however not all LSEs do this. Inclusive Education has engaged HR Directorate to ensure that LSEs serve the entire District in which they are located, and not just the Circuit. Furthermore their job descriptions are being reviewed to streamline their activities. - All employed LSEs have qualifications in either Special or Inclusive Education and met the criteria for appointment as LSEs. Most of the newly qualified teachers are trained in Inclusive Education – these are modules in the Pre-service training. There are also Special Needs Education Specialists, e.g. Deputy Chief Education Specialists and Senior Education Specialists employed at Districts. However at Head Office level, the Dept. has seconded specialist educators to oversee policy implementation at District, Circuit and School level. <p>3. Ineffective systems and processes at FSS visited.</p> <p>SBST are not functional at the schools.</p> <p>Root Cause:</p> <p>The principals of the full service schools were not held accountable by the District/cluster offices for not discharging their responsibility in ensuring that the SBST is functioning effectively.</p>



Resolution No.	Subject	Details	Response by the Department
			<p>Recommendation:</p> <p>The district officials should evaluate the functioning of the school's SBST when they conduct their visits and if the SBST is deemed non-functional, in terms of the SIAS criteria, then disciplinary action should be instituted against principal for not discharging their responsibilities.</p> <p>Principals should implement consequence management in the event where teachers/ SBST did not perform their responsibilities as required.</p> <p>Management response</p> <ul style="list-style-type: none"> - Districts will use the existing monitoring tool to evaluate the functionality of SBSTs. - Districts and Circuit Managers will hold Principals of FSS accountable for non-functional SBSTs. - Districts and Circuit Managers will take disciplinary action against Principals of FSS where SBSTs are not functional. - Re-training of Districts, Principals of FSS and School Based Support Teams on the following has been conducted: <ul style="list-style-type: none"> • Guidelines to Full Service Schools • Functionality of School Based Support Teams • Support to learners with special educational needs • SIAS Policy and Curriculum Differentiation <p>Annexure provided:</p> <p>Annexure B.1 - Circular S4 of 2019 Full Service Schools</p> <p>Annexure B.2 - DISTRICT PRINCIPAL MEETINGS</p> <p>Annexure B.3 - Model FULL SERVICE 2019</p>
Resolution 23/2020: Audit strategy for performance management (relating to Resolution 16/2019 & Transversal Resolution 58/2019)	<p>Noting that:</p> <p>The Department has commenced a feasibility study on the acquisition of an electronic data management system to manage performance information.</p>	<p>The committee resolves:</p> <p>That the Accounting Officer submit a progress report on the feasibility study to the Committee by 30 April 2020.</p>	<p>The Department engaged with a service provider, viz. Vezilanga Enterprise (Pty) Ltd - a Company which works with the Nerve Centre of the Office of the Premier - for the implementation of a Departmental Performance Management System for Quarterly Performance Reporting (QPR). The reason for soliciting a proposal from this Company was to 'piggy-back' on some of the existing systems of the OTP Nerve Centre and save some costs. The core focus was on the Business Process Automation of KZNDoE.</p> <p>The Department submitted the requirements for an electronic data management system for Performance Information. Vezilanga then prepared a proposal and did a live demonstration of the system. The finalisation of the proposal and presentation to Top Management could not take place as the country went into Lockdown and Vezilanga closed shop.</p> <p>It was agreed that once their offices and the Department resumes to some stage of normality, then the process will be taken forward.</p> <p>Attached see Annexure C, please refer to QPR System Proposal and work processes regarding the system.</p>



Resolution No.	Subject	Details	Response by the Department
Resolution 24/2020: Forensic Investigations (relating to Transversal Resolution 54/2019)	Noting that: [1] Disciplinary proceedings are underway and in some cases, have been finalised in matters emanating from forensic investigations FR 30/2012, FR 28/2012, FR 78/2013, FR 27/2015 and FR 33/2015. [2] Civil recovery proceedings are partially underway in matters arising from FR 28/2012 and have not yet commenced in matters arising from FR 27/2015 and FR 33/2015. [3] The implementation of consequence management is not proceeding satisfactorily and delays in taking steps for civil recovery may result in claims becoming prescribed.	The committee resolves: That the Accounting Officer report to the Committee by 30 April 2020 on progress made in the commencement and finalisation of disciplinary and civil recovery proceedings and steps taken to fast track these processes. Noting that: [1] Disciplinary proceedings are underway and in some cases, have been finalised in matters emanating from forensic investigations FR 30/2012, FR 28/2012, FR 78/2013, FR 27/2015 and FR 33/2015.	Detailed reports were provided.
Resolution 25/2020: Internal Investigations (relating to Transversal Resolution 55/2019)	Noting that: The Department has finalised/closed 62 internal investigations and 29 are still in progress. Delays in finalising investigations are due to lack of capacity within the Forensic Unit in the Department. The Department has appointed a panel of forensic investigators to assist in concluding the investigations. The investigations are anticipated to be finalised by 30 June 2020.	The committee resolves: That the Accounting Officer report to the Committee by 30 April 2020 on progress made in the finalisation of the outstanding investigations, the outcomes and recommendations of each of the finalised cases and steps taken to implement the recommendations.	The closure of all schools by the President followed by the national lockdown as per the Disaster Management Act and regulations has resulted in the delay of the finalization of these investigations as well as disciplinary hearings by the 30 June 2020. On the reopening of offices and schools, the Department will proceed with the finalization of these investigations and disciplinary hearings. It is anticipated that these will be finalized by the 31 August 2020.
Resolution 26/2020: Risk Management (relating to Transversal Resolution 56/2019)	Noting that: The Department has identified 39 risks and 196 action plans in its revised risk register. Implementation of the action plans is unsatisfactory, with only 20.5% of the action plans to address critical risks being completed and 10.9% of the action plans for major risks being completed.	The committee resolves: That the Accounting Officer submit a report to the Committee by 30 April 2020 on steps taken to accelerate the implementation of all action plans in relation to critical and major risks and to report progress thereon.	The Department has embarked on analysing all risks in the Departmental Risk register to identify risks where there are challenges in implementing the mitigating action plans due to limited resources, including funding. Risk Management is a standing item on all management meetings. Branches and Chief Directors have commenced with inviting the Risk Management unit to their meetings to assist with the updating of the risk register with status on the implementation of action plans, including emerging risks. The DDG's of the Branches have appointed coordinators who will manage the branch risks to ensure that risks are monitored, action plans are implemented timeously as well as ensure the quality and accuracy of the information submitted. This has assisted in improving the implementation status from 20.5% to 30.4%.
Transversal Resolution 81/2020: Inter-Departmental claims owing to Public Works: R293.109 million as at 31 December 2019	Noting: [1] That inter-Departmental claims balances owing by Provincial Departments to Public Works as at 31 December 2019 amounted to R293.109 million. [2] R79.9 million of that amount was 120 days or more overdue, R9.265 million was 90 days or older, R77.111 million was 60 days or older and R26.414 million was 30 days or older. [3] The delays in settlement of claims by client Departments has resulted in an adverse audit finding against Public Works on material impairment of claims recoverable.	The committee resolves: That the Accounting Officer of each Department report to the Committee by 30 April 2020 on: a) the amount owing to Public Works as at 31 March 2020, together with an age analysis; b) the reasons for the delays and defaults in the settlement of claims payable to Public Works; and c) measures implemented to ensure that payment of invoices will be made to Public Works within 30 days as required by Treasury Regulation 8.2.3.	



Resolution No.	Subject	Details	Response by the Department
Special Resolution 01/2020 - Compliance with National Treasury Instruction No. 05 of 2020/21 on emergency procurement in response to the national state of disaster: Department of Education	Noting that - [1] the COVID-19 pandemic was declared a national state of disaster on 15 March 2020; [2] regulations were gazetted under the Disaster Management Act, 2002 on 18 March 2020 to prevent the escalation of the disaster and to alleviate, contain or minimise the effects of the disaster; [3] regulation 9 of the DMA Regulations provides that emergency procurement for institutions is subject to the Public Finance Management Act, 1999 and the applicable emergency provisions in the Regulations or Instructions made under section 76 of the PFMA; [4] on 28 April 2020, National Treasury issued Instruction No. 05 of 2020/21, which applies to all national and provincial Departments and public entities, the purpose of which is to: a) prescribe, in general, emergency procurement procedures to deal with the COVID-19 pandemic; b) avoid the abuse of the supply chain management system in dealing with the disaster; and c) prescribe specific emergency procurement procedures for PPE items and masks and to set maximum prices to be paid for these items; [5] paragraph 3 of the Instruction Note (General Emergency Procurement Instructions), provides that institutions - a) must put in place additional procurement and expenditure measures, including - i) internal systems for financial control, risk management and reporting in order to account for the funds used for the COVID-19 disaster;	The committee resolves that - (a) The Accounting Officers of the Departments of Health, Education and Social Development report in detail to the Committee by 12 August 2020 on compliance with paragraphs 3, 4 and 7 of National Treasury Instruction No. 05 of 2020/21; (b) In relation to paragraph 3 of the Instruction Note, the report must include - (i) details of the internal systems for financial control, risk management and reporting put in place; (ii) details of the internal systems for financial control, risk management and reporting put in place; (iii) confirmation that all officials committing any expenditure are duly authorised; (iv) details of any audit checks being conducted and the frequency thereof; (v) details of weekly monitoring of expenditure and risks; (vi) details of any deviations from inviting competitive bids, the reasons and the approval of the Accounting Officer; (vii) copies of any deviation reports to Treasury and the Auditor-General where goods/services above R1 million were procured, as well as the reasons for dispensing with competitive bidding processes; and	a) The Accounting Officers of the Departments of Health, Education and Social Development report in detail to the Committee by 12 August 2020 on compliance with paragraphs 3, 4 and 7 of National Treasury Instruction No. 05 of 2020/21; b) In relation to paragraph 3 of the Instruction Note, the report must include - (i) details of the internal systems for financial control, risk management and reporting put in place; (ii) details of the internal systems for financial control, risk management and reporting put in place; (iii) confirmation that all officials committing any expenditure are duly authorised; (iv) details of any audit checks being conducted and the frequency thereof; (v) details of weekly monitoring of expenditure and risks; (vi) details of any deviations from inviting competitive bids, the reasons and the approval of the Accounting Officer; (vii) copies of any deviation reports to Treasury and the Auditor-General where goods/services above R1 million were procured, as well as the reasons for dispensing with competitive bidding processes; and (ii) confirmation that all officials committing any expenditure are duly authorised;

Resolution No.	Subject	Details	Response by the Department
	<p>ii) ensure officials committing any expenditure are duly authorised or properly delegated;</p> <p>iii) conduct audit checks to detect and prevent irregularities; and</p> <p>iv) generate frequent (weekly) expenditure reports to monitor expenditure and risks;</p> <p>b) may, in terms of emergency procurement provisions, deviate from inviting competitive bids without treasury approval and may procure goods/services by means of price quotations or negotiations, but the reasons must be recorded and approved by the Accounting Officer or Accounting Authority or their delegate</p> <p>c) must, within 10 working days, report to Treasury and the Auditor-General all deviations where goods/services above R1 million were procured; the report must include the reasons for dispensing with competitive bidding processes; and</p> <p>d) may, for the duration of the pandemic, vary contracts for construction-related goods or services up to 30% or R30 million of the original contract value and contracts for non-construction related goods or services up to 25% or R25 million of the original contract value, without treasury approval, if the variation is for goods or services to prevent an escalation of the disaster or to alleviate or contain the effects of the disaster, but any variation in excess of these amounts require written approval of treasury;</p> <p>[6] paragraph 4 of the Instruction Note (Emergency Procurement Instructions for PPE items and masks) -</p> <p>a) determines the maximum prices and specifications for PPE items and masks; and</p> <p>b) provides that institutions may procure such goods from any supplier provided the specifications are met, the prices are the same or lower (deviations up to 10% are permitted on certain conditions) and the suppliers are registered on the Central Supplier Database or other approved database but cloth masks may only be procured from suppliers who are registered with the Department of Small Business Development and on the CSD;</p>	<p>vii) details of any contract variations, the percentages and amounts of the variations, the reasons for the deviations and the nexus between the variation and the prevention of an escalation of the disaster, as well as written approval by treasury for variations in excess of the permitted percentages or amounts;</p> <p>(c) In relation to paragraph 4 of the Instruction Note, the report must include –</p> <p>i) details of procurement of PPE items and masks at or below the maximum prices;</p> <p>ii) confirmation that all procured PPE items and masks meet the required specifications and details of how this is assured; and</p> <p>iii) confirmation that all suppliers are registered on the Central Supplier Database or other approved database, and that suppliers of cloth masks are registered with the Department of Small Business Development and on the CSD;</p> <p>(d) In relation to paragraph 7 of the Instruction Note, the report must include details of the amended procurement plans reflecting the planned COVID-19 related procurement and available budget of the Department.</p>	<p>• All officials were duly authorised, all payments exceeding R 500 000 were approved and signed by the HOD in line with Departmental delegations.</p> <p>(iii) details of any audit checks being conducted and the frequency thereof;</p> <p>• Pre-audit of the Request for Proposals done in preparation for the return of Grades 7 and 12 were conducted by Provincial Treasury Internal Audit Unit.</p> <p>• The Department of Health assisted with the testing of samples as part of the evaluation of the above-mentioned proposals.</p> <p>• Provincial Treasury Internal Audit Unit and Auditor General are conducting ongoing post award audits.</p> <p>• The Department has also appointed a service provider to audit the delivery of PPEs to Districts to identify control weakness and recommend adequate and effective systems of controls.</p> <p>(iv) details of weekly monitoring of expenditure and risks;</p> <p>Weekly Reports are being sent to Treasury and risks updated</p> <p>v) details of any deviations from inviting competitive bids, the reasons and the approval of the Accounting Officer;</p> <p>• Procurement was done in line with emergency delegations as outlined in Treasury Instruction no. 05 of 2020/21.</p> <p>• All procurement was approved by the Accounting Officer</p> <p>• detail provided</p> <p>(vi) copies of any deviation reports to Treasury and the Auditor-General where goods/services above R1 million were procured, as well as the reasons for dispensing with competitive bidding processes; and</p> <p>Weekly reports are submitted to Treasury on Covid-19 related procurement, Procurement followed Treasury Instruction no. 05 guidelines.</p> <p>(vii) details of any contract variations, the percentages and amounts of the variations, the reasons for the deviations and the nexus between the variation and the prevention of an escalation of the disaster, as well as written approval by treasury for variations in excess of the permitted percentages or amounts; One variation order was done for liquid soap. See attached Annexure J</p> <p>(c) In relation to paragraph 4 of the Instruction Note, the report must include –</p> <p>(i) details of procurement of PPE items and masks at or below the maximum prices;</p> <p>(ii) confirmation that all procured PPE items and masks meet the required specifications and details of how this is assured; and</p> <p>• Service providers had to submit samples of items they were interested in supplying together with their proposals. These samples were checked for compliance by the Department, with the help of the Department of Health.</p>



Resolution No.	Subject	Details	Response by the Department
	[7] paragraph 7 of the Instruction Note (Reporting Requirements) provides that institutions must amend their procurement plans to reflect their planned COVID-19 related procurement and available budget.		Service level agreements were subsequently signed by the awarded service providers, wherein they undertook to provide items that complied with the specification. The Education Districts check items delivered and report on any deliveries that are defective and service providers are required to replace such defective items. iii) confirmation that all suppliers are registered on the Central Supplier Database or other approved database, and that suppliers of cloth masks are registered with the Department of Small Business Development and on the CSD; • All suppliers engaged are registered on CSD. • Suppliers of cloth masks provided proof that they had applied for registration with the Department of Small Business Development. (d) In relation to paragraph 7 of the Instruction Note, the report must include details of the amended procurement plans reflecting the planned COVID-19 related procurement and available budget of the Department. Attached is the approved procurement plan and budget Adjustment provided by Treasury detail provided a) R1,7 billion b) The appointed service provider from the panel of investigators has commenced with the determination tests on the irregular expenditure. Due to the national lockdown, the deadline of 30 June 2020 could not be met and thus it is anticipated that the determination tests will be complete by 31 October 2020. Conflicts of interest have been identified for further investigation. c) Application for condonation has been made to Treasury in the amount of R4 billion.
Resolution Irregular expenditure (relating to Resolution 12/2019 & Transversal Resolution 50/2019)	Noting that: [1] The advertisement of the intention to award the bid for the National School Nutrition Programme which was to have been made by the end of February 2020 has been deferred to 6 March 2020. In 2018/19 irregular expenditure amounting to R1,88 billion was incurred in respect of the NSNP. [2] All other irregular expenditure, including the cumulative balance from prior years, is currently still under investigation. [3] Due to a lack of internal capacity, the Department has appointed a panel of forensic investigators to investigate irregular expenditure. [4] The Department will apply to Provincial Treasury for condonation upon conclusion of the necessary determination tests.	The committee resolves: That the Accounting Officer submit a progress report to the Committee by 12 August 2020 on:- (a) the award of NSNP bid; (b) the outstanding investigations, with time frames for conclusion, as well as a report on the findings and recommendations and steps taken to implement consequence management; and (c) the application for condonation.	
Resolution Impairment of staff debt (relating to Resolution 13/2019)	Noting that: The Department has appointed debt collectors to recover the staff debt of R538,11 million.	The committee resolves: That the Accounting Officer report to the Committee by 12 August 2020 on progress made in the recovery of staff debts.	The Department appointed six debt collectors and they were given the impaired debts for collection. Each debt collector was allocated two districts. Only one debt collector responded where they recovered approximately R280 000,00 thus far. Due to the lockdown this would have had a negative impact for the collection of these debts. Furthermore the Department had an over- expenditure against the budget for the 2019/20 financial year and therefore could not write-off any of their impaired debts.
Resolution Performance Audit on Education Sector (relating to Resolution 15/2019)	Noting that: The report on the Performance Audit on the Education Sector is still outstanding.	The committee resolves: That the Accounting Officer submit the report to the Committee by 12 August 2020.	

Resolution No.	Subject	Details	Response by the Department
Resolution 23/2020: Audit strategy for performance management (relating to Resolution 16/2019 & Transversal Resolution 58/2019)	Noting that: The Department has commenced a feasibility study on the acquisition of an electronic data management system to manage performance information.	The committee resolves: That the Accounting Officer submit a progress report on the feasibility study to the Committee by 12 August 2020.	The Department engaged with a service provider, viz. Vezilanga Enterprise (Pty) Ltd - a Company which works with the Nerve Centre of the Office of the Premier - for the implementation of a Departmental Performance Management System for Quarterly Performance Reporting (QPR). The reason for soliciting a proposal from this Company was to 'piggy-back' on some of the existing systems of the OTP Nerve Centre and save some costs. The core focus was on the Business Process Automation of KZNDoE. The Department submitted the requirements for an electronic data management system for Performance Information. Vezilanga then prepared a proposal and did a live demonstration of the system. The finalisation of the proposal and presentation to Top Management could not take place as the country went into Lockdown and Vezilanga closed shop. It was the agreed that once their offices and the Department resumes to some stage of normality, then the process will be taken forward. QPR System Proposal and work processes regarding the system - detail provided. Detailed reports were provided.
Resolution 24/2020: Forensic Investigations (relating to Transversal Resolution 54/2019)	Noting that: [1] Disciplinary proceedings are underway and in some cases, have been finalised in matters emanating from forensic investigations FR 30/2012, FR 28/2012, FR 78/2013, FR 27/2015 and FR 33/2015. [2] Civil recovery proceedings are partially underway in matters arising from FR 28/2012 and have not yet commenced in matters arising from FR 27/2015 and FR 33/2015. [3] The implementation of consequence management is not proceeding satisfactorily and delays in taking steps for civil recovery may result in claims becoming prescribed.	The committee resolves: That the Accounting Officer report to the Committee by 12 August 2020 on progress made in the commencement and finalisation of disciplinary and civil recovery proceedings and steps taken to fast track these processes.	COVID - 19 has negatively impacted the progress of the disciplinary hearings and debt recovery. As the economy is now opening and we move to stage 2 risk, the disciplinary hearings can now commence and it is anticipated that debt collection will improve.
Resolution 25/2020: Internal Investigations (relating to Transversal Resolution 55/2019)	Noting that: The Department has finalised/closed 62 internal investigations and 29 are still in progress. Delays in finalising investigations are due to lack of capacity within the Forensic Unit in the Department. The Department has appointed a panel of forensic investigators to assist in concluding the investigations. The investigations are anticipated to be finalised by 30 June 2020.	The committee resolves: That the Accounting Officer report to the Committee by 12 August 2020 on progress made in the finalisation of the outstanding investigations, the outcomes and recommendations of each of the finalised cases and steps taken to implement the recommendations.	The disruptions caused by closure of schools on 18 March 2020, the national lockdown as well as the reopening and subsequent closure and reopening again of schools between July and August 2020 have negatively impacted on the completion of investigations and disciplinary hearings. In addition, due to COVID - 19 infections, the Department had to close buildings/schools for certain periods and witnesses have not been available on occasion, due to infections which has further hampered progress on the conducting of investigations and disciplinary hearings. The Department is required to implement health and safety precautions when conducting disciplinary hearings to ensure the prevention of Covid - 19 infections as this is still a concern. The investigations and disciplinary hearings have commenced and it is anticipated that these will be finalised by 31 October 2020.



Resolution No.	Subject	Details	Response by the Department
Resolution 26/2020: Risk Management (relating to Transversal Resolution 56/2019)	Noting that: The Department has identified 39 risks and 196 action plans in its revised risk register. Implementation of the action plans is unsatisfactory, with only 20.5% of the action plans to address critical risks being completed and 10.9% of the action plans for major risks being completed.	The committee resolves: That the Accounting Officer submit a report to the Committee by 12 August 2020 on steps taken to accelerate the implementation of all action plans in relation to critical and major risks and to report progress thereon.	The Department has embarked on analysing all risks in the Departmental Risk register to identify risks where there are challenges in implementing the mitigating action plans due to limited resources, including funding. Risk Management is a standing item on all management meetings. Branches and Chief Directorates have commenced with inviting the Risk Management unit to their meetings to assist with the updating of the risk register with status on the implementation of action plans, including emerging risks. The DDGs of the Branches have appointed coordinators who will manage the branch risks to ensure that risks are monitored, action plans are implemented timeously as well as ensure the quality and accuracy of the information submitted. Two additional risks related to Covid – 19 have been included in the risk register which now has 41 risks (previously 39) with a total of 207 action plans (previously 194). The action plans implemented for critical and major have increased to 35.9% and 23.8% respectively. The overall % of action plans implemented to-date is 35.36%.
Resolution 4/2020 (relating to Special Resolution – 1/2020 – compliance with National Treasury Instruction Note 5 of 2020/21 on emergency procurement in response to the national state of disaster)	Noting that: Some companies contracted to supply goods and services in relation to COVID - 19 were not registered in the Central Supplier Database (CSD) and were not tax compliant. Others were awarded multiple high value contracts over others. Report by the Department that had procured and distributed Jojo tanks to various schools in the Province.	The Committee resolved that: The Accounting Officer should submit a report to the Committee by 30 October 2020 detailing: 1. Names of the companies awarded contracts and whether they are registered on the CSD and tax compliant. 2. Names and addresses of owners of each company 3. Value of each contract awarded 4. Reasons for certain companies to be awarded all high value contracts, especially those contracts with values more than R1 million. 5. Reasons for awarding contracts to companies not registered on the CSD and those not tax compliant. 6. Steps taken to ensure that suppliers adhered to the requirement of including local content in goods and services supplied. 7. A breakdown of the areas where the Jojo tanks were installed.	1. All companies awarded are listed in the report: - detail provided. 2. Names and addresses captured in report: - detail provided 3. Value of each contract awarded. 3.1 Values awarded are captured in the attached report: - detail provided 4. Reasons for certain companies to be awarded all high value contracts, especially those contracts with values more than R1 million. 4.1 The Department requested for quotations through a request for proposals. The magnitude and urgency of the project required that companies who had the capacity, be allocated more work. 4.2 The companies that were awarded more work had a national and provincial profile. Except for two companies, all companies delivered on time to allow for the schools to open. 4.3 When companies could not deliver, the Department approved emergency procurement where the driving requirement was the availability of stock. Companies who proved that they had stock available, were allocated items which they declared that they could deliver. 5. Reasons for awarding contracts to companies not registered on the CSD and those not tax compliant. 5.1 The stock scarcity led to the Department prioritising the securing of stock in order to ensure that there was adequate items to prevent COVID-19 spread and convince the education stakeholder of the Departments' commitment to the wellbeing of teachers and learners. The deviation will be reported to the Head of Department for condonation. 6. Steps taken to ensure that suppliers adhered to the requirement of including local content in goods and services supplied. 6.1 The companies fill local content forms, SBD 6.2 where local content is applicable. Department of Trade and Industry is notified of the awards and they monitor compliance with the local content declarations. 7. A breakdown of the areas where the Jojo tanks were installed. Annexure A

Resolution No.	Subject	Details	Response by the Department
Resolution	To update SCOPA on the COVID 19 DELIVERIES	<p>3.1 Details of the internal systems for financial control, risk management and reporting put in place;</p> <p>3.2 Confirmation that all officials committing any expenditure are duly authorised;</p> <p>3.3 Details of any audit checks being conducted and the frequency thereof;</p> <p>3.4 Details of weekly monitoring of expenditure and risks;</p> <p>3.5 Details of any deviations from inviting competitive bids, the reasons and the approval of the Accounting Officer;</p> <p>3.6 Copies of any deviation reports to Treasury and the Auditor-General where goods/services above R1 million were procured, as well as the reasons for dispensing with competitive bidding processes; and</p> <p>3.7 Details of any contract variations, the percentages and amounts of the variations, the reasons for the variations and the prevention of an escalation of the disaster, as well as written approval by treasury for variations in excess of the permitted percentages or amounts;</p> <p>3.8 In relation to paragraph 4 of the Instruction Note, the report must include –</p> <p>i) Details of procurement of PPE items and masks at or below the maximum prices;</p> <p>ii) Confirmation that all procured PPE items and masks meet the required specifications and details of how this is assured;</p>	<p>3.1 Details of the internal systems for financial control, risk management and reporting put in place;</p> <ul style="list-style-type: none"> The initial priority was to ensure funds would be made available. Request was made to MINCOMBUD for funds. memo sent to MINCOMBUD In order that to ensure Financial Control, the Department took the Decision to Procure Centrally using the prices as per instruction note 5 All SCM and Financial delegations were followed procurement plan – detail provided risk covid risk register developed - detail provided Reporting is done weekly to Treasury as per Template designed by Treasury <p>3.2 Confirmation that all officials committing any expenditure are duly authorised;</p> <ul style="list-style-type: none"> All officials were duly authorised, all payments exceeding R 500 000 was approved and signed by the HOD <p>3.3 Details of any audit checks being conducted and the frequency thereof;</p> <ul style="list-style-type: none"> all orders was pre-audited by Treasury and Department of Health in the first round of procuring through instruction note 5. Post audits are being done by the Internal Audit of Treasury and the AG <p>3.4 Details of weekly monitoring of expenditure and risks;</p> <ul style="list-style-type: none"> Weekly Reports are being sent to Treasury and risks updated. As at the end of August 2020 the reports are submitted on monthly basis as per the Treasury guidelines <p>3.5 Details of any deviations from inviting competitive bids, the reasons and the approval of the Accounting Officer;</p> <ul style="list-style-type: none"> The deviation from inviting competitive bid was approved for the procurement of masks, pray pumps and thermometers when the identified service providers failed to deliver <p>3.6 Copies of any deviation reports to Treasury and the Auditor-General where goods/services above R1 million were procured, as well as the reasons for dispensing with competitive bidding processes; and</p> <ul style="list-style-type: none"> The Department provided weekly reports to Provincial Treasury provided by Provincial treasury. <p>3.7 Details of any contract variations, the percentages and amounts of the variations, the reasons for the deviations and the nexus between the variation and the prevention of an escalation of the disaster, as well as written approval by treasury for variations in excess of the permitted percentages or amounts;</p>



Resolution No.	Subject	Details	Response by the Department
		<p>iii) confirmation that all suppliers are registered on the Central Supplier Database or other approved database, and that suppliers of cloth masks are registered with the Department of Small Business Development and on the CSD;</p>	<ul style="list-style-type: none"> The Department approved a variation order for the procurement of liquid soap for schools to supplement shortages in iLembe, Harry Gwala and Ugu districts. The total variation order was R2 267 400 which was 23% of the original order. <p>3.8 In relation to paragraph 4 of the Instruction Note, the report must include –</p> <p>i) details of procurement of PPE items and masks at or below the maximum prices;</p> <p>All masks were below the Treasury benchmark. Annexure A contains the amounts of COVID 19 items including masks.</p> <p>ii) confirmation that all procured PPE items and masks meet the required specifications and details of how this is assured;</p> <p>The service providers provided samples which were tested before the deliveries took place</p> <p>iii) confirmation that all suppliers are registered on the Central Supplier Database or other approved database, and that suppliers of cloth masks are registered with the Department of Small Business Development and on the CSD;</p> <p>The detail provided indicates the status of registration. It must be noted that the database from Department of Small Business Development is not updated regularly. Provincial Treasury advised that service providers who produced proof that they had applied be considered in order to limit prejudice as a result of a government system.</p>

9. INTERNAL CONTROL UNIT

The Internal Control Unit has been a unit responsible for the control of internal processes mainly associated with finance and compliance. The unit has four sub-directives, Internal Control, Risk Management, Financial Controls and Forensic Investigations which is overseen by the Chief Risk Officer. The functions of Risk Management and Internal Audit were not fully operational due to lack of capacity. These functions were residing in the Internal Audit Unit of Provincial Treasury which is also assisting the Department to build capacity in Risk Management. The responsibility of the Department's unit was the monitoring of the implementation of the provincial audit plans.

The Key focus areas of the Internal Financial Control – Transaction review and Transaction verification:

- Payroll Control;
- Payment Voucher Control;
- Audited Financial Statement Control;
- Loss Control;
- Review transactions;
- Verify payments made in respect of goods and services; and
- Verify transactions on ledger reports.

10. INTERNAL AUDIT AND AUDIT COMMITTEES

10.1 Objective

The objective of the Internal Audit Unit is to provide as an independent, objective assurance and consulting activity designed to add value and improve the Departments operations. It helps the Department and the KZNPG accomplish its objective by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes

10.2 Key Activities

The scope of possible activities that the PIAS can engage in includes:

- Reviewing the reliability and integrity of financial and operational information and the means used to identify, measure, classify and report such information.
- Reviewing the extent of compliance with, relevance and financial effect of established policies, standards, plans and procedures and the extent of compliance with external laws and regulation.
- Reviewing the extent to which the assets and interests of the institution are accounted for and safeguarded from losses of all kinds arising from waste, extravagance, carelessness, ineffective administration, poor value for money, fraud, corruption or other causes.
- Appraising the economy, effectiveness and efficiency with which resources are employed.
- Reviewing operations or programmes to ascertain whether results are consistent with established



objectives and goals and whether the operations or programmes are being carried out as planned.

- Evaluating and assessing the merging or consolidation of significant functions and new or changing services, processes, operations, and control processes if applicable.
- Evaluating the integrity of processes and systems (including systems implemented for the management of information assets) to ensure that controls offer adequate protection against error, fraud and loss of any kind and that the processes/systems align with the KZNPG's strategic goals
- The follow-up on actions taken to remedy the weaknesses identified by internal audit
- Facilitating the development and review of fraud prevention plans
- Co-ordinating internal audit efforts with those of the external auditors
- Provide any other specialized audit services as determined through the risk assessment process
- Reviewing plans, programs and operations to ascertain consistency with the KZNPG and National strategy and to establish the extent to which value for money is being achieved
- Reviewing the planning, design, development, implementation and operation of major computerized systems to ensure that these systems meet their intended purpose and objectives
- Assist and support the Provincial Audit and Risk Committee to report on the effectiveness of the system of internal controls in the annual report.

10.3 SUMMARY OF WORK DONE

Due to the country being on national lockdown effective from 26 March 2020 as a result of the global outbreak of the COVID-19 pandemic, PIAS amended the 2020/21 Internal Audit Operational Plans (including the Department of Education) to respond to the pandemic. National Treasury issued Instruction Note. 05 of 2020/21 paragraph (3.1) (c), which mandated internal audit to conduct audits relating to expenditure on COVID-19 emergency procurement for all Government Departments.

In terms of the updated 2020/21 Internal Audit Operational Plan, Assurance Services planned and prioritised COVID-19 Procurement audits for the Department of Education (DOE) during the 1st and 2nd quarters of 2020/21 financial year. Internal Audit conducted the following reviews during the 2020/21 financial year:

Special Audits:

- COVID-19 Procurement Audit – Pre-Audit Review (Phase I)
- COVID-19 Procurement Audit – Control Environment Assessment (Phase II)
- COVID-19 Procurement Audit – Control Environment Effectiveness (Phase III)

Risk Based Audits:

- Review of the Audit Improvement Strategy
- Debtors Management (Inclusive of Follow-Up)
- Review of the Interim Financial Statements

Follow Up Reviews:

- Follow-up on the Resolved Findings (Internal Audit Reports)
- Follow-up on the Resolved Findings (IT Audit Reports)
- Follow-Up on Resolved Audit Findings (AG Audit Report)

IT Audits:

- Application Controls Review – Persal & BAS

10.4. KEY ACTIVITIES AND OBJECTIVES OF THE AUDIT COMMITTEE**10.4.1 Objective**

The Executive Council has established the Provincial Audit and Risk Committee (PARC) in accordance with regulations and instructions prescribed in terms of sections 76 and 77 of the Public Finance Management Act, Act No. 1 of 1999 as amended by Act No. 29 of 1999 (PFMA). The PARC reports to the Member of Executive Council (MEC) for Finance.

The KwaZulu- Natal Provincial Government has also established the following three Cluster Audit and Risk Committees (CARC), which report directly to the PARC:

- Governance, State Capacity and Institutional Development Cluster
- Economic Sector and Infrastructure Development Cluster
- Social Protection, Community & Human Development Cluster

The Department of Education is governed by the Social Protection, Community and Human Development Cluster Audit & Risk Committee which is constituted by 3 members of the PARC.

The objective of the shared Audit & Risk Committee is to assist the Department in fulfilling their oversight responsibilities for the integrity of the Government's financial reporting process, system of internal controls, audit process, process for monitoring compliance with laws and regulations and KZNPG's Code of Conduct, fraud prevention, the risk management process and any other good governance processes.



Key Activities

Internal Controls, Accounting Systems & Internal Audit
Review of the internal audit reports to manage critical risks and to ensure the adequacy and effectiveness of the Departmental internal control structure including: Financial and internal controls, Accounting systems and reporting and Corporate governance
Review any significant matters reported by the internal auditors and the extent to which the recommendations have been implemented by management; and provide any additional recommendations to Accounting Officers.
Direct the Accounting Officer to provide status reports detailing the progress made in implementing the Committee's recommendations.
Through PIAS reports, evaluate IT governance systems and the related internal controls.
Ensure that the relevant Departmental management demonstrates accountability over internal control functions.
Consider the fact and potential of any limitation on the scope of internal audit, and if there is, report to the MEC for Finance.
Fraud Prevention
Ensure that the Accounting Officer develops and implement strategies, policies, procedures and systems to prevent and detect fraud and corruption
Ensure that the Accounting Officer demonstrates some pro-activeness in maintaining anti-fraud and corruption strategies to protect the Provincial assets entrusted to them
Review and evaluate the effectiveness of such strategies, policies/procedures.
Should a report to the Audit Committee, whether from the PIAS or any other source, implicate the Accounting Officer in fraud, corruption or negligence, the chairperson of Audit Committee must promptly report this to the relevant executive authority via the MEC for Finance.
Financial Statements
Ensure that the timing and nature of reports from the external auditor(s) are in accordance and comply with the requirements of the PFMA.
Consider key matters arising in the AG SA management report and audit report (including illegal acts or irregularities) and satisfy themselves that they are being properly followed up and resolved.
Consider the reports and function of the External Audit Steering committee to ensure that external audits are performed efficiently and that management co-operates with the AG SA.
Comment on its evaluation of the annual financial statements, the interim financial reports, the preliminary announcement of the AG SA report and any other announcement regarding the KZNPG's results or other financial information to be made public, prior to the submission to and approval by the Accounting Officer and/or Executive Authority.
Consider any accounting treatments, significant unusual transactions, or accounting judgments, which could be contentious to ensure that these are properly addressed.
In line with TR 3.1.13 (b), comment on the quality of IYM and monthly/quarterly reports submitted in terms of the PFMA and DoRA.
Risk Oversight
The Committee is an integral component of the risk management process and shall oversee: Financial reporting risks Fraud risk as it relates to financial reporting IT risk as it relates to financial reporting All other strategic and operational risks that may impede the Department from achieving their business objectives.
Review the procedures for identifying business risks and mitigating their impact on the Department.
Ensure that the Accounting Officer and Accounting Authority maintains and regularly reviews the system of risk management within their areas of responsibilities.
Review the results of the risk assessment to determine the material risks to which the Departments may be exposed and evaluate strategies to mitigate those risks.
Ensure that the Accounting Officer has incorporated reputational and ethical risks and opportunities in the risk management process.
Ethics
Review the internal audit reports on compliance with the ethical code of conduct and policies of the Department based on the number of statutory, common law and other requirements which cover the ethical behaviour of senior management, and officials of the Departments.
Identify through PIAS reports, any violation of ethical conduct, environmental and social issues.
Provide advice on any identified potential conflict of interest.
Reporting Responsibilities
The Committees must report and make recommendations to the Accounting Officer on a regular basis (TR 3.1.12).
The Committees should engage with Accounting Officers of respective Departments at least on a quarterly basis.
The Committees may communicate any concerns they deem necessary to the executive authorities, Head of Provincial Treasury and the AG SA (TR 3.1.15).



AUDIT AND RISK COMMITTEE MEETINGS: 2020/21

#	Audit Committee Members	Social Cluster												Economic Cluster								Governance and Administration Cluster			
		Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4		Q1	Q2	Q3	Q4				
	Reporting period and number of sessions per Cluster	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	4					
1	Mr Siyakhula Simelane: (Acting Chairperson for PARC & Chairperson for G&A and Eco Clusters)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
2	Mr Peter Christianson: (Acting Chairperson: Social Cluster)	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
3	Ms Thobeka Njozela (Member)	X	✓	✓	✓	✓	✓	X	✓	✓	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
4	Mr David O'Connor (Member)	✓	✓	-	✓	✓	✓	✓	✓	✓	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				
5	Mr Vereesh Ramphal (Member)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
7	Mr Mike Tarr (Member)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				

Not Applicable (N/A), Attended (✓), Not Attended (X), Resigned (R)



PARC Meetings: 2020/21

No	Committee Members	DATE OF MEETINGS							
		25 May 20	27 & 28 Jul 20	29 Jul 20	28 & 19 Sept 20	01 Dec 20	14 Dec 20	21 Jan 21	09 April 21
1	Mr Siyakhula Simelane: (Acting Chairperson for PARC and Chairperson for G&A and Eco Clusters)	✓	✓	✓	✓	✓	N/A	✓	✓
2	Mr Peter Christianson: (Acting Chairperson: Social Cluster)	✓	✓	✓	✓	✓	✓	✓	✓
3	Ms Thobeka Njizela (Member)	✓	✓	✓	✓	✓	✓	✓	
4	Mr David O'Connor (Member)	✓	✓	✓	✓	✓	✓	✓	✓
5	Mr Vereesh Ramphal (Member)	✓	✓	✓	✓	✓	N/A	✓	✓
6	Mr Mike Tarr (Member)	✓	✓	✓	✓	✓	N/A	✓	✓

DATES AND PURPOSE OF THE MEETINGS:

No.	Date	Purpose
1	25 May 2020	Approval of PIAS Operational Plan
2	27 & 28 July 2020	Presentation of DRAFT AFS
3	29 July 2020	PARC Meeting with AG
4	28 & 29 September 2020	Presentation of AGAR Report
5	01 December 2020	Special PARC Meeting (OTP Investigation – DAC)
6	14 December 2020	Special PARC Meeting – Discussion of Material Irregularity (DOH)
7	21 January 2021	Presentation of Mid-Term Expenditure
8	09 April 2021	Special PARC Meeting (Items for escalation to MEC)



AUDIT COMMITTEE MEMBERS QUALIFICATIONS & CONTRACT DETAILS

Name	Qualifications	Internal or External member	If Internal, position in the Department	Date Appointed	Date Contract Renewed	Contract Review Date
Mr S P Simelane (Acting Chairperson of PARC and Economic CARC)	CA(SA)	External	N/A	23 February 2015	31 October 2018	31 July 2021
Mr P Christianson (Economic CARC)	CA(SA)	External	N/A	23 February 2015	31 October 2018	31 July 2021
Mr V Ramphal (Economic CARC)	CA(SA)	External	N/A	23 February 2015	31 October 2018	31 May 2021
Ms T Njizela	MBA	External	N/A	23 February 2015	31 October 2018	31 July 2021
Mr D O'Connor	CA(SA)	External	N/A	23 February 2015	31 October 2018	31 July 2021
Mr M Tarr	MSc Agricultural Economics	External	N/A	01 May 2018	09 May 2021	31 May 2024



11. AUDIT COMMITTEE REPORT

REPORT OF THE AUDIT & RISK COMMITTEE ON VOTE 5 –EDUCATION

The Committee reports that it has complied with its responsibilities arising from the Public Finance Management Act, No.1 of 1999 (PFMA), Treasury Regulations 3.1, including all other related prescripts, and is pleased to present its report for the financial year ended 31 March 2021.

The Provincial Audit and Risk Committee (PARC) is the shared audit and risk committee for the provincial departments, and is further sub-divided into three Cluster Audit & Risk Committees (CARC's) that provide oversight of key functions to the KZN Provincial Government Departments. The Department of Education is served by the Social Protection, Community and Human Development (SPCHD) Cluster Audit & Risk Committee.

The Committee has adopted appropriate formal terms of reference contained in its Audit and Risk Committee Charter and has regulated its affairs in compliance with this charter, and reports that it has discharged all of its responsibilities as contained therein.

1. Audit Committee Members and Attendance

The PARC and SPCHD CARC consists of the members listed hereunder who have met as reflected below, in line with the approved terms of reference.

#	Name of Member	PARC Meetings Attended	SPCHD CARC Meetings Attended
1.	Ms T Njozela (Acting Chairman of SPCHD Cluster)	8 of 8	4 of 4
2.	Mr P Christianson	8 of 8	4 of 4
3.	Mr D O'Connor	8 of 8	4 of 4
4.	Mr S Simelane (Acting Chairman of PARC, GSCID and ESID CARC)	7 of 8	N/A
5.	Mr V Ramphal	7 of 8	N/A
6.	Mr M Tarr	7 of 8	N/A

2. The Effectiveness of Internal Control

The Committee has reviewed the reports of the Provincial Internal Audit Service (PIAS), the Audit Report on the Annual Financial Statements and Management Report of the Auditor General of South Africa (AGSA) and has noted with concern, the weaknesses in controls around the following areas:

- Debtors Management (Inclusive of Follow-Up)

The Committee notes the significant control weaknesses which were identified. The appropriateness of management's planned interventions to improve the overall control environment was considered, however management was advised to implement these remedial actions timeously, to avoid a regression in the audit outcomes. The significant number of unresolved and re-reported items on the consolidated audit logs is a clear indication that management is not implementing corrective measures recommended by both PIAS and AGSA timeously, which is a cause for concern for the Committee.

3. Effectiveness of Internal Audit

PIAS activities were reviewed by the Committee during the PARC and CARC monitoring processes. The Committee evaluated PIAS reports detailing the assessment of the adequacy and effectiveness of controls designed to mitigate the risks associated with the operational and strategic activities of the department.

The PIAS had planned to conduct eleven (11) audit assignments for the period under review, of which eight (8) were finalised, two (2) were carried over to the next financial year, and one (1) was cancelled with the approval of the Audit Committee. The two (2) audits that were carried over were due to delays in the appointment of consultants to conduct the Human Resource Management Audit, as well as delays in accessing staff and schools for the Applications Controls Review due to lockdown.

The PIAS performed effectively during the period under review, notwithstanding the concerns raised by the Committee in respect of the financial and human resource limitations imposed upon the unit. The Committee will monitor the progress made by the PIAS against its operational plans in order to ensure that it continues to fulfil its mandate and add value to the department.

4. Risk Management

The responsibilities of the Committee with respect to risk management are formally defined in its Charter. For the period under review, the Committee's responsibilities have been focused, amongst other things, on the quarterly review of the Department's risk register and monitoring progress against the risk management operational plan.

The Committee commended the Department on having a risk register that was regularly updated, through the efforts of a functional risk management committee. The Committee was, however, concerned with the inadequate capacity within the Department's risk management function and the slow progress in implementing risk mitigation plans. The Department is urged to enhance its internal control and risk management capacity to ensure prompt implementation of agreed risk mitigation plans.

As at the 2020/21 financial year-end, the Department's risk register status was as follows:

	Risk Grouping					Total
	Critical	Major	Moderate	Minor	Insignificant	
Number of Identified Risks	21	17	05	01	0	44
Number of Identified Action Plans	96	64	12	02	0	174
Number of Completed Action Plans	31	13	07	02	0	53
No. of Completed Action Plans as a Percentage (%)	32%	20%	58%	100%	N/A	30%

With regard to other risk-related issues, the Department is urged to 1) improve its occupational health and safety management practices at all its offices, including schools; 2) improve its compliance management practices to ensure adequate compliance with applicable laws and policies; 3) implement the recently developed fraud prevention plan; and 4) implement the recently revised business continuity plan through a functional business continuity steering committee.

With regard to the current COVID-19 pandemic, the Department was urged to ensure continued compliance with prescribed COVID-19 control measures that have been implemented in all of its offices and schools, and to implement the necessary contingency measures to minimise the negative impact the pandemic



might have on the achievement of the Department's service delivery obligations. The Department was further urged to ensure there is an isolation room in its head office and all other non-school facilities, to accommodate potentially positive COVID-19 officials.

5. Quality of in year management and monthly/quarterly reports

The Committee noted the content of quarterly reports in respect of in year management and quarterly performance, prepared and issued by the Accounting Officer of the Department during the year under review, in terms of the PFMA and the Division of Revenue Act.

The Committee has monitored the implementation of action plans to address the audit issues raised by the Auditor General in the prior year and raised concerns as to the slow progress of the Department in clearing the Auditor General Audit log and similarly the Internal Audit log.

The Committee draws attention to the disclosure of staff debt of R476, 02 million after deducting and amount of R142, 49 million which was written off as irrecoverable relating to past employees debts that have been outstanding for over five years and are out of service, and the provision for impairment thereon of R329, 27 million. Based on the reports of the PIAS and the Auditor General, the Committee also notes with concern the numerous deficiencies identified in the usefulness and reliability of reported performance information of Program 2 due to the failure of the Department to implement adequate systems to collect, collate, verify and retain performance related data, as well as the material adjustments and material findings in the Annual Performance Report as reported by the Auditor General. Management of the department has been urged to implement appropriate improvement strategies in order to address the recurring identified shortcomings.

6. Evaluation of Financial Statements

The Committee has:

- Reviewed and discussed the Annual Financial Statements with the Accounting Officer, Auditor General and PIAS;
- Reviewed the Auditor General's Audit Report;
- Reviewed the Department's processes for compliance with legal and regulatory provisions, where concerns have been noted with respect to poor procurement and contract management and failure to prevent irregular expenditure as a result of non-compliance with supply chain management prescripts and the lack of appropriate consequence management in certain instances; and
- Reviewed the conclusion on the usefulness and reliability of performance information resulting from the external audit of the Department noting the material adjustments that were made to performance information of Programme 2 as well as the material findings that were raised on the performance information of Programme 2– Public Ordinary Schools; and
- Reviewed the material irregularity as reported by the Auditor General, being the failure by the Department to timeously deduct and pay over Pay As You Earn (PAYE) due to the South African Revenue Services (SARS) resulting in a material financial loss due to the imposition of interest and penalties totalling R6, 69 million, and noted the actions planned and implemented by the Department in this regard in a written submission by the Accounting Officer to the Auditor General.

7. Forensic Investigations

During the period under review, the Committee noted that there were twenty-four (24) forensic investigations reported, from 1 April 2020 to 31 March 2021, relating to alleged supply chain management and procurement irregularities, human resource irregularities, mismanagement of school funds, NSNP irregularities and maladministration which the Department had referred to the Office of the Premier (OTP) for investigation.

- Of the twenty-four (24) investigations, fourteen (14) were completed; ie Phase 1 was completed, and the remaining ten (10) investigations are in-progress.
- All fourteen (14) completed matters had disciplinary actions recommended, with five (5) matters being completed and nine (9) disciplinary matters still in-progress.
- The Committee further noted that seven (7) matters had criminal recommendations, of which five (5) matters are currently under criminal investigation by the South African Police Service (SAPS) and two (2) matters are still to be registered.

The Department and OTP are urged to promptly finalise the outstanding investigations and work together to implement the recommendations made in the finalised investigations.

8. Auditor-General's Report

The Committee has met with the Auditor General of South Africa to discuss and evaluate the audit issues that emanated from the current regulatory audit. The Committee will ensure that corrective actions in respect of the detailed findings emanating from the current regulatory audit continue to be monitored on a quarterly basis through the CARC processes.

The Committee concurs and accepts the conclusion of the Auditor General's unqualified opinion on the Annual Financial Statements, and is of the opinion that the Audited Annual Financial Statements be accepted and read together with the report of the Auditor General.

9. Appreciation

The Committee wishes to express its appreciation to the Management of the Department, the Auditor General of South Africa, and the Provincial Internal Audit Services for the co-operation and support they have provided to enable us to compile this report.



Mr SP Simelane
Acting Chairman: Provincial Audit and Risk Committee

23 September 2021



12. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

The following table has been completed in accordance with the compliance to the BBBEE requirements of the BBBEE Act of 2013 and as determined by the Department of Trade and Industry.

Has the Department / Public Entity applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:		
Criteria	Response Yes / No	Discussion (include a discussion on your response and indicate what measures have been taken to comply)
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law?	No	N/A
Developing and implementing a preferential procurement policy?	No	We have been applying a pre-qualification criterion in all our bids as per the provisions of the PPPA Regulations. This includes a Specific BBBEE Level, EME/QSE and Subcontracting where possible. This has not been developed into a Preferential Procurement Policy because of the recent court judgment which found the PPPA Regulations to none compliant with the provisions of the Constitution. We have, however, been guided by National Treasury to continue applying the Regulations, while they are appealing/engaging the court on this matter.
Determining qualification criteria for the sale of state-owned enterprises?	No	N/A
Developing criteria for entering into partnerships with the private sector?	No	N/A
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	No	N/A



KWAZULU-NATAL PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA



Part D

HUMAN RESOURCE MANAGEMENT



1. INTRODUCTION

The information contained in this part of the annual report has been prescribed by the Minister for the Public Service and Administration for all Departments in the public service.

2. OVERVIEW OF HUMAN RESOURCES

The status of human resources in the Department.

In respect of the 2020/21 financial year the existing educator establishment comprises of **86737**. This excludes **2020** posts for the provision of substitute educators, **900** posts for the provision of Grade R educators and **400** pots for small secondary schools. The allocation of posts to the respective schools was effected in accordance with the prescribed Post Provision Norms linked to learner enrolments. Variances in post allocation due to increase or decrease in learner enrolment were addressed through the redeployment of surplus educators. The filling of school based educator posts was not affected by the moratorium on the filling of posts. As such, all entry grade educator posts were filled with due regard to the needs of the schools.

Approval for the advertisement of critical public service posts at schools and offices was obtained. The following posts have been filled.

104	Circuit Manager Posts
20	Chief Education specialists
10	SMS posts
16	Deputy Director posts
11	Assistant Director Posts
78	various posts at LSEN Schools

Human resource priorities for the year under review and the impact of these.

Movement of surplus educators:

The number of surplus educators was reduced from 4431 to 962 after the new Educator Post Provisioning Norms was declared for 2021. The Department is currently expediting the redeployment of surplus educators through various different approaches.

Filling of critical vacant post:

Notwithstanding the moratorium, all vacant educator posts at educational institutions were identified as being critical and consequently filled. The Department will advertise approximately 2260 SMT posts by end of May 2021. Notwithstanding that these posts are vacant, they currently have acting appointments performing the duties of the post. Critical (Scarce Teaching Subjects) level 1 posts have been filled with Bursars and First Time Appointments Level 1.



HR Plan

Reporting on the MTEF HR Plan developed for the period 1 April 2019 to 31 March 2024 takes place annually. The Report provides an update on pertinent information and analysis across the various aspects of HR including age demographics, skills and training, Employee Health and Wellness interventions, job evaluation. Progress on the Action Plan contained in the HR Plan was reported in compliance with the prescribed template and submitted by 31 May 2020 after having been signed off by the HOD and MEC for Education.

Employment Equity.

The Employment Equity Plan for the stipulated 5-year period ranging from period 1 April 2019 to 31 March 2024 was developed. This enabled the Department to focus on the recruitment and development of the under-represented demographics. While emphasis must be placed on the attainment of employment equity of at least 50% in terms of females in SMS posts as well as the achievement of at least 2% of the workforce comprising of persons with disabilities, this Department has fallen short of the prescribed targets. The Employment Equity Report for the year 1 April 2019 to 31 March 2020 which was due by 15 December 2020 has been successfully finalised and submitted electronically to Department of Labour

Management of Leave

The 2021/21 year had been interrupted by the COVID 19 pandemic and resulted in more than 3000 educators and public servants being away from work due to underlying conditions which rendered them vulnerable if infected. As a result of this concession, the number of employees actually on leave was reduced. The return to Alert Level 1 once again resulted in an increase of employees on leave. The effects of the virus on those employees who were infected was huge with many of them requiring extended periods of leave. This had to be dealt with in a sensitive and compassionate manner especially with this being a novel disease with many unknown factors. Directives on the management of leave for this purpose were issued by DPSA.

The normal provisions of the existing categories of leave were still being applied and monitored.

Employee Exits

The eradicating of delays in the pension payments had become an area of focus and all methods of monitoring and interventions were pursued. In this regard, the "error listing" schedules were obtained from the Government Pension Administration Agency (GPAA) to ensure that all delays that required urgent attention by the Employer or Employee were addressed and submitted in a manner which allowed for the immediate payments to be effected.

The analysis of the exit date as compared to the date it was processed also assisted in a more focussed approach to identifying the gaps in the system and adopting processes to alleviate the problem.

The various strategies adopted have, to a large extent, improved the management of employee exits.

Workforce planning and key strategies to attract and recruit a skilled and capable workforce.

Develop the skills of employees at all levels:

Whilst the Workplace Skills Plan was approved, financial constraints impeded its effective implementation. Nevertheless, specialised training programs were implemented which aimed at improving the productivity and effectiveness of employees. Moreover, various intervention programs which targeted underperforming schools in improving curriculum management and delivery in specialised subjects were implemented.



Develop and enhance the professional quality and academic performance of managers and educators:

Various workshops were conducted with a view to empowering managers and other role players on matters relating to discipline, teacher attendance, school management, professional conduct as well as Curriculum Management.

In addition, workshops were arranged for all Principals of Schools within the Province on the revised Personnel Administration Measures (PAM).

Deal decisively with issues of fraud, corruption and maladministration:

All disciplinary cases especially cases relating to fraud, corruption and maladministration were monitored on an ongoing basis with a view to ensuring its conclusion within specified time frames.

Improve HR Information Management Systems

Whilst various PERSAL reports are obtained and used for Planning and decision making, there is a need to update the personnel and other related information on the PERSAL system. To this end the system is continually being updated.

Employee performance management.

The Department assessed all eligible employees for the Performance Assessment Cycle 2019/20 in line with the revised performance management frameworks which include:

- Integrated Quality Management System (IQMS) for educators;
- Employee Performance Management and Development System (EPMDS) for Public Service Personnel on salary levels 1-12;
- Education Management Service (EMS) Performance Management and Development System (PMDS) for office based educators and
- Performance Management and Development System (PMDS) for SMS members.
- Annual Assessments and moderations took place last year 2020, and thereafter pay progression in respect of all eligible employees was effected. Performance bonuses were not paid due to the Department's budgetary constraints.
- In addition, the Department is currently finalizing the database for employees who qualify for grade progression and payments will be effected soon after this process.

Employee wellness programmes.

Various wellness programs were conducted which included the following:

- Wellness Health Screening conducted by GEMS
- Retirement planning sessions facilitated by GPAA
- Participation in the District, Provincial and Inter-Departmental Sporting activities
- HIV counselling and testing conducted by GEMS
- Condom distribution

Highlight achievements and challenges faced by the Department, as well as future human resource plans / goals.

High vacancy rate

The non-filling of posts due to the moratorium has resulted in a high vacancy rate in the various offices of the Department. However, its effect on service delivery has been minimised through the re-distribution of work among existing employees. This arrangement cannot be sustained as it is leading to low morale and high levels of frustration. Consequently, serious consideration will have to be given to the filling of all vacant posts.

Employment Equity

Whilst the workforce comprises of approximately 69% of women, only 38% of SMS posts were occupied by women. More efforts will have to be made towards succession planning and developing women.

It is also acknowledged that very little progress has been made in increasing the representation of persons with disabilities in the workforce. However, the current moratorium coupled with the non-availability of qualified person with disabilities for employment as educators is a serious challenge.

3. HUMAN RESOURCE OVERSIGHT STATISTICS

Personnel related expenditure

The following tables summarises the final audited personnel related expenditure by programme and by salary bands. In particular, it provides an indication of the following:

- amount spent on personnel
- amount spent on salaries, overtime, homeowner's allowances and medical aid.

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2020 and 31 March 2021

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
ADMINISTRATION	1 950 072	1 257 223	0,00	0,00	64,50	359
PUBLIC ORDINARY SCHOOL EDUCATION	47 768 794	41 380 380	0,00	0,00	86,60	342
INDEPENDENT SCHOOL SUBSIDIES	112 300	0	0,00	0,00	0,00	0
PUBLIC SPECIAL SCHOOL EDUCATION	1 394 941	1 163 861	0,00	0,00	83,40	333
EARLY CHILDHOOD DEVELOPMENT	1 376 855	1 145 118	0,00	0,00	83,20	133
INFRASTRUCTURE DEVELOPMENT	2 870 405	32 884	0,00	0,00	1,10	582
EXAMINATION & EDUCATION RELATED SERVICES	1 538 701	1 012 353	0,00	0,00	65,80	182
Total as on Financial Systems (BAS)	56 716 501	45 991 428	0,00	0,00	81,10	324



Table 3.1.2 Personnel costs by salary band for the period 1 April 2020 and 31 March 2021

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
01 Lower skilled (Levels 1-2)	544 769	1,18	3 040	179 200
02 Skilled (Levels 3-5)	2 001 487	4,33	8 629	231 949
03 Highly skilled production (Levels 6-8)	30 086 558	65,09	70 642	425 902
04 Highly skilled supervision (Levels 9-12)	12 327 918	26,67	19 104	645 306
05 Senior management (Levels >= 13)	68 043	0,15	53	1 283 830
11 Contract (Levels 3-5)	1 534	0,00	7	219 143
12 Contract (Levels 6-8)	14 907	0,03	143	104 245
13 Contract (Levels 9-12)	18 525	0,04	26	712 500
14 Contract (Levels >= 13)	2 176	0,00	1	2 176 000
18 Contract Other	42 701	0,09	631	67 672
19 Periodical Remuneration	48 650	0,11	3 759	12 944
20 Abnormal Appointment	1 066 381	2,31	36 023	29 602
TOTAL	46 223 649	100,00	142 073	325 351

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2020 and 31 March 2021

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
ADMINISTRATION	881 656	66,40	26 537	2,00	37 535	2,80	72 905	5,50
PUBLIC ORDINARY SCHOOL EDUCATION	30 008 104	72,20	1 486	0,00	1 299 200	3,10	2 194 160	5,30
PUBLIC SPECIAL SCHOOL EDUCATION	818 256	70,50	462	0,00	43 115	3,70	79 118	6,80
EARLY CHILDHOOD DEVELOPMENT	886 673	78,80	0	0,00	21 664	1,90	37 553	3,30
INFRASTRUCTURE DEVELOPMENT	23 227	69,80	3	0,00	595	1,80	876	2,60
EXAMINATION & EDUCATION RELATED SERVICES	533 089	67,30	14 651	1,90	15 322	1,90	31 569	4,00
TOTAL	33 151 005	72,10	43 139	0,10	1 417 429	3,10	2 416 180	5,30



Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2020 and 31 March 2021

Salary band	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
01 Lower skilled (Levels 1-2)	353 340	65,40	83	0,00	47 846	8,90	43 240	8,00
02 Skilled (Levels 3-5)	1 309 971	65,80	22 232	1,10	133 261	6,70	168 231	8,50
03 Highly skilled production (Levels 6-8)	21 507 150	72,10	13 811	0,00	956 505	3,20	1 670 765	5,60
04 Highly skilled supervision (Levels 9-12)	8 891 804	72,00	6 117	0,00	279 471	2,30	532 323	4,30
05 Senior management (Levels >= 13)	52 780	71,80	0	0,00	111	0,20	808	1,10
11 Contract (Levels 3-5)	1 045	67,60	69	4,40	46	3,00	101	6,60
12 Contract (Levels 6-8)	11 819	79,70	357	2,40	102	0,70	312	2,10
13 Contract (Levels 9-12)	14 170	69,70	181	0,90	88	0,40	378	1,90
14 Contract (Levels >= 13)	1 731	75,80	0	0,00	0	0,00	20	0,90
18 Contract Other	35 702	83,80	288	0,70	0	0,00	0	0,00
19 Periodical Remuneration	42 607	82,20	0	0,00	0	0,00	0	0,00
20 Abnormal Appointment	928 886	87,90	0	0,00	0	0,00	0	0,00
TOTAL	33 151 005	72,10	43 139	0,10	1 417 429	3,10	2 416 180	5,30



3.2 Employment and Vacancies

Table 3.2.1 Employment and vacancies by programme as on 31 March 2021

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
ADMINISTRATION, Permanent	4 290	3 120	27,3	534
EARLY CHILDHOOD DEVELOPMENT, Permanent	1 634	1 526	6,6	2
EXAMINATION & EDUCATION REL SERV, Permanent	1 817	1 297	28,6	224
INFRASTRUCTURE DEVELOPMENT, Permanent	64	56	12,5	-
PUBLIC ORDINARY SCHOOL EDUCA, Permanent	101 930	93 001	8,8	760
PUBLIC SPECIAL SCHOOL EDUC, Permanent	3 865	3 291	14,9	56
TOTAL	113 600	102 291	10,0	1 576

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2021

Salary Band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
01 Lower Skilled (Levels 1-2), Permanent	3 740	3 040	18,7	-
02 Skilled (Levels 3-5), Permanent	11 357	8 629	24,0	8
03 Highly Skilled Production (Levels 6-8), Permanent	75 997	70 642	7,0	738
04 Highly Skilled Supervision (Levels 9-12), Permanent	21 612	19 104	11,6	62
05 Senior Management (Levels >= 13), Permanent	71	53	25,4	-
09 Other, Permanent	646	646	0,0	637
11 Contract (Levels 3-5), Permanent	7	7	0,0	3
12 Contract (Levels 6-8), Permanent	143	143	0,0	122
13 Contract (Levels 9-12), Permanent	26	26	0,0	6
14 Contract (Levels >= 13), Permanent	1	1	0,0	-
TOTAL	113 600	102 291	10,0	1 576



Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2020

Critical Occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
ADMINISTRATIVE RELATED, Permanent	135	109	19,3	30
AGRICULTURE RELATED, Permanent	9	6	33,3	-
ARCHITECTS TOWN AND TRAFFIC PLANNERS, Permanent	5	4	20,0	-
ARCHIVISTS CURATORS AND RELATED PROFESSIONALS, Permanent	1	1	0,0	-
AUXILIARY AND RELATED WORKERS, Permanent	753	615	18,3	1
BOILER AND RELATED OPERATORS, Permanent	10	6	40,0	-
BUILDING AND OTHER PROPERTY CARETAKERS, Permanent	230	165	28,3	-
BUS AND HEAVY VEHICLE DRIVERS, Permanent	101	77	23,8	-
CIVIL ENGINEERING TECHNICIANS, Permanent	2	2	0,0	-
CLEANERS IN OFFICES WORKSHOPS HOSPITALS ETC., Permanent	3 564	2 931	17,8	-
CLIENT INFORM CLERKS(SWITCHB RECEIPT INFORM CLERKS), Permanent	6	5	16,7	-
COMMUNICATION AND INFORMATION RELATED, Permanent	10	10	0,0	-
CONSERVATION LABOURERS, Permanent	4	4	0,0	-
EDUCATIONISTS., Permanent	3	-	100,0	-
ENGINEERING SCIENCES RELATED, Permanent	7	6	14,3	-
ENGINEERS AND RELATED PROFESSIONALS, Permanent	46	38	17,4	-
FARM HANDS AND LABOURERS, Permanent	65	51	21,5	-
FARMING FORESTRY ADVISORS AND FARM MANAGERS, Permanent	2	1	50,0	-
FINANCE AND ECONOMICS RELATED, Permanent	37	27	27,0	-
FINANCIAL AND RELATED PROFESSIONALS, Permanent	62	41	33,9	-
FINANCIAL CLERKS AND CREDIT CONTROLLERS, Permanent	313	227	27,5	-
FOOD SERVICES AIDS AND WAITERS, Permanent	152	123	19,1	-
FOOD SERVICES WORKERS, Permanent	2	1	50,0	-
GENERAL LEGAL ADMINISTRATION & REL. PROFESSIONALS, Permanent	1	1	0,0	-
GEOLOGISTS GEOPHYSICISTS HYDROLOGISTS & RELAT PROF, Permanent	1	1	0,0	-
HEAD OF Department/CHIEF EXECUTIVE OFFICER, Permanent	3	3	0,0	-
HEALTH SCIENCES RELATED, Permanent	2	1	50,0	-
HOUSEHOLD AND LAUNDRY WORKERS, Permanent	634	450	29,0	-
HOUSEHOLD FOOD AND LAUNDRY SERVICES RELATED, Permanent	16	16	0,0	-
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS, Permanent	199	90	54,8	-
HUMAN RESOURCES & ORGANISAT DEVELOPM & RELATE PROF, Permanent	56	33	41,1	-
HUMAN RESOURCES CLERKS, Permanent	505	372	26,3	34
HUMAN RESOURCES RELATED, Permanent	121	76	37,2	-
INFORMATION TECHNOLOGY RELATED, Permanent	3	3	0,0	-
LANGUAGE PRACTITIONERS INTERPRETERS & OTHER COMMUN, Permanent	3	3	0,0	-
LEGAL RELATED, Permanent	6	2	66,7	-



LIBRARIANS AND RELATED PROFESSIONALS, Permanent	10	3	70,0	-
LIBRARY MAIL AND RELATED CLERKS, Permanent	180	130	27,8	2
LIGHT VEHICLE DRIVERS, Permanent	97	64	34,0	1
LOGISTICAL SUPPORT PERSONNEL, Permanent	5	3	40,0	-
MATERIAL-RECORDING AND TRANSPORT CLERKS, Permanent	70	48	31,4	-
MESSENGERS PORTERS AND DELIVERERS, Permanent	35	25	28,6	-
MOTOR VEHICLE DRIVERS, Permanent	10	10	0,0	-
OCCUPATIONAL THERAPY, Permanent	2	1	50,0	1
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS, Permanent	5 526	4 231	23,4	621
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS, Permanent	80	42	47,5	1
OTHER INFORMATION TECHNOLOGY PERSONNEL,, Permanent	54	45	16,7	-
OTHER MACHINE OPERATORS, Permanent	3	1	66,7	-
OTHER OCCUPATIONS, Permanent	94 940	88 986	6,3	872
OTHER PRINTING TRADE WORKERS, Permanent	1	-	100,0	-
PHOTOGRAPHIC LITHOGRAPHIC AND RELATED WORKERS, Permanent	7	5	28,6	-
PHYSIOTHERAPY, Permanent	1	-	100,0	-
PRINTING AND RELATED MACHINE OPERATORS, Permanent	17	13	23,5	-
PROFESSIONAL NURSE, Permanent	39	27	30,8	-
Rank: DepartmentAL HEAD, Permanent	182	-	100,0	-
Rank: DEPUTY PRINCIPAL, Permanent	10	-	100,0	-
Rank: EDUCATION SPECIALIST DEPUTY CHIEF (OFFICE BASED), Permanent	1	-	100,0	-
Rank: PRINCIPAL GR7, Permanent	1	-	100,0	-
Rank: PRINCIPAL P1, Permanent	7	-	100,0	-
Rank: PRINCIPAL P2, Permanent	57	-	100,0	-
Rank: PRINCIPAL P3, Permanent	9	-	100,0	-
Rank: TEACHER, Permanent	1 331	2	99,8	-
RISK MANAGEMENT AND SECURITY SERVICES, Permanent	6	4	33,3	-
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS, Permanent	249	188	24,5	4
SECURITY GUARDS, Permanent	3 487	2 883	17,3	-
SECURITY OFFICERS, Permanent	8	6	25,0	-
SENIOR MANAGERS, Permanent	69	48	30,4	3
SOCIAL SCIENCES RELATED, Permanent	5	5	0,0	4
SOCIAL SCIENCES SUPPLEMENTARY WORKERS, Permanent	1	1	0,0	-
SOCIAL WORK AND RELATED PROFESSIONALS, Permanent	10	7	30,0	1
SPEECH THERAPY AND AUDIOLOGY, Permanent	1	1	0,0	1
STAFF NURSES AND PUPIL NURSES, Permanent	5	3	40,0	-
TRADE LABOURERS, Permanent	14	8	42,9	-
TOTAL	113 600	102 291	10,0	1 576

3.3 Filling of SMS Posts

Table 3.3.1 SMS post information as on 31 March 2020

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department (Legislature Member)	-	-	-	-	-
Salary Level 16	1	1	100	0	0
Salary Level 15	4	4	100	0	0
Salary Level 14	14	8	57	6	43
Salary Level 13	54	40	74	14	26
Total	73	53	73	20	27

Table 3.3.2 Advertising and filling of SMS posts for the period 1 April 2020 and 31 March 2021

SMS Level	Advertising	Filling of posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General/ Head of Department	-	-	-
Salary Level 16	-	-	-
Salary Level 15	1	1	0
Salary Level 14	5	4	1 advertised shortlisting on 30/04/2021
Salary Level 13	10	9	4
Total	16	14	-

Table 3.3.3 Reasons for not having complied with the filling of funded vacant SMS - Advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2020 and 31 March 2021

Reasons for vacancies not advertised within six months
4 posts (Due to cost cutting measures Department is not in a position to fill these vacancies)
However a submission has been prepared to Provincial Treasurer to request funds to fill these vacancies and Office of the Premier for approval.

Reasons for vacancies not advertised within twelve months
N/A

Table 3.3.4 Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 1 April 2020 and 31 March 2021

Reasons for vacancies not advertised within six months
N/A

Reasons for vacancies not advertised within twelve months
N/A



3.4 Job Evaluation

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2020 and 31 March 2021

Salary Band	Number of posts on approved establishment	Number of jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
01 Lower Skilled (Levels 1-2)	3 740	-	-	-	-	-	-
02 Skilled (Levels 3-5)	11 357	-	-	-	-	-	-
03 Highly Skilled Production (Levels 6-8)	75 997	-	-	-	-	-	-
04 Highly Skilled Supervision (Levels 9-12)	21 612	-	-	-	-	-	-
05 Senior Management Service Band A	52	-	-	-	-	-	-
06 Senior Management Service Band B	14	-	-	-	-	-	-
07 Senior Management Service Band C	4	-	-	-	-	-	-
08 Senior Management Service Band D	1	-	-	-	-	-	-
09 Other	646	-	-	-	-	-	-
11 Contract (Levels 3-5)	7	-	-	-	-	-	-
12 Contract (Levels 6-8)	143	-	-	-	-	-	-
13 Contract (Levels 9-12)	26	-	-	-	-	-	-
17 Contract Band D	1	-	-	-	-	-	-
TOTAL	113 600,00	-	-	-	-	-	-

Table 3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2020 and 31 March 2021

Gender	African	Asian	Coloured	White	Total
Female	-	-	-	-	-
Male	-	-	-	-	-
Total	-	-	-	-	-

Employees with a disability	-
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Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2020 and 31 March 2021

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
None	-	-	-	-
Total number of employees whose salaries exceeded the level determined by job evaluation				
Percentage of total employed				-



Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2020 and 31 March 2021

Gender	African	Asian	Coloured	White	Total
Female	-	-	-	-	-
Male	-	-	-	-	-
Total	-	-	-	-	-

Employees with a disability	-
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If there were no cases where the salary levels were higher than those determined by job evaluation, keep the heading and replace the table with the following:

Total number of Employees whose salaries exceeded the grades determine by job evaluation	None
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3.5 Employment Changes

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2020 and 31 March 2021

Salary Band	Number of employees at beginning of period-1 April 2020	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
01 Lower Skilled (Levels 1-2) Permanent	3 686	79	124	3,4
02 Skilled (Levels 3-5) Permanent	8 379	260	464	5,5
02 Skilled (Levels 3-5) Temporary	1	0	1	100,0
03 Highly Skilled Production (Levels 6-8) Permanent	72 010	6 040	6 595	9,2
04 Highly Skilled Supervision (Levels 9-12) Permanent	18 841	63	1 669	8,9
05 Senior Management Service Band A Permanent	42	0	3	7,1
06 Senior Management Service Band B Permanent	10	0	0	0,0
07 Senior Management Service Band C Permanent	2	0	0	0,0
08 Senior Management Service Band D Permanent	1	0	0	0,0
09 Other Permanent	525	681	535	101,9
11 Contract (Levels 3-5) Permanent	4	6	2	50,0
12 Contract (Levels 6-8) Permanent	28	139	25	89,3
13 Contract (Levels 9-12) Permanent	27	1	3	11,1
17 Contract Band D Permanent	1	0	0	0,0
TOTAL	103 557	7 269	9 421	9,1



Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2020 and 31 March 2021

Critical Occupation	Number of employees at beginning of period-April 2020	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
ADMINISTRATIVE RELATED Permanent	359	44	295	82,2
AGRICULTURE RELATED Permanent	6	0	0	0,0
ARCHITECTS TOWN AND TRAFFIC PLANNERS Permanent	4	0	0	0,0
ARCHIVISTS CURATORS AND RELATED PROFESSIONALS Permanent	1	0	0	0,0
AUXILIARY AND RELATED WORKERS Permanent	641	12	47	7,3
BOILER AND RELATED OPERATORS Permanent	6	0	0	0,0
BUILDING AND OTHER PROPERTY CARETAKERS Permanent	170	2	7	4,1
BUS AND HEAVY VEHICLE DRIVERS Permanent	76	1	2	2,6
CIVIL ENGINEERING TECHNICIANS Permanent	1	1	0	0,0
CLEANERS IN OFFICES WORKSHOPS HOSPITALS ETC. Permanent	3 086	16	145	4,7
CLIENT INFORM CLERKS(SWITCHBOARD RECEPTION CLERKS) Permanent	6	0	1	16,7
COMMUNICATION AND INFORMATION RELATED Permanent	9	0	0	0,0
CONSERVATION LABOURERS Permanent	6	0	2	33,3
ENGINEERING SCIENCES RELATED Permanent	7	0	0	0,0
ENGINEERS AND RELATED PROFESSIONALS Permanent	39	1	2	5,1
FARM HANDS AND LABOURERS Permanent	54	0	3	5,6
FARMING FORESTRY ADVISORS AND FARM MANAGERS Permanent	2	0	1	50,0
FINANCE AND ECONOMICS RELATED Permanent	24	0	0	0,0
FINANCIAL AND RELATED PROFESSIONALS Permanent	42	4	5	11,9
FINANCIAL CLERKS AND CREDIT CONTROLLERS Permanent	236	0	8	3,4
FOOD SERVICES AIDERS AND WAITERS Permanent	122	5	7	5,7
FOOD SERVICES WORKERS Permanent	1	0	0	0,0
GENERAL LEGAL ADMINISTRATION & REL. PROFESSIONALS Permanent	1	0	0	0,0
GEOLOGISTS GEOPHYSICISTS HYDROLOGISTS & RELATED PROF Permanent	1	0	0	0,0
HEAD OF Department/CHIEF EXECUTIVE OFFICER Permanent	2	0	0	0,0
HEALTH SCIENCES RELATED Permanent	0	1	0	0,0
HOUSEHOLD AND LAUNDRY WORKERS Permanent	456	25	29	6,4
HOUSEHOLD FOOD AND LAUNDRY SERVICES RELATED Permanent	16	0	0	0,0
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS Permanent	91	3	5	5,5
HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT & RELATED PROF Permanent	30	4	1	3,3
HUMAN RESOURCES CLERKS Permanent	549	44	220	40,1



HUMAN RESOURCES RELATED Permanent	77	4	7	9,1
INFORMATION TECHNOLOGY RELATED Permanent	4	0	1	25,0
LANGUAGE PRACTITIONERS INTERPRETERS & OTHER COMMUN Permanent	3	0	0	0,0
LEGAL RELATED Permanent	2	0	0	0,0
LIBRARIANS AND RELATED PROFESSIONALS Permanent	3	0	0	0,0
LIBRARY MAIL AND RELATED CLERKS Permanent	137	2	7	5,1
LIGHT VEHICLE DRIVERS Permanent	62	6	7	11,3
LOGISTICAL SUPPORT PERSONNEL Permanent	3	0	0	0,0
MATERIAL-RECORDING AND TRANSPORT CLERKS Permanent	55	0	4	7,3
MESSENGERS PORTERS AND DELIVERERS Permanent	26	0	1	3,8
MOTOR VEHICLE DRIVERS Permanent	10	0	0	0,0
OCCUPATIONAL THERAPY Permanent	2	0	0	0,0
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS Permanent	3 792	669	209	5,5
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS Temporary	1	0	1	100,0
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS Permanent	42	2	3	7,1
OTHER INFORMATION TECHNOLOGY PERSONNEL. Permanent	45	2	0	0,0
OTHER MACHINE OPERATORS Permanent	1	0	0	0,0
OTHER OCCUPATIONS Permanent	89 982	6 366	8 285	9,2
PHOTOGRAPHIC LITHOGRAPHIC AND RELATED WORKERS Permanent	5	0	0	0,0
PRINTING AND RELATED MACHINE OPERATORS Permanent	13	0	0	0,0
PROFESSIONAL NURSE Permanent	24	3	2	8,3
Rank: TEACHER Permanent	2	0	0	0,0
RISK MANAGEMENT AND SECURITY SERVICES Permanent	4	0	0	0,0
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS Permanent	158	37	10	6,3
SECURITY GUARDS Permanent	2 974	10	92	3,1
SECURITY OFFICERS Permanent	9	0	3	33,3
SENIOR MANAGERS Permanent	52	0	4	7,7
SOCIAL SCIENCES RELATED Permanent	5	3	3	60,0
SOCIAL SCIENCES SUPPLEMENTARY WORKERS Permanent	1	0	0	0,0
SOCIAL WORK AND RELATED PROFESSIONALS Permanent	7	1	1	14,3
SPEECH THERAPY AND AUDIOLOGY Permanent	1	0	0	0,0
STAFF NURSES AND PUPIL NURSES Permanent	4	0	1	25,0
TRADE LABOURERS Permanent	7	1	0	0,0
TOTAL	103 557	7 269	9 421	9,1



Table 3.5.3 Reasons why staff left the Department for the period 1 April 2020 and 31 March 2021

Termination Type	Number	% of Total Resignations
Death		
01 Death, Permanent	978	10,40
02 Resignation, Permanent	891	9,50
03 Expiry of contract, Permanent	5 595	59,40
06 Discharged due to ill health, Permanent	65	0,70
07 Dismissal-misconduct, Permanent	52	0,60
08 Dismissal-inefficiency, Permanent	1	0,00
09 Retirement, Permanent	1 837	19,50
09 Retirement, Temporary	1	0,00
10 Other, Permanent	1	0,00
TOTAL	9 421	100,00
Total number of employees who left as a % of total employment		9.2%

Table 3.5.4 Promotions by critical occupation for the period 1 April 2020 and 31 March 2021

Occupation	Employees 1 April 2020	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
ADMINISTRATIVE RELATED	359	7	1,9	40	11,1
AGRICULTURE RELATED	6	0	0,0	5	83,3
ARCHITECTS TOWN AND TRAFFIC PLANNERS	4	0	0,0	3	75,0
ARCHIVISTS CURATORS AND RELATED PROFESSIONALS	1	0	0,0	1	100,0
AUXILIARY AND RELATED WORKERS	641	0	0,0	248	38,7
BOILER AND RELATED OPERATORS	6	0	0,0	2	33,3
BUILDING AND OTHER PROPERTY CARETAKERS	170	0	0,0	144	84,7
BUS AND HEAVY VEHICLE DRIVERS	76	0	0,0	65	85,5
CIVIL ENGINEERING TECHNICIANS	1	0	0,0	1	100,0
CLEANERS IN OFFICES WORKSHOPS HOSPITALS ETC.	3 086	0	0,0	2 620	84,9
CLIENT INFORM CLERKS(SWITCHB RECEPT INFORM CLERKS)	6	0	0,0	4	66,7
COMMUNICATION AND INFORMATION RELATED	9	0	0,0	8	88,9
CONSERVATION LABOURERS	6	0	0,0	4	66,7
ENGINEERING SCIENCES RELATED	7	0	0,0	3	42,9
ENGINEERS AND RELATED PROFESSIONALS	39	1	2,6	32	82,1
FARM HANDS AND LABOURERS	54	0	0,0	45	83,3
FARMING FORESTRY ADVISORS AND FARM MANAGERS	2	0	0,0	1	50,0
FINANCE AND ECONOMICS RELATED	24	3	12,5	11	45,8
FINANCIAL AND RELATED PROFESSIONALS	42	1	2,4	11	26,2
FINANCIAL CLERKS AND CREDIT CONTROLLERS	236	1	0,4	172	72,9
FOOD SERVICES AIDS AND WAITERS	122	0	0,0	82	67,2
FOOD SERVICES WORKERS	1	0	0,0	0	0,0
GENERAL LEGAL ADMINISTRATION & REL. PROFESSIONALS	1	0	0,0	1	100,0



GEOLOGISTS GEOPHYSICISTS HYDROLOGISTS & RELAT PROF	1	0	0,0	0	0,0
HEAD OF Department/CHIEF EXECUTIVE OFFICER	2	1	50,0	0	0,0
HOUSEHOLD AND LAUNDRY WORKERS	456	0	0,0	308	67,5
HOUSEHOLD FOOD AND LAUNDRY SERVICES RELATED	16	0	0,0	9	56,3
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS	91	0	0,0	36	39,6
HUMAN RESOURCES & ORGANISAT DEVELOPM & RELATE PROF	30	1	3,3	11	36,7
HUMAN RESOURCES CLERKS	549	0	0,0	218	39,7
HUMAN RESOURCES RELATED	77	4	5,2	20	26,0
INFORMATION TECHNOLOGY RELATED	4	0	0,0	3	75,0
LANGUAGE PRACTITIONERS INTERPRETERS & OTHER COMMUN	3	0	0,0	1	33,3
LEGAL RELATED	2	0	0,0	2	100,0
LIBRARIANS AND RELATED PROFESSIONALS	3	0	0,0	2	66,7
LIBRARY MAIL AND RELATED CLERKS	137	0	0,0	43	31,4
LIGHT VEHICLE DRIVERS	62	0	0,0	48	77,4
LOGISTICAL SUPPORT PERSONNEL	3	0	0,0	0	0,0
MATERIAL-RECORDING AND TRANSPORT CLERKS	55	0	0,0	23	41,8
MESSENGERS PORTERS AND DELIVERERS	26	0	0,0	20	76,9
MOTOR VEHICLE DRIVERS	10	0	0,0	2	20,0
OCCUPATIONAL THERAPY	2	0	0,0	1	50,0
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS	3 793	0	0,0	2 897	76,4
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS	42	1	2,4	26	61,9
OTHER INFORMATION TECHNOLOGY PERSONNEL.	45	1	2,2	31	68,9
OTHER MACHINE OPERATORS	1	0	0,0	1	100,0
OTHER OCCUPATIONS	89 982	1 407	1,6	78 235	86,9
PHOTOGRAPHIC LITHOGRAPHIC AND RELATED WORKERS	5	0	0,0	4	80,0
PRINTING AND RELATED MACHINE OPERATORS	13	0	0,0	4	30,8
PROFESSIONAL NURSE	24	0	0,0	10	41,7
Rank: TEACHER	2	0	0,0	0	0,0
RISK MANAGEMENT AND SECURITY SERVICES	4	0	0,0	2	50,0
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS	158	9	5,7	82	51,9
SECURITY GUARDS	2 974	0	0,0	2 456	82,6
SECURITY OFFICERS	9	0	0,0	3	33,3
SENIOR MANAGERS	52	2	3,8	3	5,8
SOCIAL SCIENCES RELATED	5	0	0,0	1	20,0
SOCIAL SCIENCES SUPPLEMENTARY WORKERS	1	0	0,0	1	100,0
SOCIAL WORK AND RELATED PROFESSIONALS	7	0	0,0	6	85,7
SPEECH THERAPY AND AUDIOLOGY	1	0	0,0	1	100,0
STAFF NURSES AND PUPIL NURSES	4	0	0,0	1	25,0
TRADE LABOURERS	7	0	0,0	5	71,4
TOTAL	103 557	1 439	1,4	88 019	85,0


Table 3.5.5 Promotions by salary band for the period 1 April 2020 and 31 March 2021

Salary Band	Employees 1 April 2020	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
01 Lower Skilled (Levels 1-2), Permanent	3 686	0	0,0	2 636	71,5
02 Skilled (Levels 3-5), Permanent	8 379	6	0,1	6 954	83,0
02 Skilled (Levels 3-5), Temporary	1	0	0,0	1	100,0
03 Highly Skilled Production (Levels 6-8), Permanent	72 010	604	0,8	59 408	82,5
04 Highly Skilled Supervision (Levels 9-12), Permanent	18 841	824	4,4	19 006	100,9
05 Senior Management (Levels >= 13), Permanent	55	3	5,5	0	0,0
09 Other, Permanent	525	0	0,0	2	0,4
11 Contract (Levels 3-5), Permanent	4	0	0,0	0	0,0
12 Contract (Levels 6-8), Permanent	28	0	0,0	3	10,7
13 Contract (Levels 9-12), Permanent	27	2	7,4	9	33,3
14 Contract (Levels >= 13), Permanent	1	0	0,0	0	0,0
TOTAL	103 557	1 439	1,4	88 019	85,0

3.6 Employment Equity

Table 3.6.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2021

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
01 - SENIOR OFFICIALS AND MANAGERS	33	0	3	0	16	1	1	0	54
02 - PROFESSIONALS	22 425	172	2 011	415	55 535	561	5 945	1 918	88 982
03 - TECHNICIANS AND ASSOCIATE PROFESSIONALS	203	1	20	4	510	7	44	13	802
04 - CLERKS	1 193	4	167	6	3 234	48	401	148	5 201
05 - SERVICE SHOP AND MARKET SALES WORKERS	2 651	4	14	2	313	3	9	7	3 003
07 - CRAFT AND RELATED TRADE WORKERS	4	0	0	0	1	0	0	0	5
08 - PLANT AND MACHINE OPERATORS AND ASSEMBLERS	114	2	44	1	10	0	0	0	171
09 - LABOURERS AND RELATED WORKERS	1 569	12	62	12	2 273	25	69	36	4 058
99 - UNKNOWN	5	0	0	0	9	0	1	0	15
TOTAL	28 197	195	2 321	440	61 901	645	6 470	2 122	102 291
Employees with disabilities	7	1	4	0	17	1	4	1	35

Table 3.6.3 Recruitment for the period 1 April 2020 to 31 March 2021

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
03 Professionally qualified and experienced specialists and mid-management, Permanent	27	0	2	1	29	0	3	1	63
04 Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	1 466	5	64	24	4 032	32	290	127	6 040
05 Semi-skilled and discretionary decision making, Permanent	108	0	2	0	141	2	6	1	260
06 Unskilled and defined decision making, Permanent	29	0	0	0	49	1	0	0	79
07 Not Available, Permanent	232	0	3	1	441	1	3	0	681
10 Contract (Professionally qualified), Permanent	1	0	0	0	0	0	0	0	1
11 Contract (Skilled technical), Permanent	49	0	0	0	89	0	1	0	139
12 Contract (Semi-skilled), Permanent	3	0	0	0	3	0	0	0	6
TOTAL	1 915	5	71	26	4 784	36	303	129	7 269
Employees with disabilities	0	0	0	0	1	0	0	0	1

Table 3.6.4 Promotions for the period 1 April 2020 to 31 March 2021

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
01 Top Management, Permanent	1	0	1	0	0	0	0	0	2
02 Senior Management, Permanent	0	0	0	0	1	0	0	0	1
03 Professionally qualified and experienced specialists and mid-management, Permanent	6 344	107	1 290	203	9 113	184	1 983	606	19 830
04 Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	13 434	63	708	158	40 824	317	3 416	1 092	60 012
05 Semi-skilled and discretionary decision making, Permanent	3 500	11	109	8	2 987	33	199	113	6 960
05 Semi-skilled and discretionary decision making, Temporary	0	0	0	0	0	0	0	1	1
06 Unskilled and defined decision making, Permanent	989	5	37	6	1 566	10	19	4	2 636
07 Not Available, Permanent	1	0	0	0	1	0	0	0	2
10 Contract (Professionally qualified), Permanent	5	0	0	0	6	0	0	0	11
11 Contract (Skilled technical), Permanent	0	0	0	0	3	0	0	0	3
TOTAL	24 274	186	2 145	375	54 501	544	5 617	1 816	89 458
Employees with disabilities	5	1	2	0	15	0	3	2	28



Table 3.6.5 Terminations for the period 1 April 2020 to 31 March 2021

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
02 Senior Management, Permanent	2	0	0	1	0	0	0	0	3
03 Professionally qualified and experienced specialists and mid-management, Permanent	413	9	147	27	788	17	179	89	1 669
04 Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	1 531	7	65	21	4 534	34	274	129	6 595
05 Semi-skilled and discretionary decision making, Permanent	221	3	4	1	212	3	13	7	464
05 Semi-skilled and discretionary decision making, Temporary	0	0	0	0	0	0	0	1	1
06 Unskilled and defined decision making, Permanent	42	0	0	0	80	1	1	0	124
07 Not Available, Permanent	161	0	3	0	368	0	3	0	535
10 Contract (Professionally qualified), Permanent	2	0	0	0	1	0	0	0	3
11 Contract (Skilled technical), Permanent	8	0	0	0	17	0	0	0	25
12 Contract (Semi-skilled), Permanent	1	0	0	0	1	0	0	0	2
TOTAL	2 381	19	219	50	6 001	55	470	226	9 421
Employees with disabilities	2	0	0	0	0	0	0	1	3

Table 3.6.6 Disciplinary action for the period 1 April 2020 to 31 March 2021

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
DISMISSAL	37	-	1	-	2	-	1	-	41
FINE	17	-	2	2	10	-	1	-	32
NOT GUILTY	8	-	-	-	2	-	-	-	10
SUSPENDED WITHOUT PAYMENT	21	-	7	1	11	-	1	-	41
CORRECTIONAL/ COUNSELLING	-	-	-	-	-	-	-	-	-
VERBAL WARNING	-	-	-	-	-	-	-	-	-
WRITTEN WARNING	-	-	2	-	1	-	-	-	3
FINAL WRITTEN WARNING	30	-	1	1	9	-	-	1	42
CASE WITHDRAWN	4	-	-	-	2	-	-	-	6
DEMOTION	1	-	-	-	-	-	-	-	1
Total	118	-	13	4	37	-	3	1	176

Table 3.6.7 Skills development for the period 1 April 2020 to 31 March 2021

Occupational Category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, Senior Officials and Managers	69	0	33	0	109	0	49	0	260
Professionals	2 174	6	840	40	44 062	35	961	51	48 169
Technicians and Associate Professionals	1	0	0	0	3	0	0	0	4
Clerks	127	2	36	0	398	1	5	0	569
Service and Sales Workers	13	0	0	0	4	0	0	0	17
Skilled Agriculture and Fishery Workers	0	0	0	0	0	0	0	0	0
Craft and related Trades Workers	0	0	0	0	0	0	0	0	0
Plant and Machine Operators and Assemblers	0	0	0	0	0	0	0	0	0
Elementary Occupations	169	4	25	0	176	5	50	0	429
Total	2 553	12	934	40	44 752	41	1 065	51	49 448
Employees with disabilities	1	0	0	0	3	1	0	0	5

3.7 Signing of Performance Agreements by SMS Members

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 May 2020

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/ Head of Department				
Salary Level 16	1	1	1	100
Salary Level 15	4	2	2	100
Salary Level 14	14	9	7	77.77
Salary Level 13	54	43	38	88.37
Total	73	55	48	87.27

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 May 2020

Reasons
Suspensions
Resignation

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 May 2020

Reasons
SMS members on suspension – cases are still pending



3.8 Performance rewards

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2020 and 31 March 2021

Race and Gender	Beneficial profile			Cost	
	Number of beneficiaries of	Number of beneficiaries employees	Number of beneficiaries	Cost (R'000)	Cost (R'000)
African					
Male	-	28 190	-	-	-
Female	-	61 884		-	-
Asian					
Male	-	2 317	-	-	-
Female	-	6 466	-	-	-
Coloured					
Male	-	194	-	-	-
Female	-	644	-	-	-
White					
Male	-	440	-	-	-
Female	-	2 121	-	-	-
Total	-	102 291	-	-	-

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2020 and 31 March 2021

Salary band	Beneficial profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
01 Lower Skilled (Levels 1-2)	-	3 043	-	-	-	-
02 Skilled (Levels 3-5)	-	8 629	-	-	-	-
03 Highly Skilled Production (Levels 6-8)	-	70 642	-	-	-	-
04 Highly Skilled Supervision (Levels 9-12)	-	49 101	-	-	-	-
09 Other	-	646	-	-	-	-
11 Contract (Levels 3-5)	-	7	-	-	-	-
12 Contract (Levels 6-8)	-	143	-	-	-	-
13 Contract (Levels 9-12)	-	26	-	-	-	-
TOTAL	-	102 237	-	-	-	-



Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2020 and 31 March 2021

Critical occupation	Beneficial profile			Cost	
	Number of beneficiaries	Number of employees	% of total within the occupation	Total Cost (R'000)	Average cost per employee
FINANCIAL CLERKS AND CREDIT CONTROLLERS	-	227	0,0	0,0	0,0
HOUSEHOLD FOOD AND LAUNDRY SERVICES RELATED	-	16	0,0	0,0	0,0
HUMAN RESOURCES CLERKS	-	372	0,0	0,0	0,0
SECURITY OFFICERS	-	6	0,0	0,0	0,0
HOUSEHOLD AND LAUNDRY WORKERS	-	450	0,0	0,0	0,0
GEOLOGISTS GEOPHYSICISTS HYDROLOGISTS & RELAT PROF	-	1	0,0	0,0	0,0
MESSENGERS PORTERS AND DELIVERERS	-	25	0,0	0,0	0,0
HUMAN RESOURCES & ORGANISAT DEVELOPM & RELATE PROF	-	33	0,0	0,0	0,0
RISK MANAGEMENT AND SECURITY SERVICES	-	4	0,0	0,0	0,0
PHOTOGRAPHIC LITHOGRAPHIC AND RELATED WORKERS	-	5	0,0	0,0	0,0
BOILER AND RELATED OPERATORS	-	6	0,0	0,0	0,0
SOCIAL SCIENCES RELATED	-	5	0,0	0,0	0,0
LOGISTICAL SUPPORT PERSONNEL	-	3	0,0	0,0	0,0
FINANCE AND ECONOMICS RELATED	-	27	0,0	0,0	0,0
FOOD SERVICES WORKERS	-	1	0,0	0,0	0,0
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS	-	4 231	0,0	0,0	0,0
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS	-	90	0,0	0,0	0,0
AUXILIARY AND RELATED WORKERS	-	615	0,0	0,0	0,0
OTHER OCCUPATIONS	-	88 986	0,0	0,0	0,0
LEGAL RELATED	-	2	0,0	0,0	0,0
FINANCIAL AND RELATED PROFESSIONALS	-	41	0,0	0,0	0,0
BUILDING AND OTHER PROPERTY CARETAKERS	-	165	0,0	0,0	0,0
OCCUPATIONAL THERAPY	-	1	0,0	0,0	0,0
Rank: TEACHER	-	2	0,0	0,0	0,0
ARCHITECTS TOWN AND TRAFFIC PLANNERS	-	4	0,0	0,0	0,0
SOCIAL SCIENCES SUPPLEMENTARY WORKERS	-	1	0,0	0,0	0,0
ADMINISTRATIVE RELATED	-	109	0,0	0,0	0,0
COMMUNICATION AND INFORMATION RELATED	-	10	0,0	0,0	0,0
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS	-	188	0,0	0,0	0,0
CLEANERS IN OFFICES WORKSHOPS HOSPITALS ETC.	-	2 931	0,0	0,0	0,0
LIBRARY MAIL AND RELATED CLERKS	-	130	0,0	0,0	0,0
HUMAN RESOURCES RELATED	-	76	0,0	0,0	0,0
PRINTING AND RELATED MACHINE OPERATORS	-	13	0,0	0,0	0,0
HEAD OF Department/CHIEF EXECUTIVE OFFICER	-	3	0,0	0,0	0,0
TRADE LABOURERS	-	8	0,0	0,0	0,0
LANGUAGE PRACTITIONERS INTERPRETERS & OTHER COMMUN	-	3	0,0	0,0	0,0
SOCIAL WORK AND RELATED PROFESSIONALS	-	7	0,0	0,0	0,0
GENERAL LEGAL ADMINISTRATION & REL. PROFESSIONALS	-	1	0,0	0,0	0,0



CIVIL ENGINEERING TECHNICIANS	-	2	0,0	0,0	0,0
ARCHIVISTS CURATORS AND RELATED PROFESSIONALS	-	1	0,0	0,0	0,0
MATERIAL-RECORDING AND TRANSPORT CLERKS	-	48	0,0	0,0	0,0
FARM HANDS AND LABOURERS	-	51	0,0	0,0	0,0
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS	-	42	0,0	0,0	0,0
PROFESSIONAL NURSE	-	27	0,0	0,0	0,0
BUS AND HEAVY VEHICLE DRIVERS	-	77	0,0	0,0	0,0
SENIOR MANAGERS	-	48	0,0	0,0	0,0
FARMING FORESTRY ADVISORS AND FARM MANAGERS	-	1	0,0	0,0	0,0
CLIENT INFORM CLERKS(SWITCHB RECEIPT INFORM CLERKS)	-	5	0,0	0,0	0,0
SPEECH THERAPY AND AUDIOLOGY	-	1	0,0	0,0	0,0
ENGINEERS AND RELATED PROFESSIONALS	-	38	0,0	0,0	0,0
OTHER INFORMATION TECHNOLOGY PERSONNEL.	-	45	0,0	0,0	0,0
LIGHT VEHICLE DRIVERS	-	64	0,0	0,0	0,0
ENGINEERING SCIENCES RELATED	-	6	0,0	0,0	0,0
MOTOR VEHICLE DRIVERS	-	10	0,0	0,0	0,0
SECURITY GUARDS	-	2 883	0,0	0,0	0,0
HEALTH SCIENCES RELATED	-	1	0,0	0,0	0,0
FOOD SERVICES AIDS AND WAITERS	-	123	0,0	0,0	0,0
OTHER MACHINE OPERATORS	-	1	0,0	0,0	0,0
CONSERVATION LABOURERS	-	4	0,0	0,0	0,0
LIBRARIANS AND RELATED PROFESSIONALS	-	3	0,0	0,0	0,0
INFORMATION TECHNOLOGY RELATED	-	3	0,0	0,0	0,0
AGRICULTURE RELATED	-	6	0,0	0,0	0,0
STAFF NURSES AND PUPIL NURSES	-	3	0,0	0,0	0,0
TOTAL	-	102 291	0,0	0,0	0,0

Notes

- The CORE classification, as prescribed by the DPSA, should be used for completion of this table.
- Critical occupations are defined as occupations or sub-categories within an occupation –
 - in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria;
 - for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction;
 - where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
 - in respect of which a Department experiences a high degree of difficulty to recruit or retain the services of employee

Table 3.8.4 Performance Rewards related rewards (cash bonus) by salary band for Senior Management Service for the period 1 April 2020 and 31 March 2021

Salary band	Beneficial profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Band A	-	40	-	-	-	-
Band B	-	8	-	-	-	-
Band C	-	4	-	-	-	-
Band D	-	2	-	-	-	-
Total	-	54	-	-	-	-

3.9 Foreign workers

Table 3.9.1 Foreign workers by salary band for the period 1 April 2020 and 31 March 2021

Salary band	01 April 2020		31 March 2021		Change	
	Number	% of total	Number	% of total	Number Change	% of total
Highly skilled production (Levels 6-8)	304	90,2	289	89,5	- 15	107,1
Highly skilled supervision (Levels 9-12)	17	5,0	17	5,3	-	0,0
Lower skilled (Levels 1-2)	1	0,3	1	0,3	-	0,0
Other	9	2,7	10	3,1	1	-7,1
Skilled (Levels 3-5)	6	1,8	6	1,9	-	0,0
Total	337	100,0	323	100,0	- 14	100,0

Table 3.9.2 Foreign workers by major occupation for the period 1 April 2020 and 31 March 2021

Major occupation	01 April 2020		31 March 2021		Change	
	Number	% of total	Number	% of total	Number	% Change
Administrative office workers	1	0,3	1	0,3	-	0,0
Elementary occupations	2	0,6	2	0,6	-	0,0
Other occupations	331	98,2	317	98,1	- 14	100,0
Professionals and managers	2	0,6	2	0,6	-	0,0
Technicians and associated professionals	1	0,3	1	0,3	-	0,0
Total	337	100,0	323	100,0	- 14	100,0



3.10 Leave utilisation

Table 3.10.1 Sick leave for the period 1 January 2020 to 31 December 2020

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Contract (Levels 6-8)	35	54,3	14	0,0	3,0	25,00
Contract (Levels 9-12)	4	100,0	1	0,0	4,0	8,00
Contract Other	254	53,9	115	0,3	2,0	86,00
Highly skilled production (Levels 6-8)	167 332	83,3	26 694	71,1	6,0	269 820,00
Highly skilled supervision (Levels 9-12)	43 731	84,6	6 861	18,3	6,0	106 433,00
Lower skilled (Levels 1-2)	6 309	81,4	1 149	3,1	5,0	3 655,00
Senior management (Levels 13-16)	111	95,5	13	0,0	9,0	524,00
Skilled (Levels 3-5)	14 935	82,4	2 688	7,2	6,0	13 107,00
Total	232 711	83,4	37 535	100,0	6,0	393 659,00

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2020 to 31 December 2020

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Highly skilled production (Levels 6-8)	71 700	99,7	1 603	73,2	45,0	116 642,00
Highly skilled supervision (Levels 9-12)	22 461	99,9	465	21,2	48,0	54 185,00
Lower skilled (Levels 1-2)	1 321	100,0	41	1,9	32,0	770,00
Skilled (Levels 3-5)	3 029	100,0	81	3,7	37,0	2 723,00
Total	98 511	99,8	2 190	100,0	45,0	174 319,00

Table 3.10.3 Annual Leave for the period 1 January 2020 to 31 December 2020

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Contract (Levels 3-5)	43	4	11
Contract (Levels 6-8)	624	70	9
Contract (Levels 9-12)	193	18	11
Contract Other	3 789	606	6
Highly skilled production (Levels 6-8)	14 902	1 074	14
Highly skilled supervision (Levels 9-12)	18 412	1 596	12
Lower skilled (Levels 1-2)	9 685	786	12
Senior management (Levels 13-16)	378	37	10
Skilled (Levels 3-5)	31 376	2 350	13
Total	79 402	6 541	12



Table 3.10.4 Capped leave for the period 1 January 2020 to 31 December

Salary band	Total days taken	Number of Employees using capped leave	Average of days taken per employee	Average capped leave per employee as on 31 March 2021
Contract (Levels 13-16)	-	-	-	82
Contract (Levels 3-5)	-	-	-	-
Contract (Levels 6-8)	-	-	-	-
Contract (Levels 9-12)	-	-	-	-
Contract Other	-	-	-	-
Highly skilled production (Levels 6-8)	987	227	4	42
Highly skilled supervision (Levels 9-12)	2 163	389	6	57
Lower skilled (Levels 1-2)	-	-	-	4
Senior management (Levels 13-16)	-	-	-	72
Skilled (Levels 3-5)	28	13	2	48
Total	3 178	629	5	50

Table 3.10.5 Leave payouts for the period 1 April 2020 to 31 March 2021

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Current leave payout on termination of service for 2020/21	227 819 893,02	2230	10 216 138,70
Total	227 819 893,02	2230	10 216 138,70



3.11 HIV/AIDS Health Promotion Programmes

Table 3.11.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
-	-
-	-
-	-

Table 3.11.2 Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question Yes No Details, if yes	Yes	No	Details, if yes
1. Has the Department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	yes		Mr VB Maphumulo: Acting Director
2. Does the Department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	yes		Employee Health and Wellness sub directorated with 14 Employee Health and Wellness Practitioners
3. Has the Department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	yes		Wellness Management, HIV/TB and STI's Management, Health and Productivity and Safety, Healthy Environment and Quality
4. Has the Department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	yes		Wellness committee: Miss HC Goba : EH&W, Mrs Benarie Ngema EH&W: HIV Trainer ,Mr Vusi Sibiyi: HIV Trainer, Mrs Sanoosha Badul: OTP:
5. Has the Department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	yes		Revised Policy on HIV/AIDS and TB Management February 2019
6. Has the Department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	yes		Mitigation against stigma and discrimination and refer Policy on HIV/AIDS and TB Management Objective on Human Right & Access to Justice
7. Does the Department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	yes		Number of employees who participated in HCT: males: 32 Females: 88
8. Has the Department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	yes		Evaluation Forms, Submit DPSA Quarterly Reports, SMT reports



3.12 Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2020 and 31 March 2021

Subject matter	Date
N/A	
N/A	

Notes

- If there were no agreements, keep the heading and replace the table with the following:

Total number of agreements	None
None	
None	

Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2020 and 31 March 2021

Outcomes of disciplinary hearings	Number	% of total
DISMISSAL	41	23,29
FINE	32	18,18
NOT GUILTY	10	5,68
SUSPENDED WITHOUT PAYMENT	41	23,29
FINAL WRITTEN WARNING	42	23,86
VERBAL WARNING	0	0,00
COUNSELLING	0	0,00
WRITTEN WARNING	3	1,70
DEMOTION	1	0,50
CASE WITHDRAWN	6	3,40
TOTAL	176	100,00

Notes • If there were no agreements, keep the heading and replace the table with the following:

Total number of Disciplinary hearings finalised	176



Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2020 and 31 March 2021

Type of misconduct	Number	% of total
Fraud/ Theft	56	8,00
Misuse of state property	8	1,10
Insubordination	11	1,60
Absenteeism	48	6,80
Sexual harassment	36	5,10
Under influence of alcohol/drugs	0	0,00
Assault	93	13,30
Other	449	64,10
TOTAL	701	100,00

Table 3.12.4 Grievances logged for the period 1 April 2020 and 31 March 2021

Grievances	Number	% of total
Number of grievances resolved	280	61,94
Number of grievances not resolved	172	38,05
Total number of grievances lodged	452	100,00

Table 3.12.5 Disputes logged with Councils for the period 1 April 2020 and 31 March 2021

Disputes	Number	% of total
Number of disputes upheld	129,00	68,98
Number of disputes dismissed	8,00	5,44
Total number of disputes lodged	137,00	100,00

Table 3.12.6 Strike actions for the period 1 April 2020 and 31 March 2021

Total number of persons working days lost	-
Total costs working days lost	-
Amount recovered as a result of no work no pay (R'000)	-

Table 3.12.7 Precautionary suspensions for the period 1 April 2020 and 31 March 2021

Number of people suspended	270,00
Number of people who's suspension exceeded 30 days	270,00
Average number of days suspended	23,26
Cost of suspension(R'000)	157 075 935,51



3.13 Skills Development

Table 3.13.1 Training needs identified for the period 1 April 2020 to 31 March 2021

Occupational category	Gender	Number of employees as at 1 April 2020	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	17	-	10	7	17
	Male	38	-	20	16	36
Professionals	Female	64 764	-	1736	270	2 006
	Male	25 329	-	606	231	837
Technicians and associate professionals	Female	576	-	6	-	6
	Male	213	-	2	-	2
Clerks	Female	3 563	-	232	168	400
	Male	1184	-	83	109	192
Service and sales workers	Female	337	-	5	-	5
	Male	2 762	-	13	-	13
Skilled agriculture and fishery workers	Female	-	-	-	-	-
	Male	-	-	-	-	-
Craft and related trades workers	Female	-	-	-	-	-
	Male	-	-	-	-	-
Plant and machine operators and assemblers	Female	-	-	-	-	-
	Male	-	-	-	-	-
Elementary occupations Female	Female	2 414	-	3	-	3
	Male	1856	-	5	-	5
Sub Total	Female	71 671	-	1992	445	2 437
	Male	31 382	-	729	356	1 085
Total		103 053	-	2 721	801	3 522



Table 3.13.2 Training provided for the period 1 April 2020 to 31 March 2021

Occupational category	Gender	Number of employees as at 1 April 2020	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	17	-	-	17	17
	Male	38	-	-	36	36
Professionals	Female	64 764	-	1 129	44 104	45 233
	Male	25 329	-	314	2 829	3 143
Technicians and associate professionals	Female	576	-	3		3
	Male	213	-	1		1
Clerks	Female	3 563	-	122	282	404
	Male	1 184	-	36	129	165
Service and sales workers	Female	337	-	4	-	4
	Male	2 762	-	13	-	13
Skilled agriculture and fishery workers	Female	-	-	-	-	-
	Male	-	-	-	-	-
Craft and related trades workers	Female	-	-	-	-	-
	Male	-	-	-	-	-
Plant and machine operators and assemblers	Female	-	-	-	-	-
	Male	-	-	-	-	-
Elementary occupations Female	Female	2 414	-	3	228	231
	Male	1 856	-	4	194	198
Sub Total	Female	71 671	-	1 261	44 631	45 892
	Male	31 382	-	368	3 188	3 556
Total		103 053	-	1 629	47 819	49 448

3.14 Injury on duty

Table 3.14.1 Injury on duty for the period 1 April 2020 and 31 March 2021

Nature of injury on duty	Number	% of total
Required basic medical attention only	-	-
Temporary Total Disablement	-	-
Permanent Disablement	-	-
Fatal	-	-
Total	-	-

3.15 Utilisation of consultants

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2020 and 31 March 2021

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
Various	-	261	R812 p.hr
Travelling costs	-	261	R4.358 p. km
Total cost of consultants	-	-	R 1 459 462 000

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
Various	-	-	-

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2020 and 31 March 2021

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
Various	-	-	-

Table 3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2020 and 31 March 2021

Project title	Total number of consultants that worked on project	Duration (work days)	Donor and contract value in Rand
-	-	-	-

Total number of project	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
-	-	-	-

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2020 and 31 March 2021

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
-	-	-	-



3.16 Severance package

Table 3.16.1 Granting of employee initiated severance packages for the period 1 April 2020 and 31 March 2021

Salary band	Number of applications received	Number of applications referred to the MPSA	Number of applications supported by MPSA	Number of packages approved by Department
Lower Skills (Level 1-2)	-	-	-	-
Skilled (levels 3-5)	-	-	-	-
Highly skilled production (levels 6-8)	-	-	-	-
Highly skilled supervision (levels 9 -12)	-	-	-	-
Senior management (levels 13-16)	-	-	-	-
Total	-	-	-	-



KWAZULU-NATAL PROVINCE

EDUCATION
REPUBLIC OF SOUTH AFRICA

Part E

FINANCIAL INFORMATION

AUDIT REPORT

FOR THE YEAR ENDED 31 MARCH 2021



Report of the Auditor-General to the KwaZulu-Natal Provincial Legislature on Vote no. 5: Department of Education

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Department of Education set out on pages 179 to 270, which comprise the appropriation statement, statement of financial position as at 31 March 2021, the statement of financial performance, statement of changes in net assets, and cash flow statement for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Education as at 31 March 2021, and its financial performance and cash flows for the year then ended in accordance with the Modified Cash Standard (MCS) prescribed by National Treasury and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA) and the Division of Revenue Act of South Africa, 2020 (Act No. 4 of 2020) (Dora).

Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the auditor-general's responsibilities for the audit of the financial statements section of my report.
4. I am independent of the department in accordance with the International Ethics Standards Board for Accountants' International code of ethics for professional accountants (including International Independence Standards) (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Material uncertainty relating to financial sustainability

6. I draw attention to the matter below. My opinion is not modified in respect of this matter.

As stated in note 15 to the financial statements, inter alia, although the department's bank overdraft has decreased by R337,66 million (29%) to R836,95 million at year-end, the escalating staff debt, budget reductions, and the negative impact of the Covid-19 pandemic and the resultant spending on personnel protective equipment (PPE), continues to place further pressure on the finances of the department. These conditions indicate that a material uncertainty exists that may cast significant doubt on the ability of the department to settle future expenditure obligations.

Emphasis of matter

7. I draw attention to the matter below. My opinion is not modified in respect of this matter.

Provision for impairment of receivables: Staff debt

8. As disclosed in notes 8.1, 11.2 and 11.5 to the financial statements, the department had a staff debt balance of R476,02 million, made up of current and former staff members. This was after deducting an amount of R142,49 million, which was written-off as irrecoverable for past employees debts that had been outstanding for over five years and are out of service. Furthermore, a provision for debt impairment of R329,27 million (69%) was made against the staff debt balance in respect of doubtful debts. This provision was mainly due to past employee debts that had been outstanding for three or more years.

Responsibilities of the accounting officer for the financial statements

9. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the MCS and the requirements of the PFMA and Dora, and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
10. In preparing the financial statements, the accounting officer is responsible for assessing the department's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the department or to cease operations, or has no realistic alternative but to do so.

Auditor-general's responsibilities for the audit of the financial statements

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

Report on the audit of the annual performance report

Introduction and scope

13. In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof, I have a responsibility to report on the usefulness and reliability of the reported performance information against predetermined objectives for the selected programme presented in the annual performance report. I performed procedures to identify material findings but not to gather evidence to express assurance.



14. My procedures address the usefulness and reliability of the reported performance information, which must be based on the department's approved performance planning documents. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. My procedures do not examine whether the actions taken by the department enabled service delivery. My procedures do not extend to any disclosures or assertions relating to the extent of achievements in the current year or planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, my findings do not extend to these matters.
15. I evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for programme 2 - public ordinary schools presented in the department's annual performance report for the year ended 31 March 2021.
16. I performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. I performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.
17. The material finding on the usefulness and reliability of the performance information of the selected programme is as follows:

Programme 2 - Public ordinary schools

PPM 208: Percentage of learners provided with English First Additional Language (EFAL) and Mathematics textbooks in grades 3, 6, 9 and 12

18. I was unable to obtain sufficient appropriate audit evidence for the achievement of 96% reported against the planned target of 95% in the annual performance report for PPM 208: Percentage of learners provided with English First Additional Language (EFAL) and Mathematics textbooks in grades 3, 6, 9 and 12, due to the lack of proper performance management systems and processes to measure, monitor and report on the indicator in accordance with its predetermined measurement process. I was unable to confirm the reported achievement by alternative means. Consequently, I was unable to determine whether any adjustments were required to the reported achievement.

Other matters

19. I draw attention to the matters below.

Achievement of planned targets

20. The annual performance report on pages 69 to 71 set out information on the achievement of planned targets for the year and management's explanations are also provided for the under and over-achievement of targets. This information should be considered in the context of the material finding on the usefulness and reliability of the reported performance information in paragraph 18 of this report.

Adjustment of material misstatements

21. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information of programme 2. As management subsequently corrected only some of the misstatements, I raised a material finding on the usefulness and reliability of the reported performance information, for the finding that was not corrected as reported in paragraph 18 above.

Report on the audit of compliance with legislation

Introduction and scope

22. In accordance with the PAA and the general notice issued in terms thereof, I have a responsibility to report material findings on the department's compliance with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.
23. The material findings on compliance with specific matters in key legislation are as follows:

Procurement and contract management

24. Some goods and services for the provision of learner transport of a transaction value above R500 000 were procured without inviting competitive bids and the deviations were approved by the accounting officer although it was practical to invite competitive bids, as required by treasury regulation 16A6.1 and paragraph 3.4.1 of Practice Note 8 of 2007-2008.
25. Contracts were awarded to some suppliers whose tax matters had not been declared by the South African Revenue Service (SARS) to be in order, as required by treasury regulation 16A9.1(d).

Expenditure management

26. Effective and appropriate steps were not taken to prevent irregular expenditure of R330,74 million, as disclosed in note 26 to the financial statements, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1.
27. Some payments were not made within 30 days or upon an agreed period after receipt of an invoice, as required by treasury regulation 8.2.3.

Consequence management

28. I was unable to obtain sufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred irregular as well as fruitless and wasteful expenditure, as required by section 38(1)(h)(iii) of the PFMA. This was because investigations into the such expenditure were not performed in some instances.
29. Allegations of fraud which exceeded R100 000 were not reported to the South African Police Service, in certain cases, as required by section 34(1) of the Prevention and Combating of Corrupt Activities Act of South Africa, 2004 (Act No. 12 of 2004).



Other information

30. The accounting officer is responsible for the other information. The other information comprises the information included in the annual report. The other information does not include the financial statements, the auditor's report and the selected programme presented in the annual performance report that has been specifically reported in this auditor's report.
31. My opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and I do not express an audit opinion or any form of assurance conclusion on it.
32. In connection with my audit, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and the selected programme presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
33. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal control deficiencies

34. I considered internal control relevant to my audit of the financial statements, reported performance information and compliance with applicable legislation; however, my objective was not to express any form of assurance on it. The matters reported below are limited to the significant internal control deficiencies that resulted in the findings on the annual performance report and the findings on compliance with legislation included in this report.
35. Management did not perform adequate independent review procedures and reconciliations over the credibility of the reported performance information. In addition, management did not take adequate steps to prevent breakdowns in compliance processes by instilling discipline in the institutionalisation of policies and procedures as well as strict monitoring of compliance checklists.

Material irregularities

36. In accordance with the PAA and the Material Irregularity Regulations, I have a responsibility to report on material irregularities identified during the audit.
37. The material irregularity identified is as follows:

Failure to timeously deduct and pay-over Pay As you Earn (PAYE) due to the South African Revenue Service (SARS)

38. The department submitted its employee tax reconciliation assessments and paid the Pay As you Earn (PAYE) tax withheld from employees dating back to 2017 during the year ended 31 March 2020, in contravention of paragraph 2(1)(a) of the Fourth Schedule of the Income Tax Act. The non-compliance resulted in a material financial loss, through penalties and interest of R6,69 million being charged by SARS.



39. The accounting officer was notified of the material irregularity on 11 December 2020 and was invited to make a written submission on the actions taken and that will be taken to address the matter.
40. The following actions have been taken to resolve the material irregularity:
- The Accounting Officer issued Circular No. 69 of 2020 dated 03 December 2020 to all departmental officials urging them to ensure that appointments and terminations are communicated timeously to their respective human resource components to prevent salary overpayments and penalties by SARS, as a consequence of late processing of appointments and terminations on the Persal system.
 - The department engaged SARS on 28 November 2019, 26 January 2021, 03 February 2021 and 08 February 2021, in the hope of getting a remission on the penalties and interest imposed on the department.
 - The department initiated processes of developing an electronic system that would assist in timeously alerting the salaries and tax sections immediately of appointments and terminations of educators that takes place at any school and any district within the province. The project is planned to commence from 17 September 2021 and the planned delivery of the system is 24 December 2021.
 - Roadshows were conducted at four district offices in March 2021, where officials were conscientised about the impact of the late appointments and late termination on the system as well as consequence management if officials are found to have contributed to the matter in future.
 - Based on the assessment done by the department between December 2020 and February 2021, the Accounting Officer indicated that no specific person can be held liable for now as the problem was deemed to be system related. Management's responses of 08 February 2021, 19 May 2021 and 08 September 2021 details how after implementing the various measures, that they will now be able to implement consequence management.
 - Actions will be taken against any official whose action or negligence thereof that may lead to the incurring of fruitless and wasteful expenditure through interest and penalties from the 2022 tax year going forward.
41. The accounting officer further plans to continue its engagements with SARS with the intention of getting a remission on the penalties and interest imposed on the department.
42. I will follow up on the implementation of the planned actions during my next audit.

Other reports

43. I draw attention to the following engagements conducted by various parties which had, or could have, an impact on the matters reported in the department's financial statements, reported performance information, compliance with applicable legislation and other related matters. These reports did not form part of my opinion on the financial statements or my findings on the reported performance information or compliance with legislation.



Investigations

44. The provincial forensic unit conducted twenty-four investigations covering the period 1 April 2009 to 31 March 2019. These investigations relate to various allegations of ghost employees, fraud and corruption, supply chain management irregularities, mismanagement of school funds, improper human resource appointments, fake qualifications, and payments to educators even though services were not rendered. Of these investigations, fourteen had been completed whilst ten are still in progress at the date of my report. The accounting officer has implemented the recommendations for four of the completed investigations.
45. The department had conducted seventy-seven internal investigations relating to various allegations of mismanagement of school funds, false qualifications, procurement irregularities, duplicate salary payments, and invalid payments. Of these investigations, fifty had been completed whilst twenty-seven are ongoing at the date of my report. The accounting officer has begun implementing the recommendations for the completed investigations.
46. In terms of Proclamation No. R23 of 2020, issued in Government Gazette No. 313 of 15 March 2020, the Special Investigating Unit investigated the following:
- Allegations of excessive pricing for contracts awarded for the supply, delivery and installation of 41 000 water tanks, suggesting that the department was prejudiced due to this procurement. The outcome of the investigation was that the allegations could be not substantiated and the matter was closed.
 - Allegations of irregular procurement by the department, namely, as to whether procurement prescripts were followed, any collusion between officials and service providers; any fraud committed by any party; whether the department received value for money; any overpricing of PPE; and as to whether PPE procured were Covid-19 essential items as determined by National Treasury. Forty-two service providers, who were awarded PPE contracts in amount of R183,36 million are currently under investigation. A number of referrals were submitted to various law enforcement agencies for further prosecutions, to SARS to investigate Value-Added Taxation non-compliances as well as referrals were made to the department on 5 October 2020 to initiate disciplinary proceedings for misconduct against officials. These matters are currently in progress.

Auditor-General

Pietermaritzburg

15 September 2021



AUDITOR-GENERAL
SOUTH AFRICA

Auditing to build public confidence

Annexure - Auditor-General's responsibility for the audit

1. As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected programme and on the department's compliance with respect to the selected subject matters.

Financial statements

2. In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:
 - identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control
 - obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the department's internal control
 - evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the accounting officer
 - conclude on the appropriateness of the accounting officer's use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the Department of Education to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a department to cease operating as a going concern
 - evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

Communication with those charged with governance

3. I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.
4. I also provide the accounting officer with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.



KWAZULU-NATAL PROVINCE

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Part E

FINANCIAL INFORMATION



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REPORT OF THE ACCOUNTING OFFICER FOR THE YEAR ENDED 31 MARCH 2021

1. Overview of the financial results of the department

1.1 Departmental Receipts

The Department collected R87.878 million which is 80.7% of the budget of R108.901 million. The under-collection of R21.023 million is explained as follows:

- *Sale of goods and services other than capital assets* collected R60.392 million or 87.5% against a budget of R69.028 million. Revenue from this category relates to tender fees, parking rentals, commission on PERSAL deductions such as insurance and garnishees, re-marking of exam papers and re-issuing of certificates, etc. The under-collection is mainly relating to the fact that there was no collection on tender fees as anticipated due to the national lockdown. In this regard, the department did not advertise tenders for new projects themselves, but projects at schools were undertaken by implementing agents.
- *Transactions in financial assets and liabilities* reflects collection of R27.146 million against a budget of R39.451 million. Revenue collected against this category relates to recoveries from prior years' expenditure such as staff debts, which are difficult to accurately budget for due to their unpredictable nature. The under-collection was mainly on recovery from previous years' expenditure which is in respect of out-of-service debt which is difficult to recover. The total staff debt was at R610 million as at December 2020, and the department is intending to write-off 77% of this debt and this is raised under *Matters for discussion*.
- The under-collection was offset to an extent by an over-collection of R648 000 against *Interest, dividends and rent on land*. This was due to higher than anticipated interest received from outstanding staff debts, mainly related to in-service debts and those that are out-of-service but still recoverable.

1.2 Discussion

The main appropriation of the Department of Education was R57.247 billion in 2020/21. During the year the department's budget was adjusted by R234.735 million. The final adjusted appropriation of the department was R57 012 068 000. This was due to the following:

- R9.734 million was rolled-over against *Goods and services* in Programme 2: Public Ordinary School Education in respect of the National School Nutrition Programme (NSNP) grant. This related to March 2019 invoices for feeding which were paid in April 2020.
- R5.069 million was reduced from *Compensation of Employees* and *Goods and services* in the Maths, Science and Technology (MST) grant. This related to the reprioritization of funds by the Department of Basic Education in order to redirect funds towards the Covid-19 pandemic.
- R15.088 million was reduced from *Compensation of Employees* and *Goods and services* in the HIV and Aids grant (HIV). This related to the reprioritization of funds by the Department of Basic Education in order to redirect funds towards the Covid-19 pandemic.



- R497.218 million was reduced from *Buildings and other fixed structures* in the Education Infrastructure grant (EIG) grant. This related to the reprioritization of funds by the Department of Basic Education in order to redirect funds towards the Covid-19 pandemic.
- R100 million was allocated in Programme 6: Infrastructure Development against *Buildings and other fixed structures* to address pressures relating to storm damages and Covid-19 pressures, schools had to be provided with mobile classrooms so that teaching and learning could continue safely.
- R1 billion was allocated in Programmes 1, 2, 6 and 7 under *Compensation of Employees and Goods and Services* for pressures relating to the Covid-19 pandemic.
- R1.424 billion was allocated in Programmes 2, 3 and 4 under *Compensation of Employees and Transfers and Subsidies* which related to the introduction of the Presidential Employment Initiative (PEI) for the appointment of general school assistants, educator assistants, reading champions and the saving of School Governing Body (SGB) posts in fee-paying schools.
- R420 million in additional funding was allocated under *Compensation of Employees* in Programme 2 and *Buildings and other fixed structures* in Programme 6 in the third Adjustments Estimate in respect of the budget pressures ascribed to the budget cuts to the provincial equitable share in line with the wage freeze and conditional grants in response to Covid-19.
- R413.360 million was allocated to the department through the Fourth Adjustments Estimate in respect of the (EIG) against *Payments for Capital Assets*.

1.2.1 Virements and Shifting of funds

1.2.1.1 Virements

The table below reflects the major final virements that were undertaken by the department, approval has been granted by Provincial Treasury.

Programme 1: Administration was fully spent at 100.0% of the Final Appropriation. The main expenditure movements in this Programme were as follows:

- *Compensation of employees* was under-spent by R17.545 million. This was mainly attributed to later than anticipated filling of some critical vacant posts that were approved for filling. The budget reductions implemented mid-term resulted in a concern that the funding would be insufficient to fill all critical posts.
- *Goods and services* was over-spent by R22.526 million which can mainly be ascribed to budget constraints and competing priorities within the Vote. It should be noted that the department reprioritised funding in the Special and Second Adjustments Estimate to offset pressures against this category, but pressures were still noted for items such as travel and subsistence, fleet services, legal services, communication, consumables and supplies, inventory other supplies and operating payments.
- *Interest on rent and land* was R49 thousand and relates to late payments on Telkom and municipal accounts.
- *Transfers and subsidies to: Provinces and municipalities* was under-spent by R703 thousand. This relates to the payment of licenses for motor vehicles which was over-budgeted for.
- *Transfers and subsidies to: Households* was under-spent by R2.342 million mainly ascribed to staff exit costs which are difficult to budget for.
- *Buildings and other fixed structures* was under-spent by R192 thousand due to lower than anticipated costs for the purchase of storage containers for personnel protective equipment (PPE).
- *Machinery and equipment* was under-spent by R1.774 million attributed to lower than budgeted procurement of replacement tools of trade such as desktops and laptops, because procurement processes for the purchase of IT equipment were not finalised before year-end.

Programme 2: Public Ordinary School Education was under-spent by R153.671 million, at 99.7% of the Final Appropriation. The main expenditure movements in this Programme were as follows:

- *Compensation of employees* was over-spent by R251.252 million due to in-year fluctuating educator headcount numbers, including the appointment of temporary or substitute educators to replace educators with co-morbidities and screeners appointed in respect of the Covid-19 health protocols implemented. The educator headcount fluctuated in-year, from 88 467 in April to a high of 91 001 in December and declined to 87 260 in January. The mid-term budget reductions also contributed to the high over-spend.
- *Goods and services* was under-spent by R406.956 million mainly against NSNP grant feeding scheme costs as the feeding days were lower in March due to early school closure by three days, and some invoices for March were not submitted on time by service providers by year end. Consumable supplies and Inventory other suppliers were under-spent relating to the procurement of PPE for schools. Whereby only critical top-ups were procured for items such as liquid disinfectants and sanitisers, where school stocks were low. Cost cutting measures were implemented in order to offset the projected overspend by the department and new orders were carried over into the new financial year, where possible. Furthermore, due to the extended closure of schools the costs relating to hire



of chemical toilets were lower than anticipated.

- *Interest on rent and land* was R32 thousand and relates to late payments on Telkom and municipal accounts.
- *Transfers and subsidies to: Non-profit institutions* was over-spent by R5.036 million in respect of the payment of subsidies to public ordinary schools. The high spending was aggravated by transfers made to schools in respect of Covid-19 allocations for the appointment of cleaners and grass cutting services in preparation for the re-opening of schools in June and July. Cleaning services were extended further for four months as it was clear that learners were going to be at risk if schools were not cleaned regularly. This placed more pressure on the over stretched budget.
- *Transfers and subsidies to: Households* was fully spent and relates to staff exit costs.
- *Machinery and equipment* was under-spent by R3.003 million relating to delays in processing invoices after delivery of vehicles was undertaken due to the anticipated overspend. Some invoices could only be processed in the new financial year.

Programme 3: Independent Schools Subsidies is under-spent by R1.313 million at 98.8% of the Final Appropriation, as a result of schools that did not meet financial compliance requirements and delays in the processing of some payments to schools which will be noted as payables on the annual financial statement.

Programme 4: Public Special School Education was fully spent at 100.0% of the Final Appropriation. The main expenditure movements in this Programme were as follows:

- *Compensation of employees* was under-spent by R11.944 million due to lower than anticipated costs relating to the salaries for Specialist educators and Therapists in special schools. The department indicated that 501 posts for Learners with Special Education Needs (LSEN) schools were not filled and this was because the affordability of these posts was affected by the budget cuts made by National Treasury in respect of the wage freeze.
- *Goods and services* was over-spent by R11.686 million due to higher than anticipated costs against Inventory: Other supplies and Consumables for the procurement of PPE in response to the Covid-19 pandemic.
- *Transfers and subsidies to: Non-profit institutions* was over-spent by R2.406 million due to unanticipated costs relating to the extended appointment of cleaners in schools to ensure health and safety measures were met. This cost was originally budgeted for under Programme 2, however, certain special schools were thereafter identified that qualified for this subsidy.
- *Transfers and subsidies to: Households* was under-spent by R1.722 million due to lower than anticipated staff exit costs. These costs are difficult to project.
- *Machinery and equipment* was under-spent by R426 thousand due to slightly lower than anticipated costs for the procurement of buses for special schools.

Programme 5: Early Childhood Development was under-spent by R621 thousand at 100.0% of the Final Appropriation. The main expenditure movements in this Programme were as follows:

- *Compensation of employees* was under-spent by R12.799 million which was due to the budget cut in

respect of the wage freeze as the carry-through costs of posts were rendered unaffordable by these budget cuts. Therefore, recruitment processes were not undertaken in order to avert over-spending for the Vote in future years.

- *Goods and services* was over-spent by R12.799 million in respect of top-up inventory: LTSM in order to ensure LTSM coverage in all Grade R centres and public schools, including the purchase of textbooks, stationery and core materials for the development of fine and gross motor skills and fantasy play.
- *Transfers and subsidies to: Non-profit institutions* was under-spent by R621 thousand due to non-compliance in terms of the non-submission of Audited Financial Statements of schools.
- *Transfers and subsidies to: Households* was fully spent in relation to staff exit costs which are difficult to budget for due to their uncertain nature.

Programme 6: Infrastructure Development was over-spent by R6.355 million at 100.2% of the Final Appropriation. The main expenditure movements in this Programme were as follows:

- *Compensation of employees* was under-spent by R1.182 million. The department indicated that there were delays in filling posts for three Deputy Chief Education Specialist: Infrastructure Planning posts, Chief Engineer: Civil/Structural, two Chief Works Inspectors and Works Inspector. These posts were anticipated to be filled in 2020, however, these were filled in January 2021.
- *Goods and services* was fully spent and includes costs relating to management fees which forms part of the capital project. Furthermore, costs relating to travel and subsistence, procurement of furniture for newly completed schools, property payments and outsourced contractors are included here.
- *Transfers and subsidies to: Households* was over-spent by R52 thousand in respect of staff exit costs which are difficult to budget for.
- *Buildings and other fixed structures* was over-spent by R7.537 million due to the fact that the overall committed contracts for projects which were on site, storm damaged schools and awarded projects amounted, was in excess to the funds provided after the reduction to the EIG grant. In addition to this, the department had to respond to Covid-19 regulations. The in-year EIG budget cut was unexpected, both in terms of the fact that this grant was cut, and then the quantum by which it was cut. Although additional funds were provided to the department in the Adjustments Estimate, this did not fully offset the pressures.

Programme 7: Examination and Education Related Services was under-spent at R4.421 million or 99.7% of the Final Appropriation. The main expenditure movements in this Programme were as follows:

- *Compensation of employees* was under-spent by R7.742 million due to lower than anticipated costs related to the appointment of examination markers and assistants for the undertaking of supplementary and NSC examinations in respect of the Covid-19 pandemic. A number of appointed markers failed to report during the lockdown marking session. The department indicated that a number of Examination Markers who were appointed for the marking process declined the appointment. This was largely due to the fear of being exposed to the Covid-19 virus at the various marking centres, hence the drop in the number of appointments.
- *Goods and Services* was fully spent and includes costs relating to items such as procurement of PPE, property payments which includes security costs for examinations and domestic accounts for



education centres, catering costs, travel and subsistence and operating costs for the printing of examination papers.

- *Interest and Rent on Land* was at R3 thousand and relates to interest paid on overdue Telkom and municipal accounts for Education Centres.
- *Transfers and subsidies to: Departmental agencies and accounts* was fully spent and relates to costs paid to Education Training and Development (ETD) SETA for services rendered.
- *Transfers and subsidies to: Households* was over-spent by R2.191 million against staff exit costs. This item is difficult to project due its uncertain nature.
- *Machinery and equipment* was over-spent by R1.130 million in respect of the higher than budgeted purchase of desktops and audio-visual equipment as well as equipment such as desk shields. In addition, there were accruals for tools of trade purchased in the prior year.

1.3.1 Compensation of employees

The table below reflects the fluctuation in employee numbers during the year. Budgetary provision had been made for 141 552 officials which consist of 107 433 permanent employees and 34 119 periodic payments. It should be noted that the headcount fluctuates in-year due to various reasons ranging from the appointment of temporary or substitute educators based on need.

	COMPENSATION OF EMPLOYEES : 2020/2021												
	1	2	3	4	5	6	7	8	9	10	11	12	13
	Post Approved	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
TOTAL EDUC	90 057	88 467	88 235	88 592	88 449	88 848	89 469	89 963	90 622	91 001	87 830	87 238	87 260
TOTAL SPEC/THERAPISTS	2 239	1 205	1 226	1 221	1 222	1 225	1 221	1 213	1 209	1 208	1 378	1 395	1 385
TOTAL PS	15 137	13 232	13 206	13 182	13 118	13 137	13 096	13 064	13 032	13 045	12 963	12 944	12 855
TOTAL	107 433	102 904	102 667	102 995	102 789	103 210	103 786	104 240	104 863	105 254	102 171	101 577	101 500
TOTAL - OTHER ES	17 361	7 796	9 166	9 633	9 426	9 586	9 598	15 181	15 969	8 169	8 215	7 800	8 414
TOTAL - OTHER COND GRANTS	16 758	14 977	15 628	16 773	17 105	17 731	17 294	17 795	17 981	24 062	24 575	25 058	25 286
TOTAL	34 119	22 773	24 794	26 406	26 531	27 317	26 892	32 976	33 950	32 231	32 790	32 858	33 700
GRAND TOTAL	141 552	125 677	127 461	129 401	129 320	130 527	130 678	137 216	138 813	137 485	134 961	134 435	135 200
COST (R'000)	45 929 846	3 686 726	3 718 993	3 740 766	3 725 587	3 823 290	3 865 679	3 876 684	3 959 406	3 974 889	3 753 549	4 044 490	3 821 381

1.3.2 Conditional Grants and Rollovers

Conditional Grant Name	2020/21									
	Budget	Additional Funding	Adjustment	Adjusted Appropriation	Year to date Expenditure as at 31 March 2021	% Spend	Projection to Year end	Projected Total Expenditure 2020/21	(Over)/Under Expenditure	Roll over Requested
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Education Infrastructure Grant	1 996 182	-	(83 588)	1 912 594	1 922 646	100,5%	-	1 922 646	(10 052)	-
HIV and AIDS (Life Skills Education) Grant	62 450	-	(15 088)	47 362	47 489	100,3%	-	47 489	(127)	-
Learners with Profound Intellectual Disabilities Grant	32 586	-	-	32 586	33 000	101,3%	-	33 000	(414)	-
Maths, Science and Technology Grant	65 701	-	(5 069)	60 632	60 651	100,0%	-	60 651	(19)	-
National School Nutrition Programme Grant	1 717 512	-	9 734	1 727 246	1 573 572	91,1%	-	1 573 572	153 674	153 674
EPWP Integrated Grant for Provinces	2 180	-	-	2 180	2 181	100,0%	-	2 181	(1)	-
EPWP Soc Sect Incentive Grant	22 842	-	-	22 842	22 975	100,6%	-	22 975	(133)	-
Total	3 899 453	-	(94 011)	3 805 442	3 662 514	96,2%	-	3 662 514	142 928	153 674

- The Education Infrastructure Grant (EIG) was over-spent by R10.052 million. It should be noted that, although additional funding was received from National Treasury, it did not fully offset the pressures that arose from the budget cut of R497.218 million. The department implemented various projects in-year including the borehole programme in the iLembe and uMkhanyakude Districts as part of

the Covid-19 response. There were 21 projects from 2019/20, in respect of Upgrades and additions: Capital which were awarded before the nationwide lockdown, which progressed onsite. The upgrade to 467 schools which were vandalised during the initial phases of the nationwide lockdown in 2020 was completed. The desludging programme of 1 467 schools was completed by the end of the year. The department maintained the ablution facilities in schools through the desludging programme which is implemented twice a year, depending on the enrolment numbers and frequency of usage.

- The HIV and AIDS grant was over-spent by R127 thousand relates to travel and subsistence costs and operating payments which, were higher than estimated, ascribed to a reduction of R15.088 million against the grant in the Special Adjustments Estimate in line with the implementation by National DBE.
- The Learners with Profound Intellectual Disabilities (LPID) grant was over-spent by R414 thousand which relates mainly to higher than estimated salaries for Specialists appointed against the grant and costs for Machinery and equipment.
- The Mathematics, Science and Technology (MST ICT) was over-spent by R19 thousand relates mainly to the purchase of learner support material distributed to MST focus schools for the procurement of e-LTSM for smart classrooms and workshop equipment, respectively.
- The National School Nutrition Programme (NSNP) was under-spent by R153.674 million, this was in relation to the NSNP grant for unpaid March 2019 invoices. A roll-over has been requested.
- The EPWP Integrated Grant for Provinces was over-spent by R1 thousand attributed to an accelerated programme which targets the cleaning of school gardens, grounds and ablution facilities through labour intensive methods utilising unemployed youth and indigent women.
- The Social Sector EPWP Incentive Grant for Provinces was over-spent by R133 thousand and relates to the payment of stipends to 1 527 Chief Food-handlers.

1.4 Unauthorized, irregular and fruitless expenditure

- Unauthorised expenditure amounted to R6.355 million for the 2020/21 financial year, with the amount of R1.313 million to be surrendered in Programme 3, R621 thousand in Programme 5 and R4.421 in Programme 7 resulting in a zero-net effect. The amount of R153.671 million increases the unauthorised expenditure against the vote due to the under-spend from the National School Nutrition Programme. This has been followed-up with a request for a Rollover from Provincial Treasury.

Programme 6: Infrastructure Development reflects unauthorised expenditure of R6.355 million against *Buildings and other fixed structures* which over-spent due to the fact that the overall committed contracts for projects which were on site, storm damaged schools and awarded projects amounted was in excess to the funds provided after the reduction to the EIG grant.

- **Irregular expenditure** for the year amounts to R330,7 million as disclosed in Note 26 largely due to not following supply chain management processes. A large part of this expenditure is from the National School Nutrition Programme which was being regularised in this financial year.
- **Fruitless and wasteful expenditure** for the year amounts to R599 thousand as disclosed in Note 27. The bulk of this expenditure arises from interest incurred in settlement of legal debts as well as late payment of domestic accounts.



1.5 Public Private Partnerships

Due to the unavailability of funds the project would not continue over the MTEF period.

1.6 Discontinued activities/activities to be discontinued.

There were no discontinued activities during the year, however, sporting and cultural activities were limited due to the Covid-19 pandemic.

1.7 New or proposed activities

The department was allocated R1 billion in additional funding to address pressures in respect of the Covid-19 pandemic. Expenditure relating to the implementation and provision of goods and services such as personal protective equipment, leased toilets and water provision to schools amounted to R1.350 billion.

The Department of Basic Education (DBE) introduced the Presidential Employment Initiative (PEI) mid-year. The aim of the project was to create job opportunities for youth who are 18 to 35 years old employed as Education Assistants, whose focus was to assist teachers in classrooms and working with learners, and General School Assistants, whose focus was to work as school infrastructure champions, learner support agents, care workers, reading champions and ICT champions. Furthermore, the project aimed to provide support in respect of the saving of SGB posts at fee-paying schools and posts at government subsidized independent schools. The funds were allocated as follows:

ITEM	Budget Allocation as per framework R 000
Stipends	R1 020 239
UIF	R21 036
Training	R10 518
Project management	R1 200
Saving of posts	R371 246
TOTAL	R1 424 238

1.8 Supply Chain Management

The Department has fully implemented the use of the Central Suppliers Database (CSD). This is to ensure compliance with all relevant legislation in the selection of suppliers. There were no unsolicited bids that were concluded for the year under review. All bids followed a normal supply chain management process and where such processes could not be followed due to impracticality or urgency reasons, the approval from the Accounting Officer as per Treasury Regulation 16.A6.4 was sought and reasons were recorded as such in the accompanying requests for approval. Any bids that did not meet any of the above requirements are recorded as irregular expenditure and disclosed accordingly in the disclosure notes.

The Department has not fully complied with the "Local Content" Treasury Instruction in advertising and evaluating of some of its tenders during the year under review. These have been declared as irregular expenditure in the financial statements.

The National Government has introduced "designated sectors" which are sectors, sub-sectors or industries that have been designated by the Department of Trade and Industry in line with national development and industrial policies for local production, where only locally produced services, works or goods or locally manufactured goods meet the stipulated minimum threshold for local production and content. Where the Department has not advertised tenders in line with the Local Content Treasury Instruction, such expenditure has been declared as irregular expenditure in Note 26. The pressure on the budget for compensation of employees with the resultant non-filling of posts is creating an emerging risk with respect to the separation



of duties as well as general execution of processes within the supply chain environment.

With regards to asset management the Head Office component works in tandem with the twelve (12) district offices to ensure that the department has at all times a fixed asset register that meets the minimum reporting standards. Annual physical verification of assets, quarterly inventory counts, and monthly asset reconciliations have ensured that this aspect of Finance is under control. The department has migrated its current asset register onto the Provincial HARDCAT system which is anticipated to elevate the efficiency of future asset verifications, reporting and general maintenance of the department's movable asset register or FAR.

1.9 Gifts and Donations received in kind from non-related parties

There were no gifts and donations received in kind from non-related parties.

1.10 Exemptions and deviations received from National Treasury

No deviations or exemptions were received from National Treasury.

1.11 Events after the reporting date

Nothing to report.

For HOD

DR. EV NZAMA

HEAD OF DEPARTMENT: EDUCATION



APPROPRIATION STATEMENT for the year ended 31 March 2021

Appropriation per programme									
2020/21	2019/20								
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Programmes									
1. Administration	1950133	-	(61)	1950072	1950072	-	100.0%	1937406	1968924
2. Public Ordinary School Education	47760820	-	7974	47768794	47615123	153671	99.7%	45313761	45377936
3. Independent School Subsidies	115174	-	(2874)	112300	110987	1313	98.8%	86125	85274
4. Public Special School Education	1394797	-	144	1394941	1394941	-	100.0%	1304610	1322258
5. Early Childhood Development	1441966	-	(65111)	1376855	1376234	621	100.0%	1335678	1335678
6. Infrastructure Development	2676677	-	193728	2870405	2876760	(6355)	100.2%	2646372	2759026
7. Examination and Education Related Services	1672501	-	(133800)	1538701	1534280	4421	99.7%	1564400	1564400
TOTAL (carried forward)	57 012 068	-	-	57 012 068	56 858 397	153 671	99.7%	54 188 352	54 413 496



	2020/21		2019/20	
	Final Appropriation	Actual Expenditure	Final Appropriation	Actual Expenditure
TOTAL (brought forward)	57 012 068	56 858 397	54 188 352	54 413 496
Reconciliation with statement of financial performance				
ADD				
Departmental receipts	88 578		99 284	
NRF Receipts	-		-	
Aid assistance	-		-	
Actual amounts per statement of financial performance (total revenue)	57 100 646		54 287 636	
ADD				
Aid assistance		-		-
Prior year unauthorised expenditure approved without funding		-		-
Actual amounts per statement of financial performance (total expenditure)		56 858 397		54 413 496



Appropriation per economic classification									
	2020/21					2019/20			
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	52 046 208	-	(408 012)	51 638 196	51 478 311	159 885	99.7%	50 150 028	50 391 679
Compensation of employees	45 929 846	-	(138 067)	45 791 779	45 991 819	(200 040)	100.4%	45 419 458	45 415 591
Salaries and wages	39 073 533	-	5 954	39 079 487	39 285 242	(205 755)	100.5%	38 937 421	38 937 993
Social contributions	6 856 313	-	(144 021)	6 712 292	6 706 577	5 715	99.9%	6 482 037	6 477 598
Goods and services	6 116 362	-	(270 029)	5 846 333	5 486 408	359 925	93.8%	4 723 827	4 969 343
Administrative fees	5 299	-	(1 914)	3 385	3 055	330	90.3%	13 345	13 345
Advertising	18 445	-	(146)	18 299	18 299	-	100.0%	22 723	22 723
Minor assets	3 277	-	(908)	2 369	2 369	-	100.0%	3 703	3 703
Audit costs: External	10 666	-	8 647	19 313	19 313	-	100.0%	14 378	14 378
Bursaries: Employees	18 000	-	(6 277)	11 723	11 723	-	100.0%	14 409	14 409
Catering: Departmental activities	84 091	-	(3 935)	80 156	80 156	-	100.0%	82 734	82 734
Communication	28 673	-	4 394	33 067	33 071	(4)	100.0%	33 475	33 477
Computer services	74 163	-	(30 242)	43 921	43 921	-	100.0%	37 699	37 699
Consultants: Business and advisory services	227 553	-	16 294	243 847	243 847	-	100.0%	118 881	209 925
Infrastructure and planning services	-	-	-	-	-	-	-	-	-
Laboratory services	-	-	-	-	-	-	-	-	-
Scientific and technological services	-	-	-	-	-	-	-	-	-
Legal services	11 927	-	8 996	20 923	20 923	-	100.0%	20 809	20 809
Contractors	21 542	-	(7 172)	14 370	14 370	-	100.0%	15 769	15 775



Agency and support / outsourced services	1 300 758	-	21 756	1 322 514	1 180 322	142 192	89.2%	1 387 352	1 377 619
Entertainment	24	-	(23)	1	1	-	100.0%	14	14
Fleet services	67 360	-	(29 879)	37 481	37 481	-	100.0%	55 489	55 489
Housing	-	-	-	-	-	-	-	-	-
Inventory: Clothing material and supplies	2 282	-	(1 225)	1 057	1 057	-	100.0%	1 057	1 057
Inventory: Farming supplies	-	-	-	-	-	-	-	-	-
Inventory: Food and food supplies	194	-	(165)	29	29	-	100.0%	52	52
Inventory: Fuel, oil and gas	58 994	-	(58 964)	30	30	-	100.0%	55	55
Inventory: Learner and teacher support material	652 110	-	75 395	727 505	740 279	(12 774)	101.8%	817 829	844 524
Inventory: Materials and supplies	10 025	-	378	10 403	10 403	-	100.0%	-	-
Inventory: Medical supplies	-	-	-	-	-	-	-	-	-
Inventory: Medicine	-	-	-	-	-	-	-	-	-
Medsas Inventory Interface	-	-	-	-	-	-	-	-	-
Inventory: Other supplies	962 166	-	(339 819)	622 347	546 583	75 764	87.8%	438 260	444 373
Consumable supplies	741 474	-	94 298	835 772	674 561	161 211	80.7%	96 243	102 859
Consumable: Stationery, printing and office supplies	37 620	-	4 569	42 189	42 189	-	100.0%	34 288	35 213
Operating leases	217 925	-	(15 736)	202 189	186 445	15 744	92.2%	122 262	122 262
Property payments	962 603	-	63 114	1 025 717	1 048 243	(22 526)	102.2%	729 840	832 504
Transport provided: Departmental activity	11 991	-	(5 164)	6 827	6 827	-	100.0%	5 983	5 983
Travel and subsistence	245 030	-	16 708	261 738	261 750	(12)	100.0%	366 267	387 451
Training and development	52 017	-	(17 229)	34 788	34 788	-	100.0%	27 321	27 321
Operating payments	270 303	-	(49 766)	220 537	220 537	-	100.0%	245 535	245 535
Venues and facilities	18 978	-	(15 509)	3 469	3 469	-	100.0%	12 692	12 692
Rental and hiring	872	-	(505)	367	367	-	100.0%	5 363	5 363
Interest and rent on land	-	-	84	84	84	-	100.0%	6 743	6 745



Interest	-	84	84	84	-	100.0%	6 743	6 745
Rent on land	-	-	-	-	-	-	-	-
Transfers and subsidies	2 980 599	116 443	3 097 042	3 099 974	(2 932)	100.1%	1 866 819	1 890 555
Provinces and municipalities	5 350	-	5 350	4 647	703	86.9%	2 100	1 820
Provinces	5 350	-	5 350	4 647	703	86.9%	2 100	1 820
Provincial agencies and funds	5 350	-	5 350	4 647	703	86.9%	2 100	1 820
Departmental agencies and accounts	38 623	(2 227)	36 396	36 396	-	100.0%	34 169	17 085
Departmental agencies and accounts	38 623	(2 227)	36 396	36 396	-	100.0%	34 169	17 085
Non-profit institutions	2 818 791	-	2 818 791	2 824 299	(5 508)	100.2%	1 608 788	1 608 026
Households	117 835	118 670	236 505	234 632	1 873	99.2%	221 762	263 624
Social benefits	113 835	120 685	234 520	232 647	1 873	99.2%	208 533	250 042
Other transfers to households	4 000	(2 015)	1 985	1 985	-	100.0%	13 229	13 582
Payments for capital assets	1 985 067	149 270	2 134 337	2 137 619	(3 282)	100.2%	2 171 505	2 131 262
Buildings and other fixed structures	1 922 641	148 508	2 071 149	2 078 494	(7 345)	100.4%	2 121 045	2 082 389
Buildings	1 922 641	148 508	2 071 149	2 078 494	(7 345)	100.4%	2 121 045	2 082 389
Other fixed structures	-	-	-	-	-	-	-	-
Machinery and equipment	58 166	762	58 928	54 865	4 063	93.1%	33 207	30 849
Transport equipment	44 718	1171	45 889	42 460	3 429	92.5%	21 323	21 322
Other machinery and equipment	13 448	(409)	13 039	12 405	634	95.1%	11 884	9 527
Software and other intangible assets	4 260	-	4 260	4 260	-	100.0%	17 253	18 024
Payments for financial assets	194	142 299	142 493	142 493	-	100.0%	-	-
TOTAL	57 012 068	-	57 012 068	56 858 397	153 671	99.7%	54 188 352	54 413 496



Statutory Appropriation per economic classification

	2020/21							2019/20	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	52 046 208	-	(408 012)	51 638 196	51 478 311	159 885	99.7%	50 150 028	50 391 679
Compensation of employees	45 929 846	-	(138 067)	45 791 779	45 991 819	(200 040)	100.4%	45 419 458	45 415 591
Goods and services	6 116 362	-	(270 029)	5 846 333	5 486 408	359 925	93.8%	4 723 827	4 969 343
Interest and rent on land	-	-	84	84	84	-	100.0%	6 743	6 745
Transfers and subsidies	2 980 599	-	116 443	3 097 042	3 099 974	(2 932)	100.1%	1 866 819	1 890 555
Provinces and municipalities	5 350	-	-	5 350	4 647	703	86.9%	2 100	1 820
Departmental agencies and accounts	38 623	-	(2 227)	36 396	36 396	-	100.0%	34 169	17 085
Non-profit institutions	2818 791	-	-	2818 791	2824 299	(5 508)	100.2%	1608 788	1608 026
Households	117 835	-	118 670	236 505	234 632	1 873	99.2%	221 762	263 624
Payments for capital assets	1 985 067	-	149 270	2 134 337	2 137 619	(3 282)	100.2%	2 171 505	2 131 262
Buildings and other fixed structures	1 922 641	-	148 508	2 071 149	2 078 494	(7 345)	100.4%	2 121 045	2 082 389
Machinery and equipment	58 166	-	762	58 928	54 865	4 063	93.1%	33 207	30 849
Software and other intangible assets	4 260	-	-	4 260	4 260	-	100.0%	17 253	18 024
Payments for financial assets	194	-	142 299	142 493	142 493	-	100.0%	-	-



Programme 1: Administration										
2020/21								2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	
Sub programme										
1.1 Office of the MEC	19815	-	(1 170)	18 645	18 645	-	100.0%	21 732	21 732	
1.2 Corporate Services	1 094 947	-	46 489	1 141 436	1 163 259	(21 823)	101.9%	1 147 021	1 184 554	
1.3 Education Management	799 667	-	(42 624)	757 043	736 371	20 672	97.3%	730 539	726 256	
1.4 Human Resource Development	1 471	-	(1 109)	362	362	-	100.0%	6 592	6 592	
1.5 Education Mgt Information System (EMIS)	34 233	-	(1 647)	32 586	31 435	1 151	96.5%	31 522	29 790	
Total for sub programmes	1 950 133	-	(61)	1 950 072	1 950 072	-	100.0%	1 937 406	1 968 924	
Economic classification										
Current payments	1 885 658	-	(9 050)	1 876 608	1 881 609	(5 001)	100.3%	1 877 085	1 888 094	
Compensation of employees	1 283 798	-	(9 050)	1 274 748	1 257 223	17 525	98.6%	1 254 230	1 249 841	
Salaries and wages	1 087 493	-	5 571	1 093 064	1 075 644	17 420	98.4%	1 072 703	1 068 825	
Social contributions	196 305	-	(14 621)	181 684	181 579	105	99.9%	181 527	181 016	
Goods and services	601 860	-	(49)	601 811	624 337	(22 526)	103.7%	616 120	631 518	
Administrative fees	2 399	-	(1 372)	1 027	1 027	-	100.0%	3 224	3 224	



Advertising	17 395	-	(2 276)	15 119	-	-	100.0%	22 723	22 723
Minor assets	2 170	-	(945)	1 225	-	-	100.0%	2 181	2 181
Audit costs: External	10 666	-	8 337	19 003	-	-	100.0%	13 961	13 961
Bursaries: Employees	10 000	-	(2 941)	7 059	-	-	100.0%	14 409	14 409
Catering: Departmental activities	2 410	-	(1 574)	836	-	-	100.0%	3 341	3 341
Communication	25 718	-	3 843	29 561	-	-	100.0%	30 131	30 131
Computer services	66 499	-	(27 680)	38 819	-	-	100.0%	31 263	31 263
Consultants: Business and advisory services	8 312	-	4 252	12 564	-	-	100.0%	1624	1624
Laboratory services	-	-	-	-	-	-	-	-	-
Legal services	11 500	-	9 423	20 923	-	-	100.0%	20 809	20 809
Contractors	21 202	-	(7 865)	13 337	-	-	100.0%	13 247	13 247
Agency and support / outsourced services	5 972	-	(424)	5 548	-	-	100.0%	6 410	6 410
Entertainment	24	-	(23)	1	-	-	100.0%	14	14
Fleet services	66 227	-	(28 924)	37 303	-	-	100.0%	55 363	55 363
Housing	-	-	-	-	-	-	-	-	-
Inventory: Clothing material and supplies	1 177	-	(1 156)	21	-	-	100.0%	1 029	1 029
Inventory: Food and food supplies	194	-	(165)	29	-	-	100.0%	52	52
Inventory: Fuel, oil and gas	28	-	2	30	-	-	100.0%	7	7
Inventory: Learner and teacher support material	150	-	(82)	68	-	-	100.0%	69	69



Inventory: Materials and supplies	25	-	1 341	1 341	-	100.0%	-	-	-
Inventory: Medical supplies	-	-	-	-	-	-	-	-	-
Inventory: Other supplies	1725	-	2 068	2 068	-	100.0%	339	339	339
Consumable supplies	9108	-	15 009	15 009	-	100.0%	5 426	5 426	5 426
Consumable: Stationery, printing and office supplies	15336	-	15 214	15 214	-	100.0%	17 630	17 630	17 630
Operating leases	109 924	-	99 426	99 426	-	100.0%	115 470	115 470	115 470
Property payments	101 818	-	112 276	134 802	(22 526)	120.1%	110 390	125 788	125 788
Transport provided: Departmental activity	115	-	669	669	-	100.0%	73	73	73
Travel and subsistence	85 752	-	111 963	111 963	-	100.0%	124 910	124 910	124 910
Training and development	500	-	50	50	-	100.0%	-	-	-
Operating payments	24 322	-	40 717	40 717	-	100.0%	18 904	18 904	18 904
Venues and facilities	670	-	259	259	-	100.0%	2 037	2 037	2 037
Rental and hiring	522	-	346	346	-	100.0%	1 084	1 084	1 084
Interest and rent on land	-	-	49	49	-	100.0%	6 735	6 735	6 735
Interest	-	-	49	49	-	100.0%	6 735	6 735	6 735
Rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	30 462	-	30 462	27 417	3 045	90.0%	41 750	64 797	64 797



Provinces and municipalities	5 350	-	-	5 350	4 647	703	86.9%	2 100	1 820
Provinces	5 350	-	-	5 350	4 647	703	86.9%	2 100	1 820
Provincial agencies and funds	5 350	-	-	5 350	4 647	703	86.9%	2 100	1 820
Households	25 112	-	-	25 112	22 770	2 342	90.7%	39 650	62 977
Social benefits	21 112	-	2 634	23 746	21 404	2 342	90.1%	26 763	50 090
Other transfers to households	4 000	-	(2 634)	1 366	1 366	-	100.0%	12 887	12 887
Payments for capital assets	33 819	-	-	33 819	31 863	1 956	94.2%	18 571	16 033
Buildings and other fixed structures	250	-	-	250	58	192	23.2%	33	33
Buildings	250	-	-	250	58	192	23.2%	33	33
Other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	29 309	-	-	29 309	27 545	1 764	94.0%	13 285	10 747
Transport equipment	18 324	-	2 325	20 649	20 649	-	100.0%	5 641	5 641
Other machinery and equipment	10 985	-	(2 325)	8 660	6 896	1 764	79.6%	7 644	5 106
Software and other intangible assets	4 260	-	-	4 260	4 260	-	100.0%	5 253	5 253
Payments for financial assets	194	-	8 989	9 183	9 183	-	100.0%	-	-
Total	1 950 133	-	(61)	1 950 072	1 950 072	-	100.0%	1 937 406	1 968 924



1.1 Office of the MEC									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	19 715	-	(1 335)	18 380	18 380	-	100.0%	21 726	21 726
Compensation of employees	12 320	-	(281)	12 039	12 039	-	100.0%	11 855	11 855
Goods and services	7 395	-	(1 054)	6 341	6 341	-	100.0%	9 871	9 871
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	100	-	165	265	265	-	100.0%	6	6
Machinery and equipment	100	-	165	265	265	-	100.0%	-	-
Software and other intangible assets	-	-	-	-	-	-	-	6	6



1.2 Corporate Services									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	10 46 893	-	36 751	1 083 644	1 106 170	(22 526)	102.1%	1 100 896	1 116 294
Compensation of employees	635 300	-	22 628	657 928	657 928	-	100.0%	647 130	647 130
Goods and services	411 593	-	14 123	425 716	448 242	(22 526)	105.3%	453 734	469 132
Interest and rent on land	-	-	-	-	-	-	-	32	32
Transfers and subsidies	18 330	-	589	18 919	18 216	703	96.3%	31 750	53 885
Provinces and municipalities	5 350	-	-	5 350	4 647	703	86.9%	2 100	1 820
Households	12 980	-	589	13 569	13 569	-	100.0%	29 650	52 065
Payments for capital assets	29 724	-	160	29 884	29 884	-	100.0%	14 375	14 375
Buildings and other fixed structures	-	-	58	58	58	-	100.0%	-	-
Machinery and equipment	25 464	-	102	25 566	25 566	-	100.0%	9 128	9 128
Software and other intangible assets	4 260	-	-	4 260	4 260	-	100.0%	5 247	5 247
Payments for financial assets	-	-	8 989	8 989	8 989	-	100.0%	-	-



1.3 Education Management									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	783 846	-	(40 920)	742 926	726 478	16 448	97.8%	717 829	713 951
Compensation of employees	606 318	-	(31 336)	574 982	558 534	16 448	97.1%	567 599	563 721
Goods and services	177 528	-	(9 633)	167 895	167 895	-	100.0%	143 527	143 527
Interest and rent on land	-	-	49	49	49	-	100.0%	6 703	6 703
Transfers and subsidies	12 132	-	(1 379)	10 753	8 411	2 342	78.2%	10 000	10 739
Households	12 132	-	(1 379)	10 753	8 411	2 342	78.2%	10 000	10 739
Payments for capital assets	3 495	-	(325)	3 170	1 288	1 882	40.6%	2 710	1 566
Buildings and other fixed structures	250	-	(58)	192	-	192	-	33	33
Machinery and equipment	3 245	-	(267)	2 978	1 288	1 690	43.3%	2 677	1 533
Software and other intangible assets	-	-	-	-	-	-	-	-	-
Payments for financial assets	194	-	-	194	194	-	100.0%	-	-

1.4 Human Resource Development									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	1 471	-	(1 109)	362	362	-	100.0%	6 592	6 592
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	1 471	-	(1 109)	362	362	-	100.0%	6 592	6 592
Payments for capital assets	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-

1.5 Education Mgt. Information System (EMIS)									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	33 733	-	(2 437)	31 296	30 219	1 077	96.6%	30 042	29 531
Compensation of employees	29 860	-	(61)	29 799	28 722	1 077	96.4%	27 646	27 135
Goods and services	3 873	-	(2 376)	1 497	1 497	-	100.0%	2 396	2 396
Transfers and subsidies	-	-	790	790	790	-	100.0%	-	173
Households	-	-	790	790	790	-	100.0%	-	173
Payments for capital assets	500	-	-	500	426	74	85.2%	1 480	86
Machinery and equipment	500	-	-	500	426	74	85.2%	1 480	86
Software and other intangible assets	-	-	-	-	-	-	-	-	-



Programme 2: Public Ordinary School Education									
2020/21								2019/20	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programmes									
2.1 Public Primary Schools	26 936 716	-	77 053	27 013 769	27 014 532	(763)	100.0%	25 423 458	25 446 639
2.2 Public Secondary Schools	18 877 647	-	(24 760)	18 852 887	18 852 299	588	100.0%	18 027 421	18 070 237
2.3 Human Resource Development	108 442	-	(34 322)	74 120	74 120	-	100.0%	104 256	104 256
2.4 School Sport, Culture and Media Services	25 115	-	(9 997)	15 118	14 788	330	97.8%	28 629	28 688
2.5 National School Nutrition Programme	1 727 246	-	-	1 727 246	1 573 575	153 671	91.1%	1 638 181	1 628 447
2.6 EPWP Integrated Grant for Provinces	2 180	-	-	2 180	2 182	(2)	100.1%	2 028	2 028
2.7 Social Sector EPWP Incentive Grant for Provinces	22 842	-	-	22 842	22 975	(133)	100.6%	24 814	30 441
2.8 Maths, Science and Technology Grant	60 632	-	-	60 632	60 652	(20)	100.0%	64 974	67 200
Total for sub programmes	47 760 820	-	7 974	47 768 794	47 615 123	153 671	99.7%	45 313 761	45 377 936
Economic classification									
Current payments	45 147 304	-	(111 700)	45 035 604	44 879 900	155 704	99.7%	43 773 606	43 817 786
Compensation of employees	40 973 815	-	155 333	41 129 148	41 380 380	(251 232)	100.6%	40 782 549	40 827 616
Salaries and wages	34 706 400	-	278 502	34 984 902	35 238 438	(253 536)	100.7%	34 852 830	34 897 719
Social contributions	6 267 415	-	(123 169)	6 144 246	6 141 942	2 304	100.0%	5 929 719	5 929 897
Goods and services	4 173 489	-	(267 065)	3 906 424	3 499 488	406 936	89.6%	2 991 049	2 990 162
Administrative fees	1629	-	376	2 005	1 675	330	83.5%	5 436	5 436
Advertising	1 050	-	2 130	3 180	3 180	-	100.0%	-	-
Minor assets	600	-	(88)	512	512	-	100.0%	-	-
Audit costs: External	-	-	310	310	310	-	100.0%	417	417



Bursaries: Employees	8 000	-	(8 000)	-	-	-	-	-	-	-	-	-
Catering: Departmental activities	22 699	-	745	23 444	23 444	-	-	32 824	32 824	100.0%	32 824	32 824
Communication	70	-	310	384	380	(4)	-	199	199	101.1%	201	201
Computer services	1 200	-	(795)	405	405	-	-	-	-	100.0%	-	-
Consultants: Business and advisory services	127 865	-	1 612	129 477	129 477	-	-	96 428	96 428	100.0%	96 428	96 428
Infrastructure and planning services	-	-	-	-	-	-	-	-	-	-	-	-
Laboratory services	-	-	-	-	-	-	-	-	-	-	-	-
Legal services	427	-	(427)	-	-	-	-	-	-	-	-	-
Contractors	100	-	89	189	189	-	-	385	385	100.0%	385	385
Agency and support / outsourced services	1 294 786	-	22 180	1 316 966	1 316 966	142 192	-	1 380 731	1 380 731	89.2%	1 370 998	1 370 998
Entertainment	-	-	-	-	-	-	-	-	-	-	-	-
Fleet services	-	-	5	5	5	-	-	-	-	100.0%	-	-
Inventory: Clothing material and supplies	905	-	-	905	905	-	-	6	6	100.0%	6	6
Inventory: Food and food supplies	-	-	-	-	-	-	-	-	-	-	-	-
Inventory: Fuel, oil and gas	58 966	-	(58 966)	-	-	-	-	-	-	-	-	-
Inventory: Learner and teacher support material	597 762	-	55 256	653 018	653 018	-	-	705 023	705 023	100.0%	705 023	705 023
Inventory: Materials and supplies	10 000	-	(955)	9 045	9 045	-	-	-	-	100.0%	-	-
Inventory: Other supplies	882 605	-	(327 361)	555 244	555 244	87 335	-	406 249	406 249	84.3%	408 475	408 475
Consumable supplies	723 933	-	48 945	772 878	772 878	161 351	-	90 017	90 017	79.1%	96 633	96 633
Consumable: Stationery, printing and office supplies	8 857	-	11 007	19 864	19 864	-	-	10 028	10 028	100.0%	10 028	10 028
Operating leases	104 265	-	(4 504)	99 761	99 761	15 744	-	4 066	4 066	84.2%	4 066	4 066
Property payments	193 961	-	(7 579)	186 382	186 382	-	-	117 136	117 136	100.0%	117 136	117 136
Transport provided: Departmental activity	8 740	-	(2 641)	6 099	6 099	-	-	4 608	4 608	100.0%	4 608	4 608
Travel and subsistence	36 700	-	(2 033)	34 667	34 667	(12)	-	81 099	81 099	100.0%	81 101	81 101
Training and development	14 699	-	3 366	18 065	18 065	-	-	19 637	19 637	100.0%	19 637	19 637
Operating payments	71 050	-	1 203	72 253	72 253	-	-	29 811	29 811	100.0%	29 811	29 811



Venues and facilities	2 270	-	(921)	1 349	1 349	-	100.0%	6 503	6 503
Rental and hiring	350	-	(329)	21	21	-	100.0%	446	446
Interest and rent on land	-	-	32	32	32	-	100.0%	8	8
Interest	-	-	32	32	32	-	100.0%	8	8
Transfers and subsidies	2 607 478	-	119 256	2 726 734	2 731 770	(5 036)	100.2%	1 524 302	1 543 468
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Provinces	-	-	-	-	-	-	-	-	-
Provincial agencies and funds	-	-	-	-	-	-	-	-	-
Non-profit institutions	2 525 255	-	2874	2 528 129	2 533 165	(5 036)	100.2%	1 353 647	1 353 777
Households	82 223	-	116 382	198 605	198 605	-	100.0%	170 655	189 691
Social benefits	82 223	-	115 763	197 986	197 986	-	100.0%	170 448	189 127
Other transfers to households	-	-	619	619	619	-	100.0%	207	564
Payments for capital assets	6 038	-	418	6 456	3 453	3 003	53.5%	15 853	16 682
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	6 038	-	418	6 456	3 453	3 003	53.5%	3 853	3 911
Transport equipment	4 464	-	(978)	3 486	483	3 003	13.9%	3 853	3 852
Other machinery and equipment	1 574	-	1 396	2 970	2 970	-	100.0%	-	59
Software and other intangible assets	-	-	-	-	-	-	-	12 000	12 771
Payments for financial assets	-	-	-	-	-	-	-	-	-
Total	47 760 820	-	7 974	47 768 794	47 615 123	153 671	99.7%	45 313 761	45 377 936



2.1 Public Primary Schools										
Economic classification	2020/21						2019/20			
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
Current payments	25 310 157	-	(35 838)	25 274 319	25 270 046	4 273	100.0%	24 484 717	24 491 333	
Compensation of employees	23 750 624	-	134 615	23 885 239	23 885 239	-	100.0%	23 627 878	23 627 878	
Goods and services	1 559 533	-	(170 454)	1 389 079	1 384 806	4 273	99.7%	856 835	863 451	
Interest and rent on land	-	-	1	1	1	-	100.0%	4	4	
Transfers and subsidies	1 626 559	-	112 891	1 739 450	1 744 486	(5 036)	100.3%	931 541	947 335	
Provinces and municipalities	-	-	-	-	-	-	-	-	-	
Non-profit institutions	1 580 528	-	35 441	1 615 969	1 621 005	(5 036)	100.3%	828 141	828 271	
Households	46 031	-	77 450	123 481	123 481	-	100.0%	103 400	119 064	
Payments for capital assets	-	-	-	-	-	-	-	7 200	7 971	
Software and other intangible assets	-	-	-	-	-	-	-	7 200	7 971	



2.2 Public Secondary									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	17 897 028	-	(31 425)	17 865 603	17 865 015	588	100.0%	17 430 053	17 469 497
Compensation of employees	16 880 962	-	22 053	16 903 015	17 162 604	(259 589)	101.5%	16 909 415	16 948 859
Goods and services	1 016 066	-	(53 509)	962 557	702 380	260 177	73.0%	520 634	520 634
Interest and rent on land	-	-	31	31	31	-	100.0%	4	4
Transfers and subsidies	980 619	-	6 665	987 284	987 284	-	100.0%	592 568	595 940
Non-profit institutions	944 727	-	(32 567)	912 160	912 160	-	100.0%	525 506	525 506
Households	35 892	-	39 232	75 124	75 124	-	100.0%	67 062	70 434
Payments for capital assets	-	-	-	-	-	-	-	4 800	4 800
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-
Software and other intangible assets	-	-	-	-	-	-	-	4 800	4 800

2.3 Human Resource Development									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	108 442	-	(34 740)	73 702	73 702	-	100.0%	104 256	104 256
Compensation of employees	21 100	-	-	21 100	21 100	-	100.0%	20 988	20 988
Goods and services	87 342	-	(34 740)	52 602	52 602	-	100.0%	83 268	83 268
Payments for capital assets	-	-	418	418	418	-	100.0%	-	-
Machinery and equipment	-	-	418	418	418	-	100.0%	-	-

2.4 School Sport, Culture and Media Services									
2019/20							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	24 815	-	(9 697)	15 118	14 788	330	97.8%	28 436	28 436
Compensation of employees	13 850	-	(1 335)	12 515	12 515	-	100.0%	12 844	12 844
Goods and services	10 965	-	(8 362)	2 603	2 273	330	87.3%	15 592	15 592
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	300	-	(300)	-	-	-	-	193	193
Households	300	-	(300)	-	-	-	-	193	193
Payments for capital assets	-	-	-	-	-	-	-	-	59
Machinery and equipment	-	-	-	-	-	-	-	-	59



2.5 National School Nutrition Programme									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	1 721 208	-	-	1 721 208	1 570 540	150 668	91.2%	1 634 328	1 624 595
Compensation of employees	282 257	-	-	282 257	273 781	8 476	97.0%	184 582	184 582
Goods and services	1 438 951	-	-	1 438 951	1 296 759	142 192	90.1%	1 449 746	1 440 013
Interest and rent on land	-	-	-	-	-	-	-	-	-
Payments for capital assets	6 038	-	-	6 038	3 035	3 003	50.3%	3 853	3 852
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	6 038	-	-	6 038	3 035	3 003	50.3%	3 853	3 852
Software and other intangible assets	-	-	-	-	-	-	-	-	-

2.6 EPWP Integrated Grant for Provinces									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	2 180	-	-	2 180	2 182	(2)	100.1%	2 028	2 028
Compensation of employees	2 180	-	-	2 180	2 166	14	99.4%	2 028	2 025
Goods and services	-	-	-	-	16	(16)	-	-	3
Payments for capital assets	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-

2.7 Social Sector EPWP Incentive Grant for Provinces									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	22 842	-	-	22 842	22 975	(133)	100.6%	24 814	30 441
Compensation of employees	22 842	-	-	22 842	22 975	(133)	100.6%	24 814	30 440
Goods and services	-	-	-	-	-	-	-	-	1

2.8 Maths, Science and Technology Grant									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	60 632	-	-	60 632	60 652	(20)	100.0%	64 974	67 200
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	60 632	-	-	60 632	60 652	(20)	100.0%	64 974	67 200
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Non-profit institutions	-	-	-	-	-	-	-	-	-
Payments for capital assets	-	-	-	-	-	-	-	-	-
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-
Software and other intangible assets	-	-	-	-	-	-	-	-	-



Programme 3: Independent School Subsidies

	2020/21							2019/20	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programmes									
3.1 Primary Phase	73 672	-	(2 447)	71 225	69 912	1 313	98.2%	57 151	57 151
3.2 Secondary Phase	41 502	-	(427)	41 075	41 075	-	100.0%	28 974	28 123
Total for sub programmes	115 174	-	(2 874)	112 300	110 987	1 313	98.8%	86 125	85 274
Economic classification									
Current payments	-	-	-	-	-	-	-	-	-
Goods and services	-	-	-	-	-	-	-	-	-
Legal services	-	-	-	-	-	-	-	-	-
Transfers and subsidies	115 174	-	(2 874)	112 300	110 987	1 313	98.8%	86 125	85 274
Non-profit institutions	115 174	-	(2 874)	112 300	110 987	1 313	98.8%	86 125	85 274
Payments for capital assets	-	-	-	-	-	-	-	-	-
Payments for financial assets	-	-	-	-	-	-	-	-	-
Total	115 174	-	(2 874)	112 300	110 987	1 313	98.8%	86 125	85 274

3.1 Primary Phase									
Economic classification	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Current payments	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Goods and services	-	-	-	-	-	-	-	-	-
Transfers and subsidies	73 672	-	(2 447)	71 225	69 912	1 313	98.2%	57 151	57 151
Non-profit institutions	73 672	-	(2 447)	71 225	69 912	1 313	98.2%	57 151	57 151
Payments for capital assets	-	-	-	-	-	-	-	-	-
Payments for financial assets	-	-	-	-	-	-	-	-	-

3.2 Secondary Phase									
Economic classification	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Current payments	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Goods and services	-	-	-	-	-	-	-	-	-
Transfers and subsidies	41 502	-	(427)	41 075	41 075	-	100.0%	28 974	28 123
Non-profit institutions	41 502	-	(427)	41 075	41 075	-	100.0%	28 974	28 123
Payments for capital assets	-	-	-	-	-	-	-	-	-
Payments for financial assets	-	-	-	-	-	-	-	-	-



Programme 4: Public Special School Education									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programmes									
4.1 Public Special Schools	1361263	-	897	1362160	1361746	414	100.0%	1265861	1278889
4.2 Human Resource Development	948	-	(753)	195	195	-	100.0%	1132	1132
4.3 Learners with Profound Intellectual Disabilities Grant	32586	-	-	32586	33000	(414)	101.3%	37617	42237
Total for sub programmes	1394797	-	144	1394941	1394941	-	100.0%	1304610	1322258
Economic classification									
Current payments	1220963	-	(23377)	1197586	1197328	258	100.0%	1147838	1165218
Compensation of employees	1199326	-	(23521)	1175805	1163861	11944	99.0%	1120845	1134338
Salaries and wages	1011596	-	(24755)	986841	975678	11163	98.9%	943022	956413
Social contributions	187730	-	1234	188964	188183	781	99.6%	177823	177925
Goods and services	21637	-	144	21781	33467	(11686)	153.7%	26993	30880
Administrative fees	193	-	(80)	113	113	-	100.0%	835	835
Minor assets	-	-	124	124	124	-	100.0%	-	-
Catering: Departmental activities	217	-	(217)	-	-	-	-	312	312
Communication	20	-	98	118	118	-	100.0%	126	126
Contractors	-	-	-	-	-	-	-	-	-
Agency and support/ outsourced services	-	-	-	-	-	-	-	6	6
Fleet services	1121	-	(1121)	-	-	-	-	-	-
Inventory: Learner and teacher support material	4272	-	(4247)	25	-	25	-	7660	7660



VOTE 5



4.1 Public Special Schools									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	1188 029	-	(22 624)	1165 405	1164 309	1096	99.9%	1110 162	1122 782
Compensation of Employees	1183 326	-	(23 521)	1159 805	1146 998	12 807	98.9%	1105 404	1118 024
Goods and services	4 703	-	897	5 600	17 311	(11 711)	309.1%	4 758	4 758
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	151 904	-	-	151 904	152 588	(684)	100.5%	144 803	145 211
Non-profit institutions	146 904	-	-	146 904	149 310	(2 406)	101.6%	139 076	139 085
Households	5 000	-	-	5 000	3 278	1 722	65.6%	5 727	6 126
Payments for capital assets	21 330	-	-	21 330	21 328	2	100.0%	10 896	10 896
Machinery and equipment	21 330	-	-	21 330	21 328	2	100.0%	10 896	10 896
Payments for financial assets	-	-	23 521	23 521	23 521	-	100.0%	-	-

4.2 Human Resource Development									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	948	-	(753)	195	195	-	100.0%	1132	1132
Goods and services	948	-	(753)	195	195	-	100.0%	1132	1132



4.3 Learners with Profound Intellectual Disabilities Grant									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	31 986	-	-	31 986	32 824	(838)	102.6%	36 544	41 304
Compensation of Employees	16 000	-	-	16 000	16 863	(863)	105.4%	15 441	16 314
Goods and services	15 986	-	-	15 986	15 961	25	99.8%	21 103	24 990
Payments for capital assets	600	-	-	600	176	424	29.3%	1 073	933
Machinery and equipment	600	-	-	600	176	424	29.3%	1 073	933



Programme 5: Early Childhood Development									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programmes									
5.1 Grade R Public Schools	1277 242	-	(22 633)	1254 609	1263 605	(8 996)	100.7%	1191 065	1 217 108
5.2 Grade R Early Childhood Development Centres	102130	-	(19 895)	82 235	82 235	-	100.0%	87 032	84 275
5.3 Pre-Grade R Training	62 017	-	(22 006)	40 011	30 394	9 617	76.0%	57 581	34 295
5.4 Human Resource Development	577	-	(577)	-	-	-	-	-	-
Total for sub programmes	1 441 966	-	(65 111)	1 376 855	1 376 234	621	100.0%	1 335 678	1 335 678
Economic classification									
Current payments	1 409 208	-	(112 083)	1 297 125	1 297 125	-	100.0%	1 304 238	1 304 890
Compensation of employees	1 270 000	-	(112 083)	1 157 917	1 145 118	12 799	98.9%	1 169 921	1 143 878
Salaries and wages	1 168 673	-	(109 991)	1 058 682	1 045 883	12 799	98.8%	1 072 199	1 048 913
Social contributions	101 327	-	(2 092)	99 235	99 235	-	100.0%	97 722	94 965
Goods and services	139 208	-	-	139 208	152 007	(12 799)	109.2%	134 317	161 012
Administrative fees	130	-	(109)	21	21	-	100.0%	85	85
Bursaries: Employees	-	-	4 664	4 664	4 664	-	100.0%	-	-
Catering: Departmental activities	-	-	-	-	-	-	-	-	-
Communication	20	-	(14)	6	6	-	100.0%	14	14
Computer services	-	-	-	-	-	-	-	-	-
Consultants: Business and advisory services	13 140	-	-	13 140	13 140	-	100.0%	20 829	20 829
Contractors	-	-	-	-	-	-	-	-	-
Agency and support / outsourced services	-	-	-	-	-	-	-	-	-



VOTE 5



5.1 Grade R in Public Schools									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	1 244 484	-	(69 605)	1 174 879	1 184 496	(9 617)	100.8%	1 159 691	1 186 386
Compensation of Employees	1 143 650	-	(92 944)	1 050 706	1 047 524	3 182	99.7%	1 034 303	1 034 303
Goods and services	100 834	-	23 339	124 173	136 972	(12 799)	110.3%	125 388	152 083
Transfers and subsidies	32 758	-	9	32 767	32 146	621	98.1%	31 374	30 722
Non-profit institutions	31 458	-	-	31 458	30 837	621	98.0%	29 940	29 890
Households	1 300	-	9	1 309	1 309	-	100.0%	1 434	832
Payments for capital assets	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-
Payments for financial assets	-	-	46 963	46 963	46 963	-	100.0%	-	-

5.2 Grade R Early Childhood Development Centres									
Economic classification	2020/21					2019/20			
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Current payments	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Compensation of Employees	102 130	-	(19 895)	82 235	82 235	-	100.0%	86 966	84 209
Goods and services	92 960	-	(19 139)	73 821	73 821	-	100.0%	84 670	81 913
	9 170	-	(756)	8 414	8 414	-	100.0%	2 296	2 296
Transfers and subsidies									
Households	-	-	-	-	-	-	-	66	66
	-	-	-	-	-	-	-	66	66
5.3 Pre-Grade R Training									
Economic classification	2020/21					2019/20			
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Current payments	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Compensation of Employees	62 017	-	(22 006)	40 011	30 394	9 617	76.0%	57 581	34 295
Goods and services	33 390	-	-	33 390	23 773	9 617	71.2%	50 948	27 662
	28 627	-	(22 006)	6 621	6 621	-	100.0%	6 633	6 633
Transfers and subsidies									
Non-profit institutions	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
5.4 Human Resource Development									
Economic classification	2020/21					2019/20			
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Current payments	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Goods and services	577	-	(577)	-	-	-	-	-	-
	577	-	(577)	-	-	-	-	-	-



Programme 6: Infrastructure Development									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programmes									
6.1 Administration	109 716	-	(59 017)	40 699	39 517	1 182	97.1%	40 261	43 234
6.2 Public Ordinary School Education	2 333 148	-	415 133	2 748 281	2 755 818	(7 537)	100.3%	2 533 735	2 682 072
6.3 Public Special School Education	207 616	-	(136 232)	71 384	71 384	-	100.0%	33 720	33 720
6.4 Early Childhood Development	26 197	-	(16 156)	10 041	10 041	-	100.0%	38 656	-
Total for sub programmes	2 676 677	-	193 728	2 870 405	2 876 760	(6 355)	100.2%	2 646 372	2 759 026
Economic classification									
Current payments	754 286	-	44 824	799 110	797 928	1 182	99.9%	521 722	672 988
Compensation of employees	34 118	-	(52)	34 066	32 884	1 182	96.5%	31 591	32 809
Salaries and wages	30 030	-	(52)	29 978	29 100	878	97.1%	29 203	29 203
Social contributions	4 088	-	-	4 088	3 784	304	92.6%	2 388	3 606
Goods and services	720 168	-	44 876	765 044	765 044	-	100.0%	490 131	640 179
Minor assets	-	-	-	-	-	-	-	258	258
Communication	-	-	81	81	81	-	100.0%	126	126
Consultants: Business and advisory services	78 236	-	10 430	88 666	88 666	-	100.0%	-	91 044
Contractors	-	-	738	738	738	-	100.0%	2 050	2 056
Inventory: Materials and supplies	-	-	4	4	4	-	100.0%	-	-
Inventory: Other supplies	24 473	-	(1 990)	22 483	22 483	-	100.0%	24 304	24 304
Consumable supplies	-	-	2	2	2	-	100.0%	-	-
Property payments	617 459	-	33 291	650 750	650 750	-	100.0%	461 930	519 217



Travel and subsistence	-	2320	2320	-	100.0%	1 358	3 069
Operating payments	-	-	-	-	-	105	105
Transfers and subsidies							
Households	-	52	52	-	100.0%	-	44
Social benefits	-	52	52	-	100.0%	-	44
Payments for capital assets							
Buildings and other fixed structures	1 922 391	148 852	2 071 243	(7 537)	100.4%	2 124 650	2 085 994
Buildings	1922 391	148 508	2070 899	(7 537)	100.4%	2120 925	2 082 269
Machinery and equipment	-	344	2070 899	(7 537)	100.4%	2120 925	2 082 269
Other machinery and equipment	-	344	344	-	100.0%	3 725	3 725
Software and other intangible assets	-	-	344	-	100.0%	3 725	3 725
Total	2 676 677	193 728	2 870 405	(6 355)	100.2%	2 646 372	2 759 026



6.1 Administration									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	34 118	-	6 185	40 303	39 121	1 182	97.1%	36 591	39 520
Compensation of employees	34 118	-	(52)	34 066	32 884	1 182	96.5%	31 591	32 809
Goods and services	-	-	6 237	6 237	6 237	-	100.0%	5 000	6 711
Transfers and subsidies	-	-	52	52	52	-	100.0%	-	44
Households	-	-	52	52	52	-	100.0%	-	44
Payments for capital assets	75 598	-	(75 254)	344	344	-	100.0%	3 670	3 670
Buildings and other fixed structures	75 598	-	(75 598)	-	-	-	-	218	218
Machinery and equipment	-	-	344	344	344	-	100.0%	3 452	3 452

6.2 Public Ordinary School Education									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	720 168	-	27 230	747 398	747 398	-	100.0%	485 131	633 468
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	720 168	-	27 230	747 398	747 398	-	100.0%	485 131	633 468
Payments for capital assets	1 612 980	-	387 903	2 000 883	2 008 420	(7 537)	100.4%	2 048 604	2 048 604
Buildings and other fixed structures	1 612 980	-	387 903	2 000 883	2 008 420	(7 537)	100.4%	2 048 331	2 048 331
Machinery and equipment	-	-	-	-	-	-	-	273	273
Software and other intangible assets	-	-	-	-	-	-	-	-	-

6.3 Public Special School Education									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	-	-	11 409	11 409	11 409	-	100.0%	-	-
Goods and services	-	-	11 409	11 409	11 409	-	100.0%	-	-
Payments for capital assets	207 616	-	(147 641)	59 975	59 975	-	100.0%	33 720	33 720
Buildings and other fixed structures	207 616	-	(147 641)	59 975	59 975	-	100.0%	33 720	33 720

6.4 Early Childhood Development									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	-	-	-	-	-	-	-	-	-
Goods and services	-	-	-	-	-	-	-	-	-
Payments for capital assets	26 197	-	(16 156)	10 041	10 041	-	100.0%	38 656	-
Buildings and other fixed structures	26 197	-	(16 156)	10 041	10 041	-	100.0%	38 656	-



Programme 7: Examination and Education Related Services									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programmes									
7.1 Payments to SETA	38 623	-	(2 227)	36 396	36 396	-	100.0%	34 169	17 085
7.2 Professional Services	679 607	-	30 781	710 388	712 452	(2 064)	100.3%	636 969	652 701
7.3 External Examinations	906 909	-	(162 354)	744 555	737 942	6 613	99.1%	828 025	822 044
7.4 HIV and AIDS (Life-Skills) Grant	47 362	-	-	47 362	47 490	(128)	100.3%	65 237	72 570
Total for sub programmes	1 672 501	-	(133 800)	1 538 701	1 534 280	4 421	99.7%	1 564 400	1 564 400
Economic classification									
Current payments	1 628 789	-	(196 626)	1 432 163	1 424 421	7 742	99.5%	1 525 539	1 542 703
Compensation of employees	1 168 789	-	(148 694)	1 020 095	1 012 353	7 742	99.2%	1 060 322	1 027 109
Salaries and wages	1 069 341	-	(143 321)	926 020	920 499	5 521	99.4%	967 464	936 920
Social contributions	99 448	-	(5 373)	94 075	91 854	2 221	97.6%	92 858	90 189
Goods and services	460 000	-	(47 935)	412 065	412 065	-	100.0%	465 217	515 592
Administrative fees	948	-	(729)	219	219	-	100.0%	3765	3765
Advertising	-	-	-	-	-	-	-	-	-
Minor assets	507	-	1	508	508	-	100.0%	1264	1264
Audit costs: External	-	-	-	-	-	-	-	-	-
Bursaries: Employees	-	-	-	-	-	-	-	-	-
Catering: Departmental activities	58 765	-	(2 889)	55 876	55 876	-	100.0%	46 257	46 257
Communication	2845	-	76	2 921	2 921	-	100.0%	2 879	2 879
Computer services	6 464	-	(1 767)	4 697	4 697	-	100.0%	6 436	6 436



Contractors	240	-	(134)	106	106	-	100.0%	87	87
Agency and support/ outsourced services	-	-	-	-	-	-	-	205	205
Entertainment	-	-	-	-	-	-	-	-	-
Fleet services	12	-	161	173	173	-	100.0%	126	126
Inventory: Clothing material and supplies	200	-	(69)	131	131	-	100.0%	22	22
Inventory: Fuel, oil and gas	-	-	-	-	-	-	-	48	48
Inventory: Learner and teacher support material	-	-	-	-	-	-	-	567	567
Inventory: Materials and supplies	-	-	13	13	13	-	100.0%	-	-
Inventory: Medical supplies	-	-	-	-	-	-	-	-	-
Inventory: Other supplies	9 903	-	10 822	20 725	20 725	-	100.0%	197	197
Consumable supplies	1 744	-	16 999	18 743	18 743	-	100.0%	453	453
Consumable: Stationery, printing and office supplies	13 144	-	(6 033)	7 111	7 111	-	100.0%	5 044	5 969
Operating leases	3 495	-	(521)	2 974	2 974	-	100.0%	2 650	2 650
Property payments	49 365	-	26 944	76 309	76 309	-	100.0%	40 384	70 363
Transport provided: Departmental activity	3 136	-	(3 077)	59	59	-	100.0%	1 302	1 302
Travel and subsistence	118 170	-	(7 685)	110 485	110 485	-	100.0%	148 510	167 981
Training and development	93	-	1 596	1 689	1 689	-	100.0%	861	861
Operating payments	174 931	-	(67 466)	107 465	107 465	-	100.0%	196 686	196 686
Venues and facilities	16 038	-	(14 177)	1861	1861	-	100.0%	3 676	3 676
Rental and hiring	-	-	-	-	-	-	-	3 798	3 798
Interest and rent on land	-	-	3	3	3	-	100.0%	-	2
Interest	-	-	3	3	3	-	100.0%	-	2
Transfers and subsidies	42 823	-	-	42 823	45 014	(2 191)	105.1%	38 399	20 973



Departmental agencies and accounts	38 623	-	(2 227)	36 396	36 396	-	100.0%	34 169	17 085
Departmental agencies	38 623	-	(2 227)	36 396	36 396	-	100.0%	34 169	17 085
Non-profit institutions	-	-	-	-	-	-	-	-	-
Households	4 200	-	2 227	6 427	8 618	(2 191)	134.1%	4 230	3 888
Social benefits	4 200	-	2 227	6 427	8 618	(2 191)	134.1%	4 095	3 757
Other transfers to households	-	-	-	-	-	-	-	135	131
Payments for capital assets	889	-	-	889	2 019	(1 130)	227.1%	462	724
Buildings and other fixed structures	-	-	-	-	-	-	-	87	87
Buildings	-	-	-	-	-	-	-	87	87
Machinery and equipment	889	-	-	889	2 019	(1 130)	227.1%	375	637
Transport equipment	-	-	-	-	-	-	-	-	-
Other machinery and equipment	889	-	-	889	2 019	(1 130)	227.1%	375	637
Payments for financial assets	-	-	62 826	62 826	62 826	-	100.0%	-	-
Total	1 672 501	-	(133 800)	1 538 701	1 534 280	4 421	99.7%	1 564 400	1 564 400

7.1 Payments to SETA									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers and subsidies	38 623	-	(2 227)	36 396	36 396	-	100.0%	34 169	17 085
Departmental agencies and accounts	38 623	-	(2 227)	36 396	36 396	-	100.0%	34 169	17 085

7.2 Professional Services									
2020/21							2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	675 528	-	(34 147)	641 381	641 381	-	100.0%	632 926	648 696
Compensation of Employees	587 291	-	(45 324)	541 967	541 967	-	100.0%	543 842	541 057
Goods and services	88 237	-	11 175	99 412	99 412	-	100.0%	89 084	107 638
Interest and rent on land	-	-	2	2	2	-	100.0%	-	1
Transfers and subsidies	3 700	-	2 227	5 927	7 991	(2 064)	134.8%	3 630	3 592
Households	3 700	-	2 227	5 927	7 991	(2 064)	134.8%	3 630	3 592
Payments for capital assets	379	-	(125)	254	254	-	100.0%	413	413
Buildings and other fixed structures	-	-	-	-	-	-	-	87	87
Machinery and equipment	379	-	(125)	254	254	-	100.0%	326	326
Payments for financial assets	-	-	62 826	62 826	62 826	-	100.0%	-	-



7.3 External Examinations										
2020/21										2019/20
Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure	
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
Current payments	905 949	-	(162 479)	743 470	735 611	7 859	98.9%	827 406	821 437	
Compensation of Employees	550 559	-	(103 370)	447 189	439 486	7 703	98.3%	487 625	456 936	
Goods and services	355 390	-	(59 110)	296 280	296 124	156	99.9%	339 781	364 500	
Interest and rent on land	-	-	1	1	1	-	100.0%	-	1	
Transfers and subsidies	500	-	-	500	627	(127)	125.4%	600	296	
Households	500	-	-	500	627	(127)	125.4%	600	296	
Payments for capital assets	460	-	125	585	1704	(1119)	291.3%	19	311	
Machinery and equipment	460	-	125	585	1704	(1119)	291.3%	19	311	



7.4 HIV and AIDS (Life-Skills) Grant									
	2020/21						2019/20		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	47 312	-	-	47 312	47 429	(117)	100.2%	65 207	72 570
Compensation of Employees	30 939	-	-	30 939	30 900	39	99.9%	28 855	29 116
Goods and services	16 373	-	-	16 373	16 529	(156)	101.0%	36 352	43 454
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Non-profit institutions	-	-	-	-	-	-	-	-	-
Payments for capital assets	50	-	-	50	61	(11)	122.0%	30	-
Machinery and equipment	50	-	-	50	61	(11)	122.0%	30	-



NOTES TO THE APPROPRIATION STATEMENT for the year ended 31 March 2021

1. Detail of transfers and subsidies as per Appropriation Act (after Virement):

Detail of these transactions can be viewed in the note on Transfers and subsidies, disclosure notes and Annexure 1 (A-C) to the Annual Financial Statements.

2. Detail of specifically and exclusively appropriated amounts voted (after Virement):

Detail of these transactions can be viewed in note 1 (Annual Appropriation) to the Annual Financial Statements.

3. Detail on payments for financial assets:

Detail of these transactions per programme can be viewed in the note on Payments for financial assets to the Annual Financial Statements.

4. Explanations of material variances from Amounts Voted (after Virement):

4.1 Per programme	Final Appropriation	Actual Expenditure	Variance R'000	Variance as a % of Final Appropriation
Administration	1 950 072	1 950 072	-	0.0%
Public Ordinary School Education	47 768 794	47 615 123	153 671	0.3%
<i>"NSNP" grant under spend relates to the outstanding March 2021 invoices and a rollover has been requested.</i>				
Independent School Subsidies	112 300	110 987	1 313	1.2%
<i>Funds that were due to schools were not transferred, given the timing this will be disclosed as payables in the annual financial statements.</i>				
Public Special School Education	1 394 941	1 394 941	-	0.0%
Early Childhood Development	1 376 855	1 376 234	621	0.0%
<i>Funds that were due to schools were not transferred, due to non-compliance.</i>				
Infrastructure Development	2 870 405	2 876 760	(6 355)	(0.2%)
<i>Pressures relating to the COVID-19 pandemic, to ensure that all schools were safety compliant. The grant was also reduced mid-term. Projects still at a work-in-progress stage had to be funded.</i>				
Examinations and Education Related Services	1 538 701	1 534 280	4 421	0.3%
<i>Extended closure of schools for June 2020 examinations were cancelled (due to COVID-19). This resulted in lower than anticipated costs.</i>				



4.2 Per economic classification

	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	R'000
Current payments				
Compensation of employees	45 791 779	45 991 819	(200 040)	(0.4%)
<i>The mid-term budget reduction and additional costs related to COVID-19 (screeners and locums for educators with comorbidities).</i>				
Goods and services	5 846 333	5 486 408	359 925	6.2%
<i>"NSNP" grant under spend relates to outstanding March 2021 invoices and a rollover has been requested. The anticipated overall overspend resulted in programmes being suspended to manage the costs.</i>				
Interest and rent on land	84	84	-	0.0%
Transfers and subsidies				
Provinces and municipalities	5 350	4 647	703	13.1%
<i>Due to the delays in the licencing of new vehicles, costs are lower.</i>				
Departmental agencies and accounts	36 396	36 396	-	0.0%
Non-profit institutions	2 818 791	2 824 299	(5 508)	(0.2%)
<i>Due to cleaners being extended by an unanticipated four months, costs exceeded the budget.</i>				
Households	236 505	234 632	1 873	0.8%
<i>Over-spent in respect of staff exit costs which are difficult to accurately budget for.</i>				
Payments for capital assets				
Buildings and other fixed structures	2 071 149	2 078 494	(7 345)	(0.4%)
<i>Pressures relating to the COVID-19 pandemic, to ensure that all schools were safety compliant. The grant was also reduced mid-term. Projects still at a work-in-progress stage had to be funded.</i>				
Machinery and equipment	58 928	54 865	4 063	6.9%
<i>Lower than anticipated procurement of replacement IT equipment due to delays in procurement processes. Added to this cost cutting measures implemented due to the projected overspend.</i>				
Software and other intangible assets	4 260	4 260	-	0.0%
Payments for financial assets	142 493	142 493	-	0.0%



4.3 Per conditional grant	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	R'000
National School Nutrition Programme (NSNP)	1 727 246	1 573 575	153 671	8.9%
EPWP Integrated Grant for Provinces	2 180	2 182	(2)	(0.1%)
Social Sector EPWP Incentive Grant for Provinces Grant	22 842	22 975	(133)	(0.6%)
Maths, Science and Technology Grant (MST)	60 632	60 652	(20)	(0.0%)
Learners with Profound Intellectual Disabilities (LPID)	32 586	33 000	(414)	(1.3%)
HIV and Aids (Life-Skills Education) Grants (HIV/Aids)	47 362	47 490	(128)	(0.3%)
Education Infrastructure Grant	1 912 594	1 922 646	(10 052)	(0.5%)

"National School Nutrition Programme" - under spend relates to outstanding March 2021 invoices and a rollover has been requested. **"Social Sector EPWP"** - Grant was fully spent. **"Maths, Science & Technology"** - Grant was fully spent. **"Learners with Profound Intellectual Disabilities"** - Grant was fully spent. **"HIV and Aids"** - Grant was fully spent. **"Education Infrastructure Grant"** - Grant was fully spent.



STATEMENT OF FINANCIAL PERFORMANCE for the year ended 31 March 2021

	Note	2020/21 R'000	2019/20 R'000
REVENUE			
Annual appropriation	1	57 012 068	54 188 352
Departmental revenue	2	88 578	99 284
TOTAL REVENUE		57 100 646	54 287 636
EXPENDITURE			
Current expenditure			
Compensation of employees	3	45 991 819	45 415 591
Goods and services	4	5 486 408	4 969 343
Interest and rent on land	5	84	6 745
Total current expenditure		51 478 311	50 391 679
Transfers and subsidies			
Transfers and subsidies	6	3 099 974	1 890 555
Total transfers and subsidies		3 099 974	1 890 555
Expenditure for capital assets			
Tangible assets	7	2 133 359	2 113 238
Intangible assets	7	4 260	18 024
Total expenditure for capital assets		2 137 619	2 131 262
Unauthorised expenditure approved without funding	9	-	-
Payments for financial assets	8	142 493	-
TOTAL EXPENDITURE		56 858 397	54 413 496
SURPLUS/(DEFICIT) FOR THE YEAR		242 249	(125 860)
Reconciliation of Net Surplus for the year			
Voted funds		153 671	(225 144)
Annual appropriation		-	(234 878)
Conditional grants		153 671	9 734
Departmental revenue and NRF Receipts	2	88 578	99 284
Aid assistance		-	-
SURPLUS/(DEFICIT) FOR THE YEAR		242 249	(125 860)



STATEMENT OF FINANCIAL POSITION for the year ended 31 March 2021

	Note	2020/21 R'000	2019/20 R'000
ASSETS			
Current assets		816 308	800 851
Unauthorised expenditure	9	739 810	733 455
Cash and cash equivalents		-	-
Prepayments and advances	10	-	-
Receivables	11	76 498	67 396
Loans		-	-
Aid assistance prepayments		-	-
Aid assistance receivables		-	-
Non-current assets		540 060	636 690
Investments	12	1 941	1 901
Receivables	11	538 119	634 789
Loans		-	-
TOTAL ASSETS		1 356 368	1 437 541
LIABILITIES			
Current liabilities		1 048 456	1 143 066
Voted funds to be surrendered to the Revenue Fund	13	150 903	(89 415)
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	14	8 256	6 570
Bank overdraft	15	836 948	1 174 609
Payables	16	52 349	51 302
Aid assistance repayable		-	-
Aid assistance unutilised		-	-
Non-current liabilities			
Payables	17	1 944	1 905
TOTAL LIABILITIES		1 050 400	1 144 971
NET ASSETS		305 968	292 570



	Note	2020/21 R'000	2019/20 R'000
Represented by:			
Capitalisation reserve		-	-
Recoverable revenue		305 968	292 570
Retained funds		-	-
Revaluation reserves		-	-
TOTAL		305 968	292 570



STATEMENT OF CHANGES IN NET ASSETS for the year ended 31 March 2021

	Note	2020/21 R'000	2019/20 R'000
Capitalisation Reserves			
Opening balance		-	-
Transfers:		-	-
Movement in Equity		-	-
Movement in Operational Funds		-	-
Other movements		-	-
Closing balance		-	-
Recoverable revenue			
Opening balance		292 570	265 134
Transfers:		13 398	27 436
Irrecoverable amounts written off		-	-
Debts revised		-	-
Debts recovered (included in departmental receipts)		-	-
Debts raised		13 398	27 436
Closing balance		305 968	292 570
Retained funds			
Opening balance		-	-
Transfer from voted funds to be surrendered (Parliament/Legislatures ONLY)		-	-
Utilised during the year		-	-
Other transfers		-	-
Closing balance		-	-
Revaluation Reserve			
Opening balance		-	-
Revaluation adjustment (Housing departments)		-	-
Transfers		-	-
Other		-	-
Closing balance		-	-
TOTAL		305 968	292 570



CASH FLOW STATEMENT for the year ended 31 March 2021

	Note	2020/21 R'000	2019/20 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		57 191 522	54 187 636
Annual appropriated funds received	1.1	57 102 944	54 088 352
Departmental revenue received	2	87 538	98 948
Interest received	2.2	1 040	336
Net (increase)/decrease in working capital		(14 410)	(115 966)
Surrendered to Revenue Fund		(97 476)	(751 403)
Surrendered to RDP Fund/Donor		-	-
Current payments		(51 471 872)	(50 149 205)
Interest paid	5	(84)	(6 745)
Payments for financial assets		(142 493)	-
Transfers and subsidies paid		(3 099 974)	(1 890 555)
Net cash flow available from operating activities	18	2 365 213	1 273 762
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	7	(2 137 619)	(2 131 262)
Proceeds from sale of capital assets		-	-
(Increase)/decrease in loans		-	-
(Increase)/decrease in investments		(40)	(109)
(Increase)/decrease in other financial assets		-	-
(Increase)/decrease in non-current receivables		96 670	(71 692)
Net cash flows from investing activities		(2 040 989)	(2 203 063)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/(decrease) in net assets		13 398	27 436
Increase/(decrease) in non-current payables		39	110
Net cash flows from financing activities		13 437	27 546
Net increase/(decrease) in cash and cash equivalents		337 661	(901 755)
Cash and cash equivalents at beginning of period		(1 174 609)	(272 854)
Cash and cash equivalents at end of period	15	(836 948)	(1 174 609)



ACCOUNTING POLICIES for the year ended 31 March 2021

The Financial Statements have been prepared in accordance with the following policies, which have been applied consistently in all material aspects, unless otherwise indicated. Management has concluded that the financial statements present fairly the department's primary and secondary information.

The historical cost convention has been used, except where otherwise indicated. Management has used assessments and estimates in preparing the Annual Financial Statements. These are based on the best information available at the time of preparation.

However, where appropriate and meaningful, additional information has been disclosed to enhance the usefulness of the Financial Statements and to comply with the statutory requirements of the Public Finance Management Act, Act 1 of 1999 (as amended by Act 29 of 1999), and the Treasury Regulations issued in terms of the Act and the Division of Revenue Act.

1. Presentation of the Financial Statements

1.1 Basis of preparation

The Financial Statements have been prepared on a modified cash standard basis of accounting, except where stated otherwise. The modified cash standard basis constitutes the cash basis of accounting, supplemented with additional disclosure items where it is deemed to be useful to the users of the financial statements. Under the cash basis of accounting transactions and other events are recognised when cash is received or paid.

The "modification" results from the recognition of certain near-cash balances in the financial statements as well as the revaluation of foreign investments and loans and the recognition of resulting revaluation gains and losses.

1.2 Going concern

The financial statements have been prepared on a going concern basis.

1.3 Presentation currency

All amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department.

1.4 Rounding

Unless otherwise stated all financial figures have been rounded to the nearest one thousand Rand (R'000).

1.5 Comparative figures

Prior period comparative information has been presented in the current year's financial statements. Where necessary, figures included in the prior period financial statements have been reclassified to ensure that the format in which the information is presented is consistent with the format of the current financial statements.

1.6 Errors

Current period errors in that period are investigated and corrected before the financial statements are authorised for issue. Material errors discovered in a subsequent period and these prior period errors are corrected in the comparative information presented in the financial statements for the subsequent period.



1.7 Comparative figures - Appropriation Statement

A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.

2. Revenue

2.1 Appropriated funds

Appropriated funds comprise of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation).

Appropriated funds are recognised in the financial records on the date the appropriation becomes effective. Adjustments to the appropriated funds made in terms of the adjustments budget process are recognised in the financial records on the date the adjustments become effective.

Total appropriated funds are presented in the Statement of Financial Performance.

The net amount of any appropriated funds due to/from the relevant revenue fund at the reporting date is recognised as a payable/receivable in the Statement of Financial Position.

2.2 Departmental revenue

Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the relevant revenue fund, unless stated otherwise.

Any amount owing to the relevant revenue fund at the reporting date is recognised as a payable in the Statement of Financial Position.

2.2.1 Sales of goods and services other than capital assets

The proceeds received from the sale of goods and/or the provision of services is recognised in the Statement of Financial Performance when the cash is received.

2.2.2 Interest, dividends and rent on land

Interest, dividends and rent on land is recognised in the Statement of Financial Performance when the cash is received.

2.2.3 Sale of capital assets

The proceeds received on sale of capital assets are recognised in the Statement of Financial Performance when the cash is received.

2.2.4 Financial transactions in assets and liabilities

Repayments of loans and advances previously extended to employees and public corporations for policy purposes are recognised as revenue in the Statement of Financial Performance on receipt of the funds.

Cheques issued in previous accounting periods that expire before being banked is recognised as revenue in the Statement of Financial Performance when the cheque becomes stale. When the cheque is reissued the payment is made from Revenue.

Forex gains are recognised on payment of funds.

2.2.5 Transfers received (including gifts, donations and sponsorships)

All cash gifts, donations and sponsorships are paid into the Provincial Revenue Fund and recorded as



revenue in the Statement of Financial Performance when received. Amounts receivable at the reporting date are disclosed in the disclosure notes to the financial statements.

All in-kind gifts, donations and sponsorships are disclosed at fair value in an annexure to the financial statements.

2.3 Aid assistance

Local and foreign aid assistance is recognised as revenue when notification of the assistance is received from the National Treasury or when the department directly receives the cash from the donor(s).

All in-kind local and foreign aid assistance are disclosed at fair value in the Annexures to the Annual Financial Statements.

The cash payments made during the year relating to local and foreign aid assistance projects are recognised as expenditure in the Statement of Financial Performance. The value of the assistance expensed prior to the receipt of the funds is recognised as a receivable in the Statement of Financial Position.

Inappropriately expensed amounts using local and foreign aid assistance and any unutilised amounts are recognised as payables in the Statement of Financial Position.

3. Expenditure

3.1 Compensation of employees

3.1.1 Short-term employee benefits

Salaries and wages comprise payments to employees (including leave entitlements, thirteenth cheques and performance bonuses). Salaries and wages are recognised as an expense in the Statement of Financial Performance when final authorisation for payment is affected on the system (by no later than 31 March of each year).

All other payments are classified as current expenses.

Short-term employee benefits that give rise to a present legal or constructive obligation are disclosed in the disclosure notes to the financial statements. These amounts are not recognised in the Statement of Financial Performance or Position.

3.1.2 Post-retirement benefits

The department provides retirement benefits (pension benefits) for certain of its employees through a defined benefit plan for government employees. These benefits are funded by both employer and employee contributions.

Employer contributions (i.e. social contributions) to the fund are expensed when the final authorisation for payment to the fund is affected on the system (by no later than 31 March of each year). No provision is made for retirement benefits in the financial statements of the department. Any potential liabilities are disclosed in the financial statements of the National/Provincial Revenue Fund and not in the financial statements of the employer department.

The department provides medical benefits for certain of its employees. Employer contributions to the medical funds are expensed when final authorisation for payment to the fund is affected on the system (by no later than 31 March of each year).

3.1.3 Termination benefits

Termination benefits such as severance packages are recognised as an expense in the Statement of Financial Performance as a transfer (to households) when the final authorisation for payment is affected on the system (by no later than 31 March of each year).

3.1.4 Other long-term employee benefits

Other long-term employee benefits (such as capped leave) are recognised as an expense in the Statement of Financial Performance as a transfer (to households) when the final authorisation for payment is affected on the system (by no later than 31 March of each year).

Long-term employee benefits that give rise to a present legal or constructive obligation are disclosed in the disclosure notes to the financial statements. These amounts are not recognised in the Statement of Financial Performance or Position.

3.2 Goods and services

Payments made for goods and/or services are recognised as an expense in the Statement of Financial Performance when the final authorisation for payment is affected on the system (by no later than 31 March of each year). The expense is classified as capital if the goods and services were used for a capital project or an asset of R5,000 or more is purchased. All assets costing less than R5,000 will also be reflected under goods and services.

3.3 Interest and rent on land

Interest and rental payments are recognised as an expense in the Statement of Financial Performance when the final authorisation for payment is affected on the system (by no later than 31 March of each year). This item excludes rental for the use of buildings or other fixed structures. If it is not possible to distinguish between payment for the use of land and the fixed structures on it, the whole amount should be recorded under goods and services.

3.4 Financial transactions in assets and liabilities

Debts are written-off when identified as irrecoverable. Debts written-off are limited to the amount of savings and/or under spending of appropriated funds. The write-off occurs at year-end or when funds are available. No provision is made for irrecoverable amounts, but amounts are disclosed as a disclosure note.

All **other losses** are recognised when authorisation has been granted for the recognition thereof.

3.5 Transfers and subsidies

Transfers and subsidies are recognised as an expense when the final authorisation for payment is affected on the system (by no later than 31 March of each year).

3.6 Unauthorised expenditure

The overspending of a vote or a main division within a vote; or expenditure that was not made in accordance with the purpose of a vote or, in the case of a main division, not in accordance with the purpose of the main division.

When discovered unauthorised expenditure is recognised as an asset in the statement of financial position until such time as the expenditure is either approved by the relevant authority, recovered from the responsible person or written-off as irrecoverable in the Statement of Financial Performance.



Unauthorised expenditure approved with funding is recognised in the Statement of Financial Performance when the unauthorised expenditure is approved, and the related funds are received. Where the amount is approved without funding it is recognised as expenditure, subject to availability of savings, in the Statement of Financial Performance on the date of approval.

3.7 Fruitless and wasteful expenditure

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. It is expenditure made in vain and would have been avoided had reasonable care been exercised.

Fruitless and wasteful expenditure is removed from the notes to the financial statements when it is resolved or transferred to receivables for recovery.

Fruitless and wasteful expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.

3.8 Irregular expenditure

Irregular Expenditure is recorded in the notes to the financial statements when confirmed. Irregular expenditure comprises expenditure, other than unauthorised expenditure, incurred in contravention of or that is not in accordance with a requirement of any applicable legislation.

Irregular expenditure is removed from the note when it is either condoned by the relevant authority, transferred to receivables for recovery or not condoned and is not recoverable.

Irregular expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.

3.9 Expenditure for capital assets

Payments made for capital assets are recognised as an expense in the Statement of Financial Performance when the final authorisation for payment is affected on the system (by no later than 31 March of each year).



4. Assets

4.1 Cash and cash equivalents

Cash and cash equivalents are carried in the Statement of Financial Position at cost.

For the purposes of the Cash Flow Statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.

4.2 Other financial assets

Other financial assets are carried in the Statement of Financial Position at cost.

4.3 Prepayments and advances

Amounts prepaid or advanced are recognised in the Statement of Financial Position when the payments are made and de-recognised as and when the goods/services are received or the funds are utilised.

Prepayments and advances outstanding at the end of the year are carried in the Statement of Financial Position at cost.

4.4 Receivables

Receivables included in the Statement of Financial Position arise from cash payments made that are recoverable from another party (including departmental employees) and are de-recognised upon recovery or write-off.

Receivables outstanding at year-end are carried in the Statement of Financial Position at cost. Amounts that are potentially irrecoverable are included in the disclosure notes.

4.5 Investments

Capitalised investments are shown at cost in the Statement of Financial Position. Any cash flows such as dividends received or proceeds from the sale of the investment are recognised in the Statement of Financial Performance when the cash is received.

Investments are tested for an impairment loss whenever events or changes in circumstances indicate that the investment may be impaired. Any loss is included in the disclosure notes.

4.5 Loans

Loans are recognised in the Statement of Financial Position at the nominal amount when cash is paid to the beneficiary. Loan balances are reduced when cash repayments are received from the beneficiary. Amounts that are potentially irrecoverable are included in the disclosure notes.

Loans that are outstanding at year-end are carried in the Statement of Financial Position at cost.

4.7 Inventory

Inventories purchased during the financial year are disclosed at cost in the notes. This would be inventory held in the form of materials or supplies that are to be consumed or distributed in the rendering of services.

The cost formula used to measure inventory is "First In First Out (FIFO)".

4.8 Contingent assets

Contingent assets are recorded in the notes to the financial statements when a possible asset arises from



past events, and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department.

4.9 Capital assets

4.9.1 Movable assets

A capital asset is recorded on receipt of the item at cost. Cost of an asset is defined as the total cost of acquisition. Where the cost cannot be determined accurately, the movable capital asset is stated at fair value. Where fair value cannot be determined, the capital asset is included in the asset register at R1.

Subsequent expenditure of a capital nature is recorded in the Statement of Financial Performance as "expenditure for capital asset", recorded in the notes of the financial statements and is capitalised in the asset register of the department on completion of the project. Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.

Repairs and maintenance is expensed as current "goods and services" in the Statement of Financial Performance.

4.9.2 Immovable assets

A capital asset is recorded on receipt of the item at cost. Cost of an asset is defined as the total cost of acquisition. Where the cost cannot be determined accurately, the immovable capital asset is stated at R1 unless the fair value for the asset has been reliably estimated.

Work-in-progress of a capital nature is recorded in the Statement of Financial Performance as "expenditure for capital asset". Completed projects before final completion and handover to Department of Public Works is disclosed in the notes. On final completion and handover, the total cost of the project is included in the asset register of the department that legally owns the asset or the National/Provincial Department of Public Works.

Repairs and maintenance is expensed as current "goods and services" in the Statement of Financial Performance.

4.9.3 Intangible assets

A capital asset is recorded on receipt of the item at cost. Cost of an asset is defined as the total cost of acquisition. Where the cost cannot be determined accurately, the movable capital asset is stated at fair value. Where fair value cannot be determined, the capital asset is included in the asset register at R1.

Subsequent expenditure of a capital nature is recorded in the Statement of Financial Performance as "expenditure for capital asset", recorded in the notes of the financial statements and is capitalised in the asset register of the department on completion of the project. Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.

5. Liabilities

5.1 Voted funds to be surrendered to the Revenue Fund

Unexpended appropriated funds are surrendered to the Provincial Revenue Fund. Amounts owing to the Provincial Revenue Fund at the end of the financial year are recognised in the Statement of Financial Position.

5.2 Departmental revenue to be surrendered to the Revenue Fund

Amounts owing to the Provincial Revenue Fund at the end of the financial year are recognised in the Statement of Financial Position at cost.

5.3 Bank overdraft

The bank overdraft is carried in the Statement of Financial Position at cost.

5.4 Payables

Payables comprise of all money owed by the department which is due after reporting date. This is recognised in the Statement of Financial Position at cost.

5.5 Contingent liabilities

Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department or when there is a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation or the amount of the obligation cannot be measured reliably.

5.6 Commitments

Commitments are recorded at cost in the notes to the financial statements when there is a contractual arrangement or an approval by management in a manner that raises a valid expectation that the department will discharge its responsibilities thereby incurring future expenditure that will result in the outflow of cash.

5.7 Accruals

Accruals are not recognised in the Statement of Financial Position as a liability or as expenditure in the Statement of Financial Performance but are included in the notes.

Accrued expenditure payable is recorded in the notes to the financial statements. Accrued expenditure payable is measured at cost.

5.8 Payables not recognised

Accruals are not recognised in the Statement of Financial Position as a liability or as expenditure in the Statement of Financial Performance but are included in the notes.

5.9 Employee benefits

Short-term employee benefits that give rise to a present legal or constructive obligation are disclosed in the notes to the financial statements. These amounts are not recognised in the Statement of Financial Performance or the Statement of Financial Position.

5.10 Lease commitments

Lease commitments are not recognised in the Statement of Financial Position as a liability or as expenditure



in the Statement of Financial Performance but are included in the notes.

Operating lease payments are recognised as an expense in the Statement of Financial Performance. The operating lease commitments are disclosed in the disclosure notes to the financial statements.

5.11 Provisions

Provisions are recorded in the notes to the financial statements when there is a present legal or constructive obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation or a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

5.12 Accrued departmental revenue

Accrued departmental revenue are disclosed in the notes to the Annual Financial Statements. These accrued departmental revenues are written-off when identified as irrecoverable and are disclosed separately.

6. Net assets

6.1 Capitalisation reserve

The capitalisation reserve comprises of financial assets and/or liabilities originating in a prior reporting period, but which are recognised in the Statement of Financial Position for the first time in the current reporting period. Amounts are transferred to the National/Provincial Revenue Fund on disposal, repayment or recovery of such amounts.

6.2 Recoverable revenue

Amounts are recognised as recoverable revenue when a payment made in a previous financial year becomes recoverable from a debtor in the current financial year.

7. Related party transactions

Specific information with regards to related party transactions is included in the notes.

8. Key management personnel

Compensation paid to key management personnel including their family members where relevant, is included in the notes.

9. Principal-Agent

The Agents costs is recorded in the notes to the financial statements. These Agents are contracted to the Department of Education to manage and facilitate capital projects on its behalf.



NOTES TO THE ANNUAL FINANCIAL STATEMENTS for the year ended 31 March 2021

1. Annual Appropriation

1.1 Annual Appropriation

Included are funds appropriated in terms of the Appropriation Act (and the Adjustments Appropriation Act) for National Departments (Voted funds) and Provincial Departments:

	2020/21			2019/20		
	Final Appropriation	Actual Funds Received	Funds not requested/ not received	Final Appropriation	Appropriation received	Funds not requested/ not received
	R'000	R'000	R'000	R'000	R'000	R'000
Programme 1	1 950 072	1 950 072	-	1 937 406	1 937 406	-
Programme 2	47 768 794	47 768 794	-	45 313 761	45 313 761	-
Programme 3	112 300	112 300	-	86 125	86 125	-
Programme 4	1 394 941	1 385 817	9 124	1 304 610	1 304 610	-
Programme 5	1 376 855	1 376 855	-	1 335 678	1 335 678	-
Programme 6	2 870 405	2 970 405	(100 000)	2 646 372	2 546 372	100 000
Programme 7	1 538 701	1 538 701	-	1 564 400	1 564 400	-
Total	57 012 068	57 102 944	(90 876)	54 188 352	54 088 352	100 000

Additional funds received amounting to R 100 000 ('000) through Provincial Treasury related to 2019/20 financial period for **"Programme 6 - Infrastructure Development"**. **"Learners with Profound Intellectual Disabilities grant"** - this grant did not receive the full allocation to the rand value of 9 124 ('000) for programme 4.

1.2 Conditional grants

	Note	2020/21 R'000	2019/20 R'000
Total grants received	36	3 796 318	4 020 013
Provincial grants included in Total Grants received		1 912 594	2 187 162



2. Departmental revenue

	Note	2020/21 R'000	2019/20 R'000
Tax revenue		-	-
Sales of goods and services other than capital assets	2.1	60 392	69 865
Interest, dividends and rent on land	2.2	1 040	336
Sales of capital assets	2.3	-	-
Transactions in financial assets and liabilities	2.4	27 146	29 083
Total revenue collected		88 578	99 284
Less: Own revenue included in appropriation		-	-
Departmental revenue collected		88 578	99 284

2.1 Sales of goods and services other than capital assets

	Note	2020/21 R'000	2019/20 R'000
Sales of goods and services produced by the department	2	60 392	69 865
Sales by market establishment		1 609	1 746
Administrative fees		-	-
Other sales		58 783	68 119
Sales of scrap, waste and other used current goods		-	-
Total		60 392	69 865

2.2 Interest, dividends and rent on land

	Note	2020/21 R'000	2019/20 R'000
Interest	2	1 040	336
Dividends		-	-
Rent on land		-	-
Total		1 040	336

2.3 Sale of capital assets

	Note	2020/21 R'000	2019/20 R'000
Tangible assets		-	-
Buildings and other fixed structures		-	-
Machinery and equipment	31.2	-	-
Total		-	-



2.4 Transactions in financial assets and liabilities

	Note	2020/21	2019/20
	2	R'000	R'000
Loans and advances		-	-
Receivables		16 619	18 771
Forex gain		-	-
Stale cheques written back		-	-
Other Receipts including Recoverable Revenue		10 527	10 312
Gains on GFECRA		-	-
Total		27 146	29 083

3. Compensation of employees

3.1 Salaries and Wages

	Note	2020/21	2019/20
		R'000	R'000
Basic salary		33 151 005	33 094 601
Performance award		20 464	34 331
Service Based		50 629	43 613
Compensative/circumstantial		655 148	650 188
Periodic payments		6 907	10 604
Other non-pensionable allowances		5 401 089	5 104 655
Total		39 285 242	38 937 992

3.2 Social contributions

	Note	2020/21	2019/20
		R'000	R'000
Employer contributions			
Pension		4 253 037	4 253 813
Medical		2 416 180	2 208 624
UIF		26 170	4 212
Bargaining council		2 960	2 676
Official unions and associations		8 230	8 274
Insurance		-	-
Total		6 706 577	6 477 599
Total compensation of employees		45 991 819	45 415 591
Average number of employees		103 163	103 265



4. Goods and services

	Note	2020/21 R'000	2019/20 R'000
Administrative fees		3 055	13 345
Advertising		18 299	22 723
Minor assets	4.1	2 369	3 703
Bursaries (employees)		11 723	14 409
Catering		80 156	82 734
Communication		33 071	33 477
Computer services	4.2	43 921	37 699
Consultants: Business and advisory services		243 847	209 925
Infrastructure and planning services		-	-
Legal services		20 923	20 809
Contractors		14 370	15 775
Agency and support / outsourced services		1 180 322	1 377 619
Entertainment		1	14
Audit cost – external	4.3	19 313	14 378
Fleet services		37 481	55 489
Inventory	4.4	1 298 381	1 290 061
Consumables	4.5	716 750	138 072
Operating leases		186 445	122 262
Property payments	4.6	1 048 243	832 504
Rental and hiring		367	5 363
Transport provided as part of the departmental activities		6 827	5 983
Travel and subsistence	4.7	261 750	387 451
Venues and facilities		3 469	12 692
Training and development		34 788	27 321
Other operating expenditure	4.8	220 537	245 535
Total		5 486 408	4 969 343

4.1 Minor assets

	Note	2020/21 R'000	2019/20 R'000
Tangible assets	4		
Buildings and other fixed structures		-	-
Machinery and equipment		2 369	3 703
Transport assets		-	-
Intangible assets			
Software		-	-
Total		2 369	3 703



4.2 Computer services

	Note	2020/21	2019/20
	4	R'000	R'000
SITA computer services		42 127	36 156
External computer service providers		1 794	1 543
Total		43 921	37 699

4.3 Audit cost – External

	Note	2020/21	2019/20
	4	R'000	R'000
Regularity audits		19 313	14 378
Performance audits		-	-
Total		19 313	14 378

4.4 Inventory

	Note	2020/21	2019/20
	4	R'000	R'000
Clothing material and accessories		1 057	1 057
Farming supplies		-	-
Food and food supplies		29	52
Fuel, oil and gas		30	55
Learning, teaching and support material		740 279	844 524
Materials and supplies		10 403	-
Medical supplies		-	-
Medicine		-	-
Other supplies	4.4.1	546 583	444 373
Total		1 298 381	1 290 061

4.4.1 Other supplies

	Note	2020/21	2019/20
	4.4	R'000	R'000
Assets for distribution		495 123	443 541
Machinery and equipment		-	-
School furniture		495 123	443 541
Sports and recreation		-	-
Library material		-	-
Other assets for distribution		-	-
Other		51 460	832
Total		546 583	444 373



4.5 Consumables

	Note	2020/21	2019/20
	4	R'000	R'000
Consumable supplies		674 561	102 859
Uniform and clothing		13 511	16 124
Household supplies		357 152	84 356
Building material and supplies		654	1 546
Communication accessories		-	-
IT consumables		-	-
Other consumables		303 244	833
Stationery, printing and office supplies		42 189	35 213
Total		716 750	138 072

4.6 Property payments

	Note	2020/21	2019/20
	4	R'000	R'000
Municipal services		199 684	154 500
Property management fees		-	-
Property maintenance and repairs		656 564	523 849
Other		191 995	154 155
Total		1 048 243	832 504

4.7 Travel and subsistence

	Note	2020/21	2019/20
	4	R'000	R'000
Local		260 625	386 089
Foreign		1125	1 362
Total		261 750	387 451

4.8 Other operating expenditure

	Note	2020/21	2019/20
	4	R'000	R'000
Professional bodies, membership and subscription fees		431	36
Resettlement costs		2 531	14 894
Other		217 575	230 605
Total		220 537	245 535



5. Interest and rent on land

	Note	2020/21 R'000	2019/20 R'000
Interest paid		84	6 745
Total		84	6 745

6. Transfers and subsidies

	Note	2020/21 R'000	2019/20 R'000
Provinces and municipalities	37	4 647	1 820
Departmental agencies and accounts	Annex 1A	36 396	17 085
Non-profit institutions	Annex 1B	2 824 299	1 608 026
Households	Annex 1C	234 632	263 624
Total		3 099 974	1 890 555

7. Expenditure for capital assets

	Note	2020/21 R'000	2019/20 R'000
Tangible assets		2 133 359	2 113 238
Buildings and other fixed structures		2 078 494	2 082 389
Machinery and equipment	31.1	54 865	30 849
Intangible assets		4 260	18 024
Software	32	4 260	18 024
Total		2 137 619	2 131 262

7.1 Analysis of funds utilised to acquire capital assets – 2020/21

	Voted funds R'000	Aid assistance R'000	Total R'000
Tangible assets	2 133 359	-	2 133 359
Buildings and other fixed structures	2 078 494	-	2 078 494
Machinery and equipment	54 865	-	54 865
Intangible assets	4 260	-	4 260
Software	4 260	-	4 260
Total	2 137 619	-	2 137 619



7.2 Analysis of funds utilised to acquire capital assets – 2019/20

	Voted funds R'000	Aid assistance R'000	Total R'000
Tangible assets	2 113 238	-	2 113 238
Buildings and other fixed structures	2 082 389	-	2 082 389
Machinery and equipment	30 849	-	30 849
Intangible assets	18 024	-	18 024
Software	18 024	-	18 024
Total	2 131 262	-	2 131 262

8. Payments for financial assets

	Note	2020/21 R'000	2019/20 R'000
Debts written off	8.1	142 493	-
Total		142 493	-

8.1 Debts written off

	Note	2020/21 R'000	2019/20 R'000
Nature of debts written off	8		
Other debt written off:			
Debts prescribed (older than 6 years)		142 493	-
Total		142 493	-
Total debt written off		142 493	-

The department in the 2020/21 financial period had processed a staff debt write off amounting to 142 493 ('000) rand value. Included in this amount is a write off done by the Umlazi District Office to the amount of 194 ('000) rand value per the court instruction through Legal Services.

The balance of the write off at year end amounting to 142 299 ('000) rand value is for debts older than 6 years and prescribed. This write off was in terms of Treasury Regulations no. 11.4 and section 76 (1) (e) / Section 76 (4) (a) of the PFMA.



9. Unauthorised expenditure

9.1 Reconciliation of unauthorised expenditure

	Note	2020/21 R'000	2019/20 R'000
Opening balance		733 455	576 565
Prior period error		-	-
As restated		733 455	576 565
Unauthorised expenditure – discovered in current year (as restated)	13	6 355	235 729
Less: Amounts approved by Parliament/Legislature with funding		-	(78 839)
Less: Amounts approved by Parliament/Legislature without funding and written off in the Statement of Financial Performance		-	-
Current		-	-
Unauthorised expenditure awaiting authorisation / written off		739 810	733 455
Analysis of closing balance			
Unauthorised expenditure awaiting authorisation		739 810	733 455
Unauthorised expenditure approved without funding and not derecognised		-	-
Total		739 810	733 455

9.2 Analysis of unauthorised expenditure awaiting authorisation per economic classification

	2020/21 R'000	2019/20 R'000
Current	716 985	718 167
Capital	(21 103)	(28 640)
Transfer and subsidies	43 928	43 928
Total	739 810	733 455

9.3 Analysis of unauthorised expenditure awaiting authorisation per type

	2020/21 R'000	2019/20 R'000
Unauthorised expenditure relating to overspending of the vote or a main division within a vote	739 810	733 455
Unauthorised expenditure incurred not in accordance with the purpose of the vote or main division	-	-
Total	739 810	733 455



9.4 Details of unauthorised expenditure – current year

Incident	Disciplinary steps taken/criminal proceedings	2020/21 R'000
Programme 1 (details below)	Still being investigated	-
Programme 2 (details below)	Still being investigated	-
Programme 4 (details below)	Still being investigated	-
Programme 6 (details below)	Still being investigated	6 355
Total		6 355

Programme 6 - Infrastructure Development:

Pressures relating to the COVID-19 pandemic, to ensure that all schools were safety compliant. The grant was also reduced mid-term. Projects still at a work-in-progress stage had to be funded.

10. Prepayments and advances

	Note	2020/21 R'000	2019/20 R'000
Advances paid (Expensed)	10.1	-	-
Total		-	-

10.1 Advances paid (Expensed)

	Note	Balance as at 1 April 2020 R'000	Less: Received in current year R'000	Add/Less: Other R'000	Add: Current Year advances R'000	Balance as at 31 March 2021 R'000
Public entities	10	-	-	-	-	-
Total		-	-	-	-	-

10.2 Advances paid (Expensed)

	Note	Balance as at 1 April 2019 R'000	Less: Received in current year R'000	Add/Less: Other R'000	Add: Current Year advances R'000	Balance as at 31 March 2020 R'000
Public entities	10	-	-	-	-	-
Total		-	-	-	-	-



11. Receivables

	Note	2020/21			2019/20		
		Current R'000	Non-current R'000	Total R'000	Current R'000	Non-current R'000	Total R'000
Claims recoverable	11.1	3 108	25 444	28 552	3 040	22 924	25 964
Staff debt	11.2	49 899	426 118	476 017	50 255	530 661	580 916
Fruitless and wasteful expenditure	11.4	-	19 924	19 924	-	19 924	19 924
Other debtors	11.3	23 491	66 633	90 124	14 101	61 280	75 381
Total		76 498	538 119	614 617	67 396	634 789	702 185

11.1 Claims recoverable

	Note	2020/21 R'000	2019/20 R'000
National departments	11	1866	1867
Provincial departments		26 686	24 097
Total		28 552	25 964

11.2 Staff debt

	Note	2020/21 R'000	2019/20 R'000
Staff Debt Account	11	467 231	579 582
Salary: Tax Debt		8 786	1 334
Total		476 017	580 916

The department in 2020/21 financial year has staff debts amounting to 467 231 ('000) rand value which, is made of:
The initial staff debt before write off amounts to 609 530 ('000) rand value less the debt write off processed to the amount of 142 299 ('000) rand value.
This write off was in terms of Treasury Regulations no. 11.4 and section 76 (1) (e) / Section 76 (4) (a) of the PFMA.

11.3 Other debtors

	Note	2020/21 R'000	2019/20 R'000
Advances to Public Corporations and Private Enterprises	11	1 095	1 095
Pension Recoverable		-	22
Debt Account: Supplier Debtors		2 968	2 765
Official Union Debt		69 563	57 368
Sal: Deduction Disall Acc:ca		280	273
Sal: Reversal Control:ca		10 739	7 823
Sal: Compliant Loan Deductions:cl		3	3
Sal: Finance Other Institution:cl		68	68
Sal: Housing:cl		17	17
Sal: Insurance Deductions:cl		1 410	1 386
Sal: Official Unions:cl		252	217
Sal: Pension Fund:cl		3 729	1 263
Online Travel Control Account		-	3 081
Total		90 124	75 381



11.4 Fruitless and wasteful expenditure

	Note	2020/21	2019/20
	11	R'000	R'000
Opening balance		19 924	19 924
Less amounts recovered		-	-
Less amounts written off		-	-
Transfers from note 27 Fruitless and Wasteful Expenditure		-	-
Total		19 924	19 924

11.5 Impairment of receivables

	Note	2020/21	2019/20
		R'000	R'000
Estimate of impairment of receivables		329 265	431 253
Total		329 265	431 253

Staff debts pertaining to ex-employees that is outstanding for 3 or more years.

12. Investments

	Note	2020/21	2019/20
		R'000	R'000
Non-Current			
Securities other than shares			
JMNA Hershensohn Fund		258	253
Robert Acutt Scholarship Fund		241	238
FL Johnsson Scholarship Fund		121	119
Harry Escombe Scholarship Fund		180	176
HA Koch Scholarship Fund		1 047	1 022
Jean Miller Memorial Prize Fund		94	93
Total		1 941	1 901
Total Non-Current		1 941	1 901
		2020/21	2019/20
		R'000	R'000
Analysis of non-current investments			
Opening balance		1 901	1 792
Additions in cash		40	109
Closing balance		1 941	1 901

These trust funds were inherited from the erstwhile Natal Education Department and they stem from bequeaths of individuals who had left monies in their wills to the erstwhile Natal Education Department. The main purposes of these funds were to distribute bursaries to individuals in terms and conditions as stipulated in the wills of the individuals. These funds are invested in savings and money market instruments, thus earning market related interest. For the 2020/21 financial period the trusts earned R 40 273-65 (R 911 368 - from 2006/7 to 2019/20). The credit in respect of the interest is posted to the Payables-non-current - Note 17.



13. Voted funds to be surrendered to the Revenue Fund

	Note	2020/21 R'000	2019/20 R'000
Opening balance		(89 415)	651 571
Prior period re-statement		-	-
As restated		(89 415)	651 571
Transfer from statement of financial performance (as restated)		153 671	(225 144)
Add: Unauthorised expenditure for current year	9	6 355	235 729
Voted funds not requested/not received	11	90 876	(100 000)
Paid during the year		(10 584)	(651 571)
Closing balance		150 903	(89 415)

The above closing balance consists of a 153 671 ('000) rand value to be surrendered to National Departments for unspent conditional grants and a 6 356 ('000) rand value to be surrendered to the Provincial Revenue Fund. The Department has not received 9 124 ('000) rand value for the conditional grant funds for "**Learners with Profound Intellectual Disabilities**" from the National Department.

14. Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund

	Note	2020/21 R'000	2019/20 R'000
Opening balance		6 570	7 118
Prior period error		-	-
As restated		6 570	7 118
Transfer from Statement of Financial Performance (as restated)		88 578	99 284
Paid during the year		(86 892)	(99 832)
Closing balance		8 256	6 570

15. Bank Overdraft

	Note	2020/21 R'000	2019/20 R'000
Consolidated Paymaster General Account		836 948	1 174 609
Total		836 948	1 174 609

Although the department's financial health was unfavourable, the bank overdraft decreased to the rand value of R337 660 ('000) (29%).

A continuous increase in staff debts due to overpayments. The department's financial situation was affected by the outbreak of Covid-19 pandemic, where some funds were reprioritised toward the procurement of personnel protective equipment such as face masks, gloves, hand sanitisers and cleaning equipment to ensure the safety of officials in head office, various district offices, teachers and learners at schools. Furthermore, the additional funding pressure included leasing of chemical toilets, provision of water to schools, broadcasting costs of lessons during the lockdown period and appointment of temporary educators to assist with replacing those with comorbidities to ensure continuation of teaching and learning at school. Further, budget cuts have been implemented, which has also added to the pressure. These conditions, if not addressed and monitored with proper controls and budget processes, will result in material uncertainty that may cast significant doubt on the ability of the department to meet its future expenditure obligations.



16. Payables – current

	Note	2020/21 R'000	2019/20 R'000
Clearing accounts	16.1	41 478	39 677
Other payables	16.2	10 871	11 625
Total		52 349	51 302

16.1 Clearing accounts

	Note	2020/21 R'000	2019/20 R'000
Sal: ACB recalls	16	12 877	14 575
Online travel control account		1 023	-
Sal: Bargaining council		38	189
Sal: Finance institution study loans		839	837
Sal: Garnishee order		1 203	970
Sal: Income tax		20 635	19 403
Sal: Medical aid		4 861	3 685
Sal: UIF		2	18
Total		41 478	39 677

16.2 Other payables

	Note	2020/21 R'000	2019/20 R'000
Salary: Pension Debt Account	16	2 017	1 169
Sal: GEHS refund control		8 854	10 456
Total		10 871	11 625

17. Payables – non-current

		2020/21			2019/20
		R'000	R'000	R'000	R'000
	Note	One to two years	Two to three years	More than three years Total	Total
Other payables	17.1	149	106	1 689	1 905
Total		149	106	1 689	1 905



17.1 Other payables

	Note	2020/21	2019/20
	17	R'000	R'000
JMNA Hersensohnn Fund		261	256
Robert Acutt Scholarship Fund		241	238
FL Johnsson Scholarship Fund		122	120
Harry Escombe Scholarship Fund		180	176
HA Koch Scholarship Fund		1 045	1 021
Jean Miller Memorial Prize Fund		94	93
Umkomaas War Memorial Prize Fund		1	1
Total		1 944	1 905

18. Net cash flow available from operating activities

	Note	2020/21	2019/20
		R'000	R'000
Net surplus/(deficit) as per Statement of Financial Performance		242 249	(125 860)
Add back non-cash/cash movements not deemed operating activities		2 122 964	1 399 622
(Increase)/decrease in receivables – current		(9 102)	44 100
(Increase)/decrease in prepayments and advances		-	-
(Increase)/decrease in other current assets		-	78 839
Increase/(decrease) in payables – current		1 047	(3 176)
Proceeds from sale of capital assets		-	-
Proceeds from sale of investments		-	-
(Increase)/decrease in other financial assets		-	-
Expenditure on capital assets		2 137 619	2 131 262
Surrenders to Revenue Fund		(97 476)	(751 403)
Surrenders to RDP Fund/Donor		-	-
Voted funds not requested/not received		90 876	(100 000)
Own revenue included in appropriation		-	-
Other non-cash items		-	-
Net cash flow generated by operating activities		2 365 213	1 273 762

19. Reconciliation of cash and cash equivalents for cash flow purposes

	Note	2020/21	2019/20
		R'000	R'000
Consolidated Paymaster General account		(836 948)	(1 174 609)
Total		(836 948)	(1 174 609)



20. Contingent liabilities and contingent assets

20.1 Contingent liabilities

		Note	2020/21 R'000	2019/20 R'000
Liable to	Nature			
Motor vehicle guarantees	Employees		-	-
Housing loan guarantees	Employees	Annex 2A	1 230	1 253
Other guarantees			-	-
Claims against the department		Annex 2B	1 139 788	1 082 793
Intergovernmental payables (unconfirmed balances)		Annex 4	157 576	172 584
Environmental rehabilitation liability			-	-
Other		Annex 2B	-	5 912
Total			1 298 594	1 262 542

"Housing loan guarantees" reside with financial institutions and the uncertainty of when the department becomes liable.
 "Claims against the department" are those claims made by third parties, where there is an uncertainty around the settlement amount.
 "Intergovernmental payables (unconfirmed balances)" are balances that the department cannot confirm at date of reporting.
 "Other" this category of amount that is uncertain, is disclosed separately, if it does not form a part of those listed above.

20.2 Contingent assets

		Note	2020/21 R'000	2019/20 R'000
Nature of contingent asset				
Termination Ex-employees (Without Reversals) and Frozen cases			11 613	3 449
Legal claims on behalf of the department			545	545
Transfers to other Departments			2 131	5 835
Disputed payments Ilembe Enterprises/NSNP			6 304	6 304
Total			20 593	16 133

21. Capital commitments

		Note	2020/21 R'000	2019/20 R'000
Buildings and other fixed structures			4 848 169	3 909 263
Machinery and equipment			68 125	2 219
Software and other intangible assets			42	482
Total			4 916 336	3 911 964

Capital commitments amounting to R 4 932 865 ('000) is per the Infrastructure Reporting Template developed internally by the department. This amount is inclusive of infrastructure accruals.



22. Accruals and payables not recognised

22.1 Accruals

	2020/21			2019/20
	R'000			R'000
Listed by economic classification				
	30 Days	30+ Days	Total	Total
Goods and services	206 735	107 298	314 033	132 505
Interest and rent on land	-	-	-	-
Transfers and subsidies	631	-	631	17 085
Capital assets	-	39 716	39 716	102 787
Other	7 658	-	7 658	32 042
Total	215 024	147 014	362 038	284 419

	Note	2020/21	2019/20
		R'000	R'000
Listed by programme level			
Administration		109 809	53 928
Public ordinary school education		199 843	86 618
Independent school subsidies		-	-
Public special school education		143	155
Early childhood development		37	260
Infrastructure development		40 444	122 257
Examination and education related services		11 762	21 201
Total		362 038	284 419

Payables not recognised

	2020/21			2019/20
	R'000			R'000
Listed by economic classification				
	30 Days	30+ Days	Total	Total
Goods and services	48 696	38 047	86 743	51 566
Interest and rent on land	-	-	-	-
Transfers and subsidies	18 090	922	19 012	-
Capital assets	-	45 576	45 576	10 698
Other	19 781	-	19 781	13 544
Total	86 567	84 545	171 112	75 808



Listed by programme level	Note	2020/21 R'000	2019/20 R'000
Administration		72 253	28 313
Public ordinary school education		49 456	18 374
Independent school subsidies		-	-
Public special school education		111	55
Early childhood development		252	1 658
Infrastructure development		45 624	26 097
Examination and education related services		3 416	1 311
Total		171 112	75 808

	Note	2020/21 R'000	2019/20 R'000
Included in the totals are the following:			
Confirmed balances with other departments	Annex 4	11 724	121 979
Confirmed balances with other government entities		-	-
Total		11 724	121 979

23. Employee benefits

	Note	2020/21 R'000	2019/20 R'000
Leave entitlement		201 132	160 796
Service bonus (Thirteenth cheque)		1 427 159	1 424 557
Performance awards		-	-
Capped leave commitments		2 193 616	2 451 685
Other		53 582	44 299
Total		3 875 489	4 081 337

The leave entitlement and capped leave balances as disclosed above are the net of negative balances. The negative balances amount is R 648 507-12, relating to 100 cases.



24. Lease commitments

24.1 Operating leases expenditure

2020/21	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	4 567	34 940	8 892	48 399
Later than 1 year and not later than 5 years	-	18 290	93 484	8 098	119 872
Later than five years	-	-	28 044	-	28 044
Total lease commitments	-	22 857	156 468	16 990	196 315

2019/20	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	4 522	52 902	7 977	65 401
Later than 1 year and not later than 5 years	-	17 554	106 599	6 921	131 074
Later than five years	-	-	20 147	-	20 147
Total lease commitments	-	22 076	179 648	14 898	216 622

Generally, the lease commitments of the Department relate to leased buildings whose period may be between periods of one to ten years. The other category relates to the leasing of machinery whose period is less than or equal to three years. The final category relates to the renting of public schools on private land which are termed Section 14 agreements per the South African Schools Act of 1996. These agreements are in perpetuity; however, the disclosure is made up of five years. The department has no renewal or purchase options. There are no lease restrictions.

24.2 Finance leases expenditure

2020/21	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	-	-	316	316
Later than 1 year and not later than 5 years	-	-	-	-	-
Later than five years	-	-	-	-	-
Total lease commitments	-	-	-	316	316

2019/20	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	-	-	2145	2145
Later than 1 year and not later than 5 years	-	-	-	300	300
Later than five years	-	-	-	-	-
Total lease commitments	-	-	-	2 445	2 445



25. Accrued departmental revenue

	Note	2020/21 R'000	2019/20 R'000
Interest, dividends and rent on land		7 417	7 417
Other		21 092	21 092
Total	25.1	28 509	28 509

These are funds due to the department for LTSM discounts and interest from Managing Agents.

25.1 Analysis of accrued departmental revenue

	Note	2020/21 R'000	2019/20 R'000
Opening balance		28 509	28 509
Add: amounts recognised		-	-
Less: amounts written-off/reversed as irrecoverable		-	-
Closing balance	25	28 509	28 509

26. Irregular expenditure

26.1 Reconciliation of irregular expenditure

	Note	2020/21 R'000	2019/20 R'000
Opening balance		8 154 018	6 571 945
Prior period error		-	-
As restated		8 154 018	6 571 945
Add: Irregular expenditure – relating to prior year		-	-
Add: Irregular expenditure – relating to current year		330 744	1 583 515
Less: Prior year amounts condoned		-	-
Less: Current year amounts condoned		(1 247)	(1 442)
Less: Amounts not condoned and not recoverable		-	-
Closing balance		8 483 515	8 154 018
Analysis of awaiting condonation per age classification			
Current year		329 497	1 582 073
Prior years		8 154 018	6 571 945
Total		8 483 515	8 154 018

National School Nutrition Programme (NSNP) bid process that affected the prior periods irregular expenditure was finalised before the start of the financial period.



26.2 Details of irregular expenditure – current year

Incident	Disciplinary steps taken/criminal proceedings	2020/21 R'000
Goods and Services	Still being investigated	271 600
Payment of Capital Assets	Still being investigated	59 144
Total		330 744

26.3 Details of irregular expenditure condoned

Incident	Condoned by (condoning authority)	2020/21 R'000
Goods and Services		1 247
Total		1 247

26.4 Details of irregular expenditure not recoverable (not condoned)

Incident	Not condoned by (condoning authority)	2020/21 R'000
Total		-

26.5 Details of irregular expenditures under investigation (not included in main note)

Incident	2020/21 R'000
Total	-

27. Fruitless and wasteful expenditure

27.1 Reconciliation of fruitless and wasteful expenditure

	Note	2020/21 R'000	2019/20 R'000
Opening balance		191 232	184 215
Prior period error		-	-
As restated		191 232	184 215
Fruitless and wasteful expenditure – relating to prior year		177	-
Fruitless and wasteful expenditure – relating to current year		422	7 017
Less: Amounts resolved		-	-
Fruitless and wasteful expenditure awaiting resolution		191 831	191 232



27.2 Analysis of awaiting resolution per economic classification

	2020/21	2019/20
	R'000	R'000
Current	191 654	191 232
Capital	177	-
Total	191 831	191 232

27.3 Analysis of Current year's fruitless and wasteful expenditure

Incident	Disciplinary steps taken/criminal proceedings	2020/21
		R'000
Goods and Services	Still being investigated	422
Payment of Capital Assets	Still being investigated	177
Total		599

28. Related party transactions

The Department is involved in the KwaZulu-Natal Education Development Trust. This trust is operated in conjunction with major donors in the private sector. The Department exercises significant influence over the activities of the trust as majority of the Trustees are officials of the Department of Education. No voted funds were transferred to the trust during this 2020/21 financial period. No funds were received from the Flemish Government on behalf of the trust for 2020/21 financial period at year end, as a result no funds are credited to the KwaZulu-Natal Education Development Trust. The Department acts as an agent in respect of the receipt of these funds.

29. Key management personnel

	No. of Individuals	2020/21	2019/20
		R'000	R'000
Political office bearers	1	1 978	2 004
Officials:			
Level 15 to 16	4	6 745	5 403
Level 14 (incl. CFO if at a lower level)	12	12 794	13 441
Family members of key management personnel	22	11 043	8 967
Total		32 560	29 815

30. Provisions

Note	2020/21	2019/20
	R'000	R'000
Provision 1 - S14 Schools Unsigned Leases	591	585
Provision 2 - Retentions for Infrastructure Projects (Capital)	92 453	100 295
Provision 3 - Legal Claims to be paid to Third Parties	22 488	22 922
Total	115 532	123 802

Provision 1 - S14 Schools Unsigned Leases - these leases may become recoverable if the landlords claim the rental.

Provision 2 - Retentions for Infrastructure Projects (Capital) - amounts due to contractors on final completion of projects.

Provision 3 - Legal Services to be paid to third parties - this is amounts to be paid to third parties where the department acts as a mediator.



30.1 Reconciliation of movement in provisions – 2020/21

	Provision 1	Provision 2	Provision 3	Total provisions
	R'000	R'000	R'000	R'000
Opening balance	585	100 295	22 922	123 802
Increase in provision	6	-	-	6
Settlement of provision	-	(7 842)	(434)	(8 276)
Closing balance	591	92 453	22 488	115 532

30.2 Reconciliation of movement in provisions – 2019/20

	Provision 1	Provision 2	Provision 3	Total provisions
	R'000	R'000	R'000	R'000
Opening balance	594	80 396	19 364	100 354
Increase in provision	-	19 899	3 558	23 457
Settlement of provision	(9)	-	-	(9)
Closing balance	585	100 295	22 922	123 802

31. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2021

	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	398 950	-	60 396	819	458 527
Transport assets	243 602	-	50 264	-	293 866
Computer equipment	115 029	-	4 517	637	118 909
Furniture and office equipment	37 370	-	4 320	62	41 628
Other machinery and equipment	2 949	-	1 295	120	4 124
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	398 950	-	60 396	819	458 527



31.1 Additions

ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2021

	Cash	Non-cash	(Capital Work in Progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	54 865	-	(2 258)	7 789	60 396
Transport assets	42 460	-	-	7 804	50 264
Computer equipment	6 775	-	(2 258)	-	4 517
Furniture and office equipment	4 330	-	-	(10)	4 320
Other machinery and equipment	1 300	-	-	(5)	1 295
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	54 865	-	(2 258)	7 789	60 396

31.2 Disposals

DISPOSALS OF MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2021

	Sold for cash	Non-cash disposal	Total disposals	Cash Received Actual
	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	-	819	819	-
Transport assets	-	-	-	-
Computer equipment	-	637	637	-
Furniture and office equipment	-	62	62	-
Other machinery and equipment	-	120	120	-
TOTAL DISPOSAL OF MOVABLE TANGIBLE CAPITAL ASSETS	-	819	819	-

The disposals above relate to three districts namely Amajuba, Umzinyathi and Umkhanyakude. The disposal process was internally followed.



31.3 Movement for 2019/20

MOVEMENT IN TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	371 074	-	29 680	1 804	398 950
Transport assets	222 280	-	21 322	-	243 602
Computer equipment	114 691	-	1 762	1 424	115 029
Furniture and office equipment	32 019	-	5 723	372	37 370
Other machinery and equipment	2 084	-	873	8	2 949
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	371 074	-	29 680	1 804	398 950

31.4 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2021

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	61 700	-	61 700
Value adjustments	-	-	-	-	-	-
Additions	-	-	-	2 369	-	2 369
Disposals	-	-	-	555	-	555
TOTAL MINOR ASSETS	-	-	-	63 514	-	63 514

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Number of R1 minor assets	-	-	-	40 931	-	40 931
Number of minor assets at cost	-	-	-	35 762	-	35 762
TOTAL NUMBER OF MINOR ASSETS	-	-	-	76 693	-	76 693

The disposals above relate to three districts namely Amajuba, Umzinyathi and Umkhanyakude. The disposal process was internally followed.

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2020

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	58 992	-	58 992
Prior period error	-	-	-	-	-	-
Additions	-	-	-	3 703	-	3 703
Disposals	-	-	-	995	-	995
TOTAL MINOR ASSETS	-	-	-	61 700	-	61 700



	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	40 931	-	40 931
Number of minor assets at cost	-	-	-	34 681	-	34 681
TOTAL NUMBER OF MINOR ASSETS	-	-	-	75 612	-	75 612

31.4.1 Prior period error

	Note	2019/20
	30.4	R'000
Nature of prior period error		
Relating to 2019/20 and prior		-
		-
Total		-

32. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2021

	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
Software	21161	-	4 260	-	25 421
TOTAL INTANGIBLE CAPITAL ASSETS	21 161	-	4 260	-	25 421

32.1 Additions

ADDITIONS TO INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2021

	Cash	Non-Cash	(Develop-ment work in progress – current costs)	Received current year, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
Software	4 260	-	-	-	4 260
TOTAL ADDITIONS TO INTANGIBLE CAPITAL ASSETS	4 260	-	-	-	4 260



32.2 Disposals

DISPOSALS OF INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2021

	Sold for cash	Non-cash disposal	Total disposals	Cash Received Actual
	R'000	R'000	R'000	R'000
Software	-	-	-	-
TOTAL DISPOSALS OF INTANGIBLE CAPITAL ASSETS	-	-	-	-

32.3 Movement for 2019/20

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
Software	3 137	-	18 024	-	21 161
TOTAL INTANGIBLE CAPITAL ASSETS	3 137	-	18 024	-	21 161

33. Immovable Tangible Capital Assets

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2021

	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	10 323 485	-	3 483 737	-	13 807 222
Non-residential buildings	10 323 485	-	3 483 737	-	13 807 222
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	10 323 485	-	3 483 737	-	13 807 222

33.1 Additions

ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2021

	Cash	Non-cash	(Capital Work in Progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
BUILDING AND OTHER FIXED STRUCTURES	2 078 494	2 621 590	(1 216 347)	-	3 483 737
Non-residential buildings	2 078 494	2 621 590	(1 216 347)	-	3 483 737
TOTAL ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS	2 078 494	2 621 590	(1 216 347)	-	3 483 737



33.2 Movement for 2019/20

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	8 746 342	-	1 577 143	-	10 323 485
Non-residential buildings	8 746 342	-	1 577 143	-	10 323 485
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	8 746 342	-	1 577 143	-	10 323 485

33.3 Capital Work-in-progress

CAPITAL WORK-IN-PROGRESS AS AT 31 MARCH 2021

Note	Opening balance 1 April 2020	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2021
Annexure 6	R'000	R'000	R'000	R'000
Buildings and other fixed structures	4 348 160	2 078 494	3 521 632	2 905 022
TOTAL	4 348 160	2 078 494	3 521 632	2 905 022

Included in the WIP amount of R2 905 022 ('000) above, are the terminated projects to the value of R37 895 ('000). These projects were terminated due to various reasons being: poor performance by contractors and consultants, conflict among joint venture partners, litigation of the contracted companies, cash flow challenges, disputes between main business contractors and subcontractors, community unrest, negative interference by business forums, under-estimation of project costs by contractors and poor workmanship.

Age analysis on ongoing projects	Number of projects		2020/21
	Planned, Construction not started	Planned, Construction started	Total R'000
0 to 1 Year	1 449	1 143	1 397 595
1 to 3 Years	110	266	622 211
3 to 5 Years	43	47	659 862
Longer than 5 Years	47	17	225 354
Total	1 649	1 473	2 905 022

The projects have been delayed because of community unrest, financial constraints as a result of budget cuts which resulted in payment delays, Business Forums disruptions, and service delivery protests which were not related to the department but resulted in the supply of materials.

Accruals and payables not recognised relating to Capital WIP

Note

2020/21

2019/20

R'000

R'000

Amounts relating to progress certificates received but not paid at year end and therefore not included in capital work-in-progress

85 292

10 698

Total

85 292

10 698



CAPITAL WORK-IN-PROGRESS AS AT 31 MARCH 2020

Note	Opening balance 1 April 2019	Prior period error	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2020
<i>Annexure 6</i>	R'000	R'000	R'000	R'000	R'000
Buildings and other fixed structures	3 901 670	-	2 082 389	1 635 899	4 348 160
TOTAL	3 901 670	-	2 082 389	1 635 899	4 348 160

Age analysis on ongoing projects	Number of projects		2019/20
	Planned, Construction not started	Planned, Construction started	Total R'000
0 to 1 Year	628	579	1 462 819
1 to 3 Years	1 113	240	1 784 105
3 to 5 Years	17	127	1 098 124
Longer than 5 Years	-	2	3 112
Total	1 758	948	4 348 160

34. Agent-principal arrangements

34.1 Department acting as the principal

	2020/21	2019/20
	R'000	R'000
COEGA	23 685	17 478
IDT	40 987	40 622
Ethekwini Water	2 732	10 081
Umdlathuze Water	-	-
DBSA	21 261	36 535
Total	88 665	104 716

The Agents listed above are contracted to the Department of Education to manage and facilitate capital and maintenance projects on its behalf. The amounts stated above are the management fees paid to these Implementing Agents.



35. Prior period errors

35.1 Correction of prior period errors

Note	Amount bef. error correction	Prior period error	Restated Amount
	R'000	R'000	R'000
Expenditure:			
Goods and services	-	-	-
Tangible capital assets			
Net effect	-	-	-
Other:			
	-	-	-
Net effect	-	-	-

36. STATEMENT OF CONDITIONAL GRANTS RECEIVED

NAME OF GRANT	GRANT ALLOCATION					SPENT		2019/20	
	Division of Revenue Act/ Provincial Grants	Roll Overs	DORA Adjustments	Other Adjustments	Total Available	Amount received by department	Amount spent by department	Division of Revenue Act	Amount spent by department
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Division of Revenue Act:									
National Department of Education - HIV/AIDS	47 362	-	-	-	47 362	47 362	47 362	65 237	65 237
National Department of Education - National School Nutrition Programme (NSNP)	177 512	9 734	-	-	1 727 246	1 727 246	1 573 575	1 638 181	1 628 447
EPWP Integrated Grant for Provinces	2 180	-	-	-	2 180	2 180	2 180	2 028	2 028
EPWP Social Sector Incentive Grant for Provinces	22 842	-	-	-	22 842	22 842	22 842	24 814	24 814
Maths, Science and Technology Grant (MST)	60 632	-	-	-	60 632	60 632	60 632	64 974	64 974
Learners with Profound Intellectual Disabilities grant (LPID)	32 586	-	-	-	32 586	23 462	32 586	37 617	37 617
Provincial Grants:									
Education Infrastructure Grant (EIG)	1 498 964	-	413 630	-	1 912 594	1 912 594	1 912 594	2 287 162	2 287 162
Total	3 382 078	9 734	413 630	-	3 805 442	3 796 318	3 651 771	4 120 013	4 110 279

The Conditional Grants are limited to the budget amount if they are overspent (per the BAS reports) for the "Amount spent by department". This annexure analyses the funds received for each grant and excludes any voted funds spent. **"Learners with Profound Intellectual Disabilities grant"** - this grant did not receive the full allocation to the rand value of 9 124 (000).



37. STATEMENT OF CONDITIONAL/UNCONDITIONAL GRANTS AND TRANSFERS PAID TO PROVINCIAL DEPARTMENTS AND MUNICIPALITIES

NAME OF MUNICIPALITY / PROVINCIAL DEPARTMENTS	GRANT ALLOCATION				TRANSFER				2019/20	
	Division of Revenue Act	Roll Overs / Shifting of Funds	Adjustments	Total Available	Actual Transfer	Under / (Overspending)	Funds Withheld	Re-allocations by National Treasury or National Department	Division of Revenue Act	Actual Transfer
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	%		R'000
KwaZulu-Natal Department of Transport	5 350	-	-	5 350	4 647	703	-	-	2 100	1 820
Total	5 350	-	-	5 350	4 647	703	-	-	2 100	1 820



38. COVID 19 Response Expenditure

	Note	2020/21 R'000	2019/20 R'000
Compensation of employees	Annexure 8	62 574	-
Goods and services		1 084 596	32 496
Transfers and subsidies		203 061	-
Expenditure for capital assets		33	-
Other		-	-
Total		1 350 264	32 496



ANNEXURE 1A

STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

DEPARTMENT/ AGENCY/ ACCOUNT	TRANSFER ALLOCATION				TRANSFER		2019/20
	Adjusted Appropriation	Roll Overs / Shifting of Funds	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	
	R'000	R'000	R'000	R'000	R'000	%	
EDTP SETA	38 623	-	(2 227)	36 396	36 396	100%	34 169
Total	38 623	-	(2 227)	36 396	36 396		34 169



ANNEXURE 1B

STATEMENT OF TRANSFERS TO NON-PROFIT INSTITUTIONS

	TRANSFER ALLOCATION				EXPENDITURE		2019/20
	Adjusted Appropriation Act	Roll Overs / Shifting of Funds	Adjustments	Total Available	Actual Transfer	% of Available funds transferred	
NON-PROFIT INSTITUTIONS	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
Public Ordinary School Education	2 525 255	-	2 874	2 528 129	2 533 165	100%	1 353 647
Independent Schools	115 174	-	(2 874)	112 300	110 987	99%	86 125
Public Special School Education	146 904	-	-	146 904	149 310	102%	139 076
Early Childhood Development	31 458	-	-	31 458	30 837	98%	29 940
Examination and Education Related Services	-	-	-	-	-	-	-
Total	2 818 791	-	-	2 818 791	2 824 299		1 608 788



ANNEXURE 1C

STATEMENT OF TRANSFERS TO HOUSEHOLDS

HOUSEHOLDS	TRANSFER ALLOCATION				EXPENDITURE		2019/20
	Adjusted Appropriation Act	Roll Overs / Shifting of Funds	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	
	R'000	R'000	R'000	R'000	R'000	%	
Transfers							
Employees	117 835	-	118 670	236 505	234 632	99%	221 762
Total	117 835	-	118 670	236 505	234 632		221 762



ANNEXURE 2A

STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2021 – LOCAL

Guarantor institution	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2020	Guarantees draw downs during the year	Guarantees repayments/ cancelled/ reduced/ released during the year	Revaluations due to foreign currency movements	Closing balance 31 March 2021	Revaluations due to inflation rate movements	Accrued guaranteed interest for year ended 31 March 2021
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Housing									
Standard Bank		-	676	-	-	-	676	-	-
FNB		-	44	-	-	-	44	-	-
ABSA		-	484	-	-	-	484	-	-
Ithala Limited		-	26	-	-	-	26	-	-
Green Start HL		-	23	-	23	-	-	-	-
Subtotal		-	1 253	-	23	-	1 230	-	-
Total		-	1 253	-	23	-	1 230	-	-

ANNEXURE 2B

STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2021

Nature of Liability	Opening Balance 1 April 2020	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable	Closing Balance 31 March 2021
	R'000	R'000	R'000	R'000	R'000
Claims against the department					
Legal Claims	1 082 793	56 995	-	-	1 139 788
Subtotal	1 082 793	56 995	-	-	1 139 788
Other					
Ithala (Utilisation of own funds to pay contractors)	5 912	-	5 912	-	-
Subtotal	5 912	-	5 912	-	-
TOTAL	1 088 705	56 995	5 912	-	1 139 788



ANNEXURE 3

CLAIMS RECOVERABLE

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2021	31/03/2020	31/03/2021	31/03/2020	31/03/2021	31/03/2020
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
Gauteng Department of Education	-	-	3 295	1 875	3 295	1 875
Gauteng Department of Infrastructure and Development	-	-	5	5	5	5
Mpumalanga Department of Education	-	-	1 808	820	1 808	820
Eastern Cape Department of Education	-	-	251	190	251	190
KZN Agriculture	-	-	99	99	99	99
KZN Department of Social Development	-	-	694	693	694	693
KZN Arts & Culture	-	-	743	743	743	743
Free State Department of Education	-	-	1 403	1 192	1 403	1 192
KZN Department of Transport	-	-	16 335	16 335	16 335	16 335
Western Cape Department of Education	-	-	204	362	204	362
National Higher Education & Training	-	-	1 480	1 480	1 480	1 480
National Department of Correctional Services	-	-	300	301	300	301
North West Department of Education	-	-	484	484	484	484
Northern Cape Department of Education	-	-	71	71	71	71
KZN Safety and Security	-	-	163	163	163	163
Limpopo Department of Education	-	-	1 131	1 065	1 131	1 065
National Water Affairs	-	-	57	57	57	57
Total c/f	-	-	28 523	25 935	28 523	25 935



ANNEXURE 3 (continued)

CLAIMS RECOVERABLE

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2021	31/03/2020	31/03/2021	31/03/2020	31/03/2021	31/03/2020
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
Total b/f	-	-	28 523	25 935	28 523	25 935
South African Police Services	-	-	9	9	9	9
National Department of Justice	-	-	20	20	20	20
Other Government Entities	-	-	-	-	-	-
Total	-	-	28 552	25 964	28 552	25 964



ANNEXURE 4

INTER-GOVERNMENT PAYABLES

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL	
	31/03/2021	31/03/2020	31/03/2021	31/03/2020	31/03/2021	31/03/2020
	R'000	R'000	R'000	R'000	R'000	R'000
DEPARTMENTS						
Current						
KwaZulu-Natal Department of Transport	6 619	-	16 623	15 484	23 242	15 484
KwaZulu-Natal Department of Public Works	-	121 979	139 789	154 377	139 789	276 356
Department of Justice	4 069	-	1 158	2 723	5 227	2 723
KZN Provincial Treasury	1 036	-	-	-	1 036	-
Stats SA	-	-	6	-	6	-
Total	11 724	121 979	157 576	172 584	169 300	294 563

ANNEXURE 5

INVENTORY

INVENTORIES FOR THE YEAR ENDED 31 MARCH 2021				
	Note	LTSM - Inventory	Departmental Consumables (incl. PPE)	Total R'000
Opening balance		59 722	14 408	74 130
Add/(Less): Adjustments to prior year balance		-	-	-
Add: Additions/Purchases - Cash		892 010	701 908	1 593 918
Add: Additions - Non-cash		-	63	63
(Less): Disposals		-	(88)	(88)
(Less): Issues		(930 374)	(685 890)	(1 616 264)
Add/(Less): Received current, not paid (Paid current year, received prior year)		-	-	-
Add/(Less): Adjustments		-	(4)	(4)
Closing balance		21 358	30 397	51 755

This annexure discloses opening, movements and closing values relating to the departments stores and Ndabase Printing Solutions Warehouse. This excludes "Inventory" as represented by certain directorates that purchase on their own behalf and any other that the department buys on behalf of schools.

INVENTORIES FOR THE YEAR ENDED 31 MARCH 2020				
	Note	LTSM - Inventory	Departmental Consumables (incl. PPE)	Total R'000
Opening balance		-	13 865	13 865
Add: Additions/Purchases - Cash		743 463	22 194	765 657
Add: Additions - Non-cash		-	251	251
(Less): Issues		(683 741)	(22 410)	(706 151)
Add/(Less): Received current, not paid (Paid current year, received prior year)		-	626	626
Add/(Less): Adjustments		-	(118)	(118)
Closing balance		59 722	14 408	74 130





ANNEXURE 6

MOVEMENT IN CAPITAL WORK IN PROGRESS

MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2021

BUILDINGS AND OTHER FIXED STRUCTURES

Non-residential buildings

	Opening balance	Current Year Capital WIP	Ready for use (Asset register) / Contract terminated	Closing balance
	R'000	R'000	R'000	R'000
4 348 160	2 078 494	(3 521 632)	2 905 022	
	4 348 160	2 078 494	(3 521 632)	2 905 022
4 348 160	2 078 494	(3 521 632)	2 905 022	

Total

MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2020

BUILDINGS AND OTHER FIXED STRUCTURES

Non-residential buildings

	Opening balance	Prior period error	Current Year Capital WIP	Ready for use (Asset register) / Contract terminated	Closing balance
	R'000	R'000	R'000	R'000	R'000
3 901 670	-	2 082 389	(1 635 899)	4 348 160	
	3 901 670	-	2 082 389	(1 635 899)	4 348 160
3 901 670	-	2 082 389	(1 635 899)	4 348 160	

TOTAL

INTER-ENTITY ADVANCES PAID (note 10)

Total



ANNEXURE 8

COVID 19 RESPONSE EXPENDITURE

Per quarter and in total

Expenditure per economic classification	2020/21					2019/20
	Q1	Q2	Q3	Q4	Total	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Compensation of employees	-	-	35 267	27 307	62 574	-
Goods and services	442 658	198 993	189 728	253 217	1 084 596	32 496
Advertising	8 819	1 811	-	-	10 630	-
Communication	19	-	-	-	19	-
Minor assets	250	(250)	-	-	-	-
Contractors	-	1 084	1 887	-	2 971	-
Inv: Materials & Supplies	20	9 381	300	196	9 897	-
Inv: Other Supplies	35 931	19 435	72 300	114 913	242 579	497
Consumable Supplies	39 710	123 039	41 761	59 535	621 442	31 999
Operating Leases	-	19 887	49 163	11 119	80 169	-
Property Payments	162	11 032	10 784	59 198	81 176	-
Travel and Subsistence	-	-	-	4	4	-
Operating Payments	350	13 574	13 533	8 252	35 709	-
Transfers and subsidies	5 629	95 653	98 976	2 803	203 061	-
NPI: Public Schools	5 629	95 653	98 976	2 803	203 061	-
Expenditure for capital assets	-	-	-	33	33	-
Other Machinery & Equipment	-	-	-	33	33	-
TOTAL COVID 19 RESPONSE EXPENDITURE	448 287	294 646	323 971	283 360	1 350 264	32 496



SCHEDULE – IMMOVABLE ASSETS, LAND AND SUB SOIL ASSETS

Opening balances – 2007/2008

In the 2006/07 financial year the Department applied Accounting Circular 1 of 2007. The impact of this circular on the financial statements resulted in the cumulative balances on buildings being transferred to the provincial Department of Works. The balance that was transferred was **R 2 384 355 000** under the category *Buildings and other fixed structures*.

Movements to immovable assets – 2007/2008

The department has applied the exemption as granted by the National Treasury and thus immovable assets have not been disclosed on the face of the annual financial statements.

Additions

The additions for the 2007/08 financial year on buildings recorded under the category *Buildings and other fixed structures* was **R 913 233 000**.

Disposals

The department did not dispose of any additions on buildings for the 2007/08 financial year.

Movements to immovable assets – 2008/2009

The department has applied the exemption as granted by the National Treasury and thus where there is uncertainty with regards to ownership of immovable assets; these have not been disclosed on the face of the annual financial statements.

Additions

The additions for the 2008/09 financial year on buildings recorded under the category *Buildings and other fixed structures* was **R 1 145 450 000**.

Disposals

The department did not dispose of any additions on buildings for the 2008/09 financial year.

Movements to immovable assets – 2009/2010

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2009/2010 year recorded on *Buildings and other fixed structures* are **R 1 288 343 000**.

Work-In-Progress

The work-in-progress as at 31 March 2010 recorded on *Buildings and other fixed structures* are **R 798 381 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2009/10 financial year.



Movements to immovable assets – 2010/2011

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2010/2011 year recorded on *Buildings and other fixed structures* are **R 1 836 333 000**.

Work-In-Progress

The work-in-progress as at 31 March 2011 recorded on *Buildings and other fixed structures* are **R 960 359 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2010/11 financial year.

Movements to immovable assets – 2011/2012

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2011/2012 year recorded on *Buildings and other fixed structures* are **R 2 097 788 000**.

Work-In-Progress

The work-in-progress as at 31 March 2012 recorded on *Buildings and other fixed structures* are **R 1 521 296 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2011/12 financial year.

Movements to immovable assets – 2012/2013

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2012/2013 year recorded on *Buildings and other fixed structures* are **R 2 463 676 000**.

Work-In-Progress

The work-in-progress as at 31 March 2013 recorded on *Buildings and other fixed structures* are **R 2 313 991 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2012/13 financial year.



Movements to immovable assets – 2013/2014

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2013/2014 year recorded on *Buildings and other fixed structures* are **R 2 360 611 000**.

Work-In-Progress

The work-in-progress as at 31 March 2014 recorded on *Buildings and other fixed structures* are **R 1 944 036 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2013/14 financial year.

Movements to immovable assets – 2014/2015

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2014/2015 year recorded on *Buildings and other fixed structures* are **R 2 017 870 000**.

Work-In-Progress

The work-in-progress as at 31 March 2015 recorded on *Buildings and other fixed structures* are **R 1 084 899 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2014/15 financial year.

Movements to immovable assets – 2015/2016

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2015/2016 year recorded on *Buildings and other fixed structures* are **R 2 343 612 000**.

Work-In-Progress

The work-in-progress as at 31 March 2016 recorded on *Buildings and other fixed structures* are **R 1 827 536 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2015/16 financial year.

Movements to immovable assets – 2016/2017

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2016/2017 year recorded on *Buildings and other fixed structures* are **R 2 170 374 000.**

Work-In-Progress

The work-in-progress as at 31 March 2017 recorded on *Buildings and other fixed structures* are **R 2 170 374 000.**

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2016/17 financial year.

Movements to immovable assets – 2017/2018

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2017/2018 year recorded on *Buildings and other fixed structures* are **R 1 883 004 000.**

Work-In-Progress

The work-in-progress as at 31 March 2018 recorded on *Buildings and other fixed structures* are **R 1 883 004 000.**

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2017/18 financial year.

Movements to immovable assets – 2018/2019

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2018/2019 year recorded on *Buildings and other fixed structures* are **R 1 728 452 000.**

Work-In-Progress

The work-in-progress as at 31 March 2019 recorded on *Buildings and other fixed structures* are **R 1 728 452 000.**

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2018/19 financial year.



Movements to immovable assets – 2019/2020

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2019/2020 year recorded on *Buildings and other fixed structures* are **R 2 082 389 000**.

Work-In-Progress

The work-in-progress as at 31 March 2020 recorded on *Buildings and other fixed structures* are **R 2 082 389 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2019/20 financial year.

Movements to immovable assets – 2020/2021

The department has applied the Guidelines as issued by the National Treasury and thus where there is doubt as to which department is responsible for the property and the GIAMA allocation process has not been finalised, these assets must not be disclosed in the notes to the annual financial statements. The register for immovables in the Province of Kwa-Zulu Natal resides with the Department of Public Works.

Additions

The additions for the 2020/2021 year recorded on *Buildings and other fixed structures* are **R 2 078 494 000**.

Work-In-Progress

The work-in-progress as at 31 March 2021 recorded on *Buildings and other fixed structures* are **R 2 078 494 000**.

Disposals/Transfers

The department did not dispose of any additions on buildings for the 2020/21 financial year.

The supplementary information presented from page 271 - 287 does not form part of the annual financial statements and is unaudited.



KWAZULU-NATAL PROVINCE

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Part F

GENERAL INFORMATION



GLOSSARY OF PLANNING TERMS

The definitions attached to particular terms in this document are provided below

Accessibility indicators	Reflect the extent to which the intended beneficiaries are able to access services or outputs. Such indicators could include distances to service points, traveling time, waiting time, affordability, language, accommodation of the physically challenged.
Activities	The processes or actions that use a range of inputs to produce an output and ultimately an outcome.
Adequacy indicators	Reflect the quantity of input or output relative to the need or demand. They respond to the question: "Is enough being done to address the problem?"
Baseline	Baseline refers to the current level of performance that the institution aims to improve. The initial step in setting performance targets is to identify the baseline, which in most instances is the level of performance recorded in the year prior to the planning period.
Cost or Price indicators	Important in determining the economy and efficiency of service delivery.
Dates and time frame indicators	Reflect timeliness of service delivery. They include service frequency measures, waiting times, response time, turnaround times, time frames for service delivery and timeliness of service delivery.
Distribution indicators	Relate to the distribution of capacity to deliver services and are critical to assessing equity across geographical areas, urban-rural divides or demographic categories. Such information could be presented using geographic information systems
Economy indicators	Explore whether specific inputs are acquired at the lowest cost and at the right time; and whether the method of producing the requisite outputs is economical.
Effectiveness indicators	Explore the extent to which the outputs of an institution achieve the desired outcomes. An effectiveness indicator assumes a model of how inputs and outputs relate to the achievement of an institution's strategic objectives and goals.
Efficiency indicators	Explore how productively inputs are translated into outputs. An efficient operation maximises the level of output for a given set of inputs, or it minimises the inputs required to produce a given level of output. Efficiency indicators are usually measured by an input: Output ratio or an output: input ratio. These indicators also only have meaning in a relative sense. To evaluate whether an institution is efficient, its efficiency indicators need to be compared to similar indicators elsewhere or across time. An institution's efficiency can also be measured relative to predetermined efficiency targets.
Equity indicators	Explore whether services are being provided impartially, fairly and equitably. Equity indicators reflect the extent to which an institution has achieved and been able to maintain an equitable supply of comparable outputs across demographic groups, regions, urban and rural areas, and so on.
Inputs	The resources that contribute to the production and delivery of an output.
Outcomes	The medium-term results for specific beneficiaries that are the consequence of achieving particular outputs.



Outputs	The goods and services produced by an institution for delivery.
Performance Indicator	Identify specific numerical that tracks progress towards the achievement of a goal.
Performance standards	Express the minimum acceptable level of performance, or the level of performance that is generally expected.
Performance Target [PT]	A performance target is one numerical value for one future period in time with respect to a performance measure. Performance targets indicate in a precise manner the improvements that are envisaged in the education system.
Programme Performance Measure [PPM]	Performance measures are national indicators linked to specific statistics. They are used to gauge performance in the education system. Each performance measure is linked to one measurable objective. Each performance measure takes the form of one provincial time series statistic that tracks progress towards the achievement of a sector priority.
Quality indicators	<p>Reflect the quality of that which is being measured against predetermined standards.</p> <p>Such standards should reflect the needs and expectations of affected parties while balancing economy and effectiveness. Standards could include legislated standards and industry codes.</p>
Quantity indicators	Relate to the number of inputs, activities or outputs. Quantity indicators should generally be time-bound; e.g. the number of inputs available at a specific point in time, or the number of outputs produced over a specific time period.
Strategic Objective [SO]	Strategic objectives are one level below the strategic goals. Their focus is more specific than that of the strategic goals. Most strategic objectives are linked to one provincial budget programme, though some may be generic to the sector as a whole.



KWAZULU-NATAL PROVINCE
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REPUBLIC OF SOUTH AFRICA

Contact Details

Tel: +27 33 846 5000 | +27 33 846 5363

Address: 247 Burger Street, Pietermaritzburg, 3200

Toll Free: 0800204353 | **Email:** info@kzndoe.gov.za



@dbe_kzn



kzn_education



kzndoe



kzndoe