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KZNDOE ANNUAL REPORT 2018/2019 VOTE 5

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ANNUAL REPORT 2018/2019





LEADING SOCIAL COMPACT AND ECONOMIC EMANCIPATION THROUGH A REVOLUTIONARY EDUCATION FOR ALL - VOTE 5

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His Excellence 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 Kwazikwenkosi Innocent Mshengu, MPL
KwaZulu-Natal Legislature MEC: Education
KwaZulu-Natal Provincial Government



Dr E.V. Nzama
Head of Department: Education
KwaZulu-Natal

DEPARTMENT OF EDUCATION

PROVINCE OF KWAZULU-NATAL

VOTE NO. 5

ANNUAL REPORT

2018/2019 FINANCIAL YEAR

CONTENTS

PART A: **GENERAL INFORMATION** 8

1. DEPARTMENT GENERAL INFORMATION 13
2. LIST OF ABBREVIATIONS/ACRONYMS 14
3. FOREWORD BY THE MEC 15
4. REPORT OF THE ACCOUNTING OFFICER 17
5. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT 37
6. STRATEGIC OVERVIEW 38

7.1. Vision 39

7.2. Mission 39

7.3. Values 40

8. LEGISLATIVE AND OTHER MANDATES 35
9. ORGANISATIONAL STRUCTURE 44

PART B: **PERFORMANCE INFORMATION** 52

1. AUDITOR GENERAL'S REPORT: PREDETERMINED OBJECTIVES 53
2. OVERVIEW OF DEPARTMENTAL PERFORMANCE 53

    2.1 Service Delivery Environment 53

    2.2 Service Delivery Improvement Plan 58

    2.3 Organisational environment 59

    2.4 Key policy developments and legislative changes 60

3. PERFORMANCE INFORMATION BY PROGRAMME 61

    3.1 Programme 1: Administration 61

    3.2 Programme 2: Public Ordinary Schools 64

    3.3 Programme 3: Independant Schools Subsidies 68

    3.4 Programme 4: Public Special School Education 69

    3.5 Programme 5: Early Childhood Development 71

    3.6 Programme 6:Infrastructure Development 73

    3.7 Programme 7: Education Related Services 78

PART C: **GOVERNANCE** **86**

1. INTRODUCTION 87
2. RISK MANAGEMENT 87
3. FRAUD AND CORRUPTION 88
4. MINIMISING CONFLICT OF INTEREST 89
5. CODE OF CONDUCT 89
6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES 89
7. PORTFOLIO COMMITTEES 90
8. SCOPA RESOLUTIONS 94
9. INTERNAL CONTROL UNIT 103
10. INTERNAL AUDIT AND AUDIT COMMITTEES 103
11. AUDIT COMMITTEE REPORT 110

PART D: **HUMAN RESOURCE MANAGEMENT** **115**

1. INTRODUCTION 116
2. OVERVIEW OF HUMAN RESOURCES 116
3. HUMAN RESOURCES OVERSIGHT STATISTICS 119

PART E: **FINANCIAL INFORMATION** **158**

1. REPORT OF THE AUDITOR GENERAL 159
2. ANNUAL FINANCIAL STATEMENTS 171

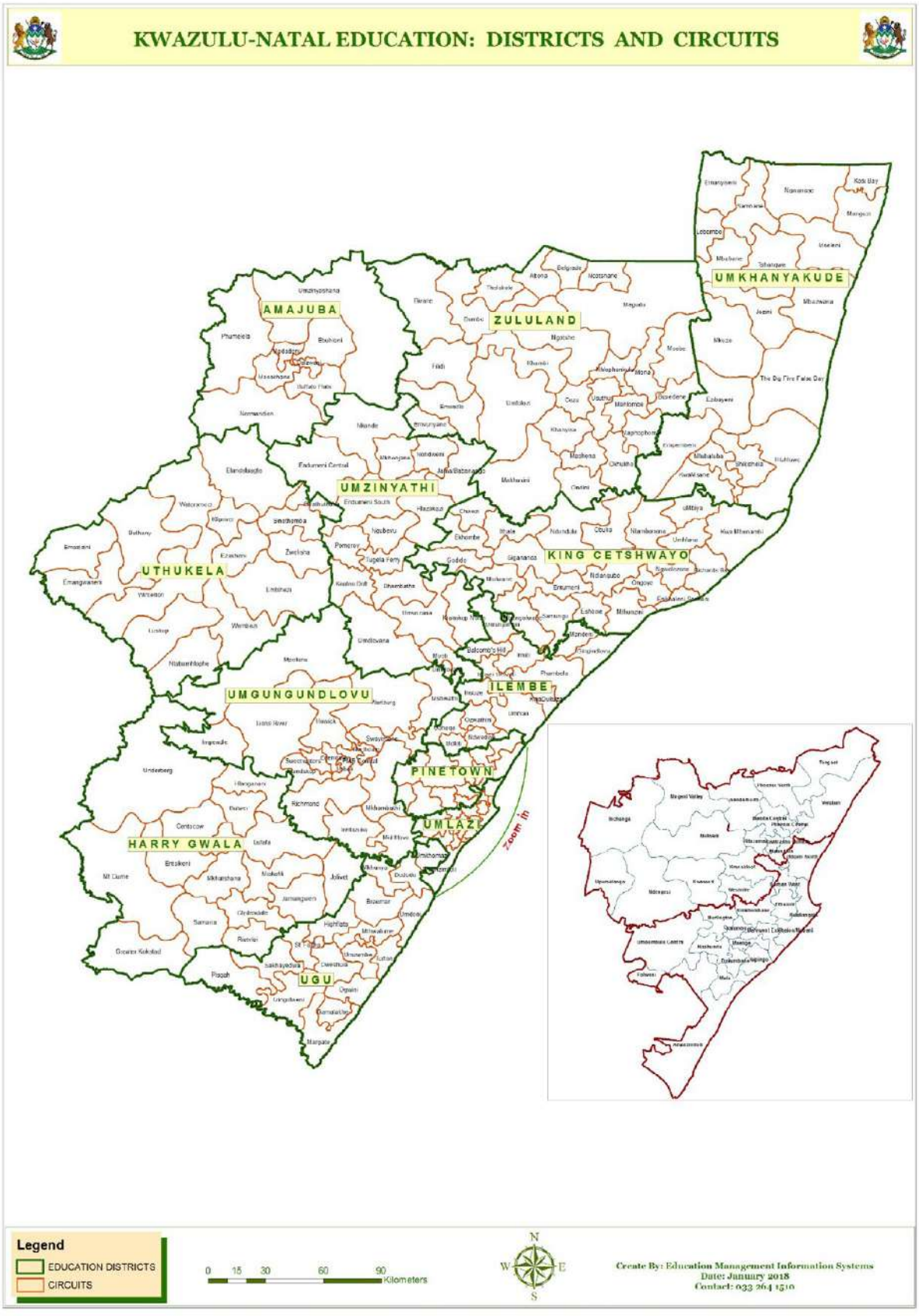
PART F: **GENERAL INFORMATION** **291**

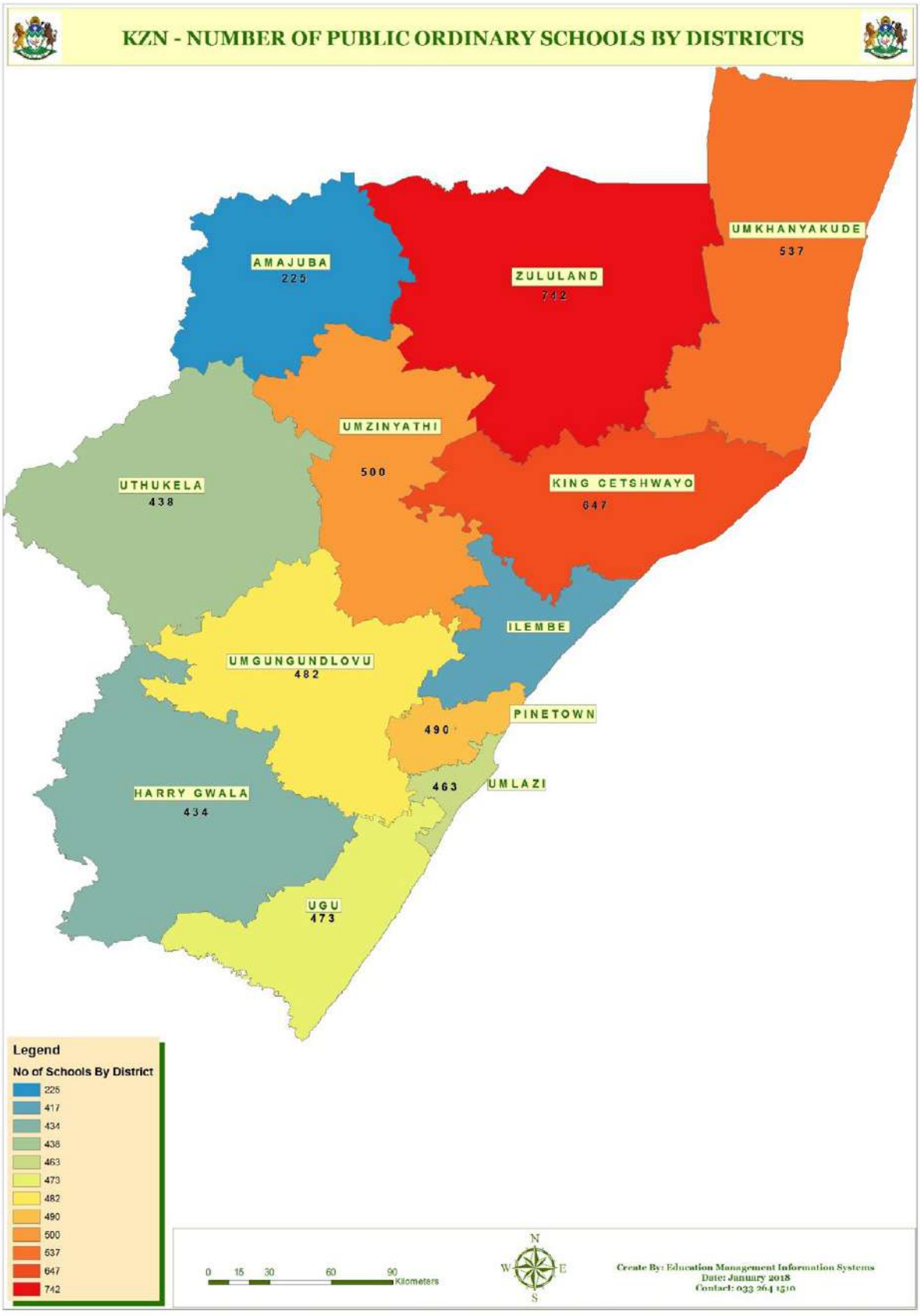
1. Glossary of Terms 292

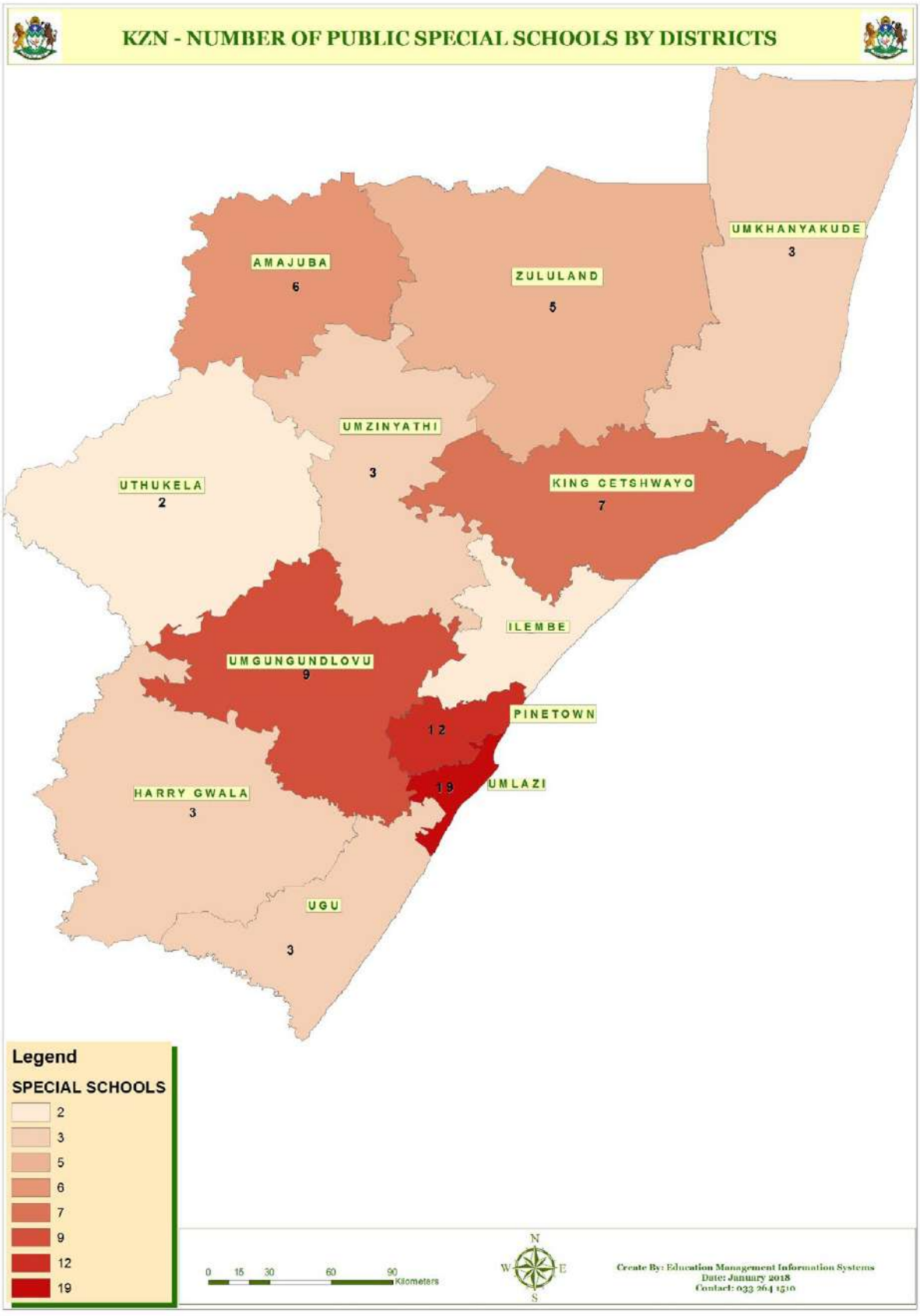


PART A

GENERAL INFORMATION


KWAZULU-NATAL EDUCATION: DISTRICTS AND CIRCUITS
AMAJUBA
ZULULAND
UMKHANYAKUDE
UMZINYATHI
UTHUKELA
KING CETSHWAYO
UMGUNGUNDLOVU
ILEMBE
PINETOWN
UMLAZI
HARRY GWALA
UGU
Zoom in
Legend
EDUCATION DISTRICTS
CIRCUITS
0 15 30 60 90
Kilometers
N
W
E
S
Create By: Education Management Information Systems
Date: January 2018
Contact: 033 264 1510


KZN - NUMBER OF PUBLIC ORDINARY SCHOOLS BY DISTRICTS
AMAJUBA
225
ZULULAND
742
UMKHANYAKUDE
537
UMZINYATHI
500
UTHUKELA
438
KING CETSHWAYO
647
ILEMBE
UMGUNGUNDLOVU
482
PINETOWN
490
HARRY GWALA
434
463
UMLAZI
UGU
473
Legend
No of Schools By District
225
417
434
438
463
473
482
490
500
537
647
742
0 15 30 60 90
Kilometers
N
W
E
S
Create By: Education Management Information Systems
Date: January 2018
Contact: 033 264 1510


KZN - NUMBER OF PUBLIC SPECIAL SCHOOLS BY DISTRICTS
AMAJUBA
6
ZULULAND
5
UMKHANYAKUDE
3
UMZINYATHI
3
UTHUKELA
2
KING CETSHWAYO
7
ILEMBE
UMGUNGUNDLOVU
9
PINETOWN
12
UMLAZI
19
HARRY GWALA
3
UGU
3
Legend
SPECIAL SCHOOLS
2
3
5
6
7
9
12
19
0 15 30 60 90
Kilometers
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KWAZULU-NATAL

DEPARTMENT OF EDUCATION

ANNUAL REPORT

2018/2019 FINANCIAL YEAR

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2. LIST OF ABBREVIATIONS/ACRONYMS

AGSA	Auditor General of South Africa
AO	Accounting Officer
BBBEE	Broad Based Black Economic Empowerment
CFO	Chief Financial Officer
MEC	Member of Executive Council
HOD	Head of Department
PFMA	Public Finance Management Act
TR	Treasury Regulations
MTEF	Medium Term Expenditure Framework
SMME	Small Medium and Micro Enterprises
SCM	Supply Chain Management
EU	European Union
SITA	State Information Technology Agency
SDIP	Service Delivery Improvement Plan

3. FOREWORD BY THE MEC



HON. MR KWAZIKWENKOSI INNOCENT MSHENGU, MPL

MEC: Education KwaZulu-Natal Provincial Government

As we celebrate the 26th year of our democracy, we reflect on the phenomenal gains we have made in the field of education. We can be proud of the inroads we have made in providing access to quality education to all our citizens. Our main objective is to provide quality education to every learner, in every classroom in every school in our province, with a focus on learners in poorer communities. We will continue to make access, redress, equity, efficiency, inclusivity and quality educational opportunities widely available to all.

Our Provincial Academic Improvement Strategy has yielded praiseworthy progress in the academic field. In 2018 KwaZulu-Natal sustained good results despite commanding the largest number of learners in the entire country. A total of 116 152 candidates sat for National Senior Certificate and 13 103 sat for the Adult Education and Training examinations. Our province has sustained Grade 12 performance above 70% percentage over the last two years. All of our Districts achieving over 70% pass rate. A total of 123 schools achieved a 100% pass rate of which 32 are Quintile 1 schools and 3 are Special Schools. The province is also proud to have had 38 573 learners achieving bachelor passes to study in universities. This translates to 33.2% compared to 28.7% in 2017. The overall Mathematics pass percentage was 50.6% compared to 41.59% in 2017 and 73.6% in Physical Sciences compared to 65.11% in 2017.

In our quest to provide a conducive learning environment the Department has vigorously pursued the implementation of the infrastructure programme by providing new schools and upgrading existing school infrastructure as per the Norms and Standards. We have delivered over 1 448 infrastructure projects which have yielded the provision of additional learner spaces, support learning facilities such as Libraries/Media Centres, Laboratories, Technical Workshops, Computer Rooms, Multi-purpose Classrooms, School Nutrition Programme Kitchens, Grade R Classrooms and other facilities under dedicated programmes such as New Infrastructure Assets, Repairs and Renovations and Upgrades and Additions.

The construction of the state of the art La Mercy Maths and Science Academy is at completion stage and should be completed by the end of 2019. The La Mercy MST Academy will be the province's leading school

in implementing the KZN strategy to produce learners of international standards in Mathematics, Science and Technology. The academy is located at La Mercy in the eThekwini Metro. The academy has the potential to accommodate 600 learners, all of whom will be boarders.

Mandla Mthethwa School of Excellence has been completed and launched in 2018. Learning and teaching at the school began in January 2018 with approximately 149 Grade 8 learners. This was part of the launch of the provincial Inkululeko Development Project at Ndumo in uMkhanyakude.

While striving to address the imbalances of the past, we simultaneously embrace the changes brought about by the Fourth Industrial Revolution as evidenced by the technologies we are introducing in curriculum delivery. KZNDOE has completed the eLearning Portal for both teachers and learners. The KZNDOE eLearning Portal was launched on 8 June 2018. The portal caters for all GET subjects and selected FET subjects such as Accounting, Economics, Business Studies, Mathematics, Mathematical Literacy, Physical Science, Life Science, Geography and Languages.

It is worth noting that our road to success was not plain sailing in 2018. There were also major challenges that we had to grapple with at all levels. The major challenge was service delivery protests that mushroomed in various parts of the province thereby impacting negatively on our programmes targeted at schools. Coupled to that, were instances of theft, vandalism, faction fighting and other forms of criminality directed at our schools.

The Department has been doing its best to maintain a cordial relationship with all stakeholders. We have tried to minimise the number of schools affected by instabilities. The Department has appointed a Rapid Response Task Team to deal with the problems immediately to avoid prolonged disruptions of learning and teaching at schools. This team has engaged local structures including Amakhosi, Izinduna, School Governing Bodies, Ward Councillors and other relevant stakeholders in dealing with issues related to service delivery protests and faction fights.

In conclusion we would like to assure all stakeholders that we will continue to strive for the best despite austerity measures and other challenges that would usually act as obstacles to optimal service delivery. We thank all stakeholders for the part they played in ensuring that our learners gain maximum benefit from our schooling system.



HON. MR KWAZIKWENKOSI INNOCENT MSHENGU, MPL

MEC of the Department of Education

Date: 31 August 2019

4. REPORT OF THE ACCOUNTING OFFICER



DR. E.V. NZAMA
Head of Department: Education KwaZulu Natal

OVERVIEW OF THE OPERATIONS OF THE DEPARTMENT:

The KZNDoE focused on the nine pillars as strategic drivers to take the Department to 2020. These pillars are:

Pillar 1:

Transformation of the schooling system

The primary objective of the transformation of the schooling system (TSS) is to provide access to quality basic education through resource provisioning. Furthermore, the TSS is to ensure that, where possible, micro and unviable schools are closed or merged having taken certain factors into consideration, and that misaligned schools are re-aligned and renamed. The re-alignment of schools is the process of aligning the schooling system in line with only two school prototypes, namely primary schools and secondary schools. The scenario in many instances is that, in an area with ten schools, nine would be primary schools feeding into one senior secondary school. This arrangement leads to over-crowding and poor performance by learners as the learner: teacher ratio is excessive. The department reports that there are 968 non-viable schools in the province of which 733 are primary schools and 235 are secondary schools. Out of these, 184 schools were rationalised/closed, 127 schools were re-aligned and 51 schools were renamed.

Pillar 2:

Provincial Academic Improvement Plan

The province developed a provincial academic improvement plan with its implementation monitored by head office. The activities contained in the plan were informed by the comments made by the markers and moderators during the 2017 NSC marking session. The plan was also informed by the strengths and weaknesses of the 2017 academic improvement plan, as well as the gaps identified in term 1, 2 and 3 performance in common

assessments. The district Directors and their teams used the provincial academic improvement plan to develop district academic improvement plans, and the Subject Advisors used it to develop subject improvement plans. The school management teams (SMTs) used the district academic improvement plans to specifically develop school improvement plans and subject improvement plans for their particular schools. The implementation of these plans is monitored by the department's management team through unannounced school and district functionality monitoring visits**.**

2.1 Curriculum and Assessment

NSC results

KwaZulu-Natal sustained good results. A total of 116 152 candidates sat for the NSC and 13 103 sat for the Adult Education and Training examination. The province sustained an above 70 per cent pass rate for Grade 12 over the last two years. A total of 1 766 schools administered matric examinations of which 123 schools achieved a 100 per cent pass rate and 32 were in quintile 1 and 3 special schools. The province is also proud to have 38 573 learners achieving bachelor passes to study at university. This translates to 33.2 per cent compared to 28.7 per cent in 2017. The overall Mathematics pass percentage is 50.6 per cent compared to 41.6 per cent in 2017 and 73.6 per cent in Physical Science compared to 65.1 per cent in 2017. This improved performance is largely due to the provincial academic improvement plan.

Tracking of learner attainment

Common tests for each term were analysed for Grades 3, 6, 9 and 12. This assisted the province to track improvement in teaching and learning. Diagnostic tools were distributed to schools to enable them to identify areas where learners were performing better and areas where learners were having challenges. The results showed that the programmes for supporting progressed learners were working, but some did not respond positively to interventions.

The curriculum and assessment policy statement (CAPS) is implemented in all grades with a view to strengthen quality teaching and learning. Where there is poor performance in teaching, the provincial academic improvement plan was implemented and this includes providing intervention, per subject, especially in Mathematics, Sciences and Languages. The department monitored curriculum coverage by sampling one district per quarter, and monitored how learner performance is tracked by schools and districts. The generated report assisted in identifying gaps in the system.

Curriculum management, delivery and assessment is the core mandate of the Department in Public Schools and Subsidised Independent Schools where we focus on:

(i) Implementation of CAPS

The Curriculum and Assessment Policy Statement (CAPS) is implemented in all grades with a view to strengthening quality teaching and learning.

(ii) Implementation of the Provincial Academic Improvement Plan

Where there is poor performance in teaching the Provincial Academic Improvement Plan is being implemented as a way of providing intervention in each subject especially in Mathematics, Sciences and Languages.

(iii) Implementation of the National Strategy for Learner Attainment

The National Strategy for Learner Attainment seeks to coordinate teaching and learning and it is reported upon quarterly.

The objectives of the NSLA framework are:

- Sustained improvement in learner outcomes or performance from Grade R - 12;
- Enhanced accountability at all levels of the system;
- Greater focus on basic functionality of schools;
- Protecting time for teaching and learning;
- Improved support for teaching and learning;
- Increased efforts on time on task; and
- Resource provisioning.
- Differentiated approach in providing support to under-performing provinces, districts, schools; and high enrolment subjects;
- Learners with special education needs;
- Addressing weaknesses and gaps provided in the subject profiles;
- Support for repeating and progressed learners in all grades;
- Monitoring implementation of the NSC Diagnostic Report / Improvement Framework;
- Tracking learner performance per subject per grade per quarter; and
- Increased accountability at all levels and accuracy of progress reports.

(iv) Curriculum coverage and tracking learner performance

The Department monitors curriculum coverage by sampling one district in a quarter and monitors how leaner performance is tracked by schools and districts. The report generated assist in identifying gaps in the system.

(v) Quarterly assessments in all grades

All schools conduct internal quarterly assessments in all grades. Schools that obtain less than 75% in a subject in the National Senior Certificate Examination write a compulsory external common assessment in each term.

(vi) Forging partnerships with education stakeholders aimed at exploring and fostering of innovative and creative ways to improve learning outcomes

The Provincial Academic Improvement Plan provide for stakeholder participation in education programmes.

(vii) Improving the foundations for learning, namely reading, writing and counting

The following interventions will be implemented namely:

- Reading Norms (RN);
- Primary Schools Reading Improvement Programme (PSRIP);
- Early Grade Reading Assessment (EGRA);
- Spelling B; and
- CiPELT.

2.2 Reading Promotion

Foundation Phase

To ensure strengthened support for EFAL implementation in Grade 1 to 3 is in accordance with CAPS, the following workshops were conducted:

- EFAL Primary School Reading Improvement Programme workshops from 28 August to 12 October 2017. These workshops capacitate teachers on strategies to teaching reading. To date, 2398 out of 2667 Foundation Phase teachers attended.
- Workshops on Reading norms in grades 1 to 3 were conducted and all targeted 1164 teachers attended.
- Grades 1-3 Assessment Frameworks workshops were conducted. Two thousand two hundred and seventy nine (2279) out of 2325 teachers attended.

Intermediate Phase

To ensure strengthened support for EFAL implementation in Grade 4 to 6 Spelling Bee competitions were convened as follows:

- All 12 districts between July and mid-August convened the competitions. These competitions were a culmination of a process that started at school level and proceeded to Circuit and District levels. It culminated in the Provincial competition convened on 25 August 2017 at Dokkies. Twelve Districts participated. A total of 36 spellers, 3 from each District competed. 121 people attended at the provincial level. In a tightly contested competition, the top three spellers came from Pinetown, Ilembe and Ugu Districts. These learners represented KZN at the National competition.
- The National competition was held on 23 September at Unisa. The speller from Ugu, Krithika Gia Devnarain from Umzintovale Primary was placed second in the country, doing KZN proud. She received R2000.00, a certificate, a medal, trophy and hamper.

Senior Phase

To strengthen the teaching and assessment in the Senior Phase the following workshops were conducted:

- A training for Lead teachers EFAL from the IP and SP was convened at Protea Hotel Karridene from 10 – 14 July 2017. British Council facilitated at the training. A total of 42 teachers from 11 Districts were capacitated in strategies to teach EFAL. They were also provided with files and CDs for use in their teaching and when they conduct cluster workshops.

- Lead teachers from three Districts reported gains in teaching Literature using group work and dramatising. Lead teachers from two Districts reported increased learner interest in reading.
- Time constraints and competing activities in Districts impeded roll-out in term 3. Subject Advisors plan to include Lead teachers to facilitate at content workshops

2.3 Inclusive Education

Technical Occupation Stream

The introduction of the Technical Occupation learning programs was developed to strengthen the NCS offered to learners in all schools, with the focus on learners who experience barriers to learning and require additional support.

The General Certificate in Education – Technical Occupation (GCE-TO) was introduced and piloted in 4 pre-vocational schools and the Department is planning to extend it to 26 Special Schools, 12 full service and Inclusive Schools.

The Department has strengthened the program to **SUPPORT PROGRESSED LEARNERS** in public ordinary schools by:

- Providing support and advocacy on SIAS protocols – early intervention and career guidance and pathways.
- Focusing on acquisition of vocational skills within basic education which is industry related, for better work opportunities.
- Providing advocacy on entrepreneurship and self - sustaining development.
- Providing support to DBST and SBST structures, by monitoring and ensuring functionality.

Learners with Severe to Profound Intellectual Disabilities (LSPID)

The Constitutional Principles for learners with severe to profound intellectual disabilities include: Access, Efficiency, Redress, Equity, Quality and Inclusivity hence the government adopted a wide response to accord LSPID their Constitutional rights. To promote the quality of life for Learners with Severe to Profound Intellectual Disability (LSPID), the department ensures that the child gains access to quality funded education by providing LSPID Grants and hiring Transversal teams. Transversal teams consist of occupational therapists, physiotherapists, psychologists, social workers, speech therapists, senior educational specialists and project managers which provide therapeutic interventions and outreach services. DOE provide the learning programs to LSPID for the following subjects: communication and language, spatial and conceptual development and life skills as well as tool kits.

Policy on Screening Identification Assessment and Support (SIAS)

The SIAS Policy which was promulgated in 2014 provides standardised procedures for ensuring that all children have equal access to quality education to achieve to the best of their ability and are given appropriate support for their general and specific needs. The SIAS Policy addresses the following potential barriers:

- Psycho-social barriers e.g. poverty and inaccessible environment.
- Physical disabilities
- Sensory Disabilities e.g. blindness and deafness.
- Learning difficulties / Scholastic barriers

South African Sign Language Home Language (SASL-HL)

The introduction and implementation of South African Sign Language-Home Language (SASL-HL) in schools that cater for the needs of Deaf learners commenced in 2015 and draws its mandate from Education White Paper 6 on Inclusive Education which provides the framework for the establishment of an inclusive education and training system that addresses barriers to learning and the National Curriculum Statements Grades R-12 which is a learner-centered, skills-based framework with the key objective of transformation and responding to learner diversity. Presently SASL-HL is being implemented in 8 Schools for the Deaf and 5 general Special Schools with units for Deaf learners.

The Department seeks to increase units for Deaf learners in Special Schools in Umzinyathi, Ilembe and Harry Gwala, where there is currently no provision for Deaf learners. This would be economically viable and would also address the issue of broadening access for Deaf learners. The Department strengthen and sustain curriculum delivery and assessments and develop educators in SASL In addition; the Department will foster collaboration with NGOs and Parent Support Groups to augment support to learners.

Braille

Braille Resource Centres are operational at the following Special Schools:

- Arthur Blaxall School for the Blind – Umgungundlovu District
- Open Air Special School – Umlazi District
- Ethembeni Special School – Pinetown District

The Centres are equipped with Braille printers, embossing machines which can represent pictures from text books with raised features and voice synthesizers which can convert text to voice. The services of the Braille Resource Centres may be accessed by District, Municipal, Community structures and NGOs. Braille technicians are available to facilitate the service.

Autism

There are 52 units in Special Schools that cater for the needs of autistic learners. An audit conducted at the end of 2018 showed that 1389 learners on the autism spectrum disorder are enrolled in these units. The Department and expert service providers trained educators and District officials on teaching and managing autistic learners. Teachers are able to identify symptoms and intervene with appropriate therapy and specialized strategies to facilitate access to learning.

Pillar 3:

Teacher Provisioning, Development and support

Teacher provisioning: 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.

Teacher supply: The pool of educators in relation to the PPN was capped at 90 057 and was fully funded. This was 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. There are 895 bursary holders under the programme who are due for placement in schools.

Teacher development and support: In order to curb unprofessional conduct in schools, principals were capacitated on co-operative discipline, the South African Council for Educators (SACE) Code of Professional Ethics and employee disciplinary measures. This programme was also covered during the induction of 1 191 newly appointed SMTs. Furthermore, 1 496 newly appointed post level (PL1) educators were also capacitated in this regard.

An advocacy campaign was conducted in the first two quarters of 2018 to enhance support through District Teacher Development Centres (DTDCs). The campaign targeted both officials and educators, aimed at maximising the utilisation of the DTDCs by creating awareness of the resources and support that is available in these centres. In total, the advocacy campaign reached 6 770 educators, SMTs, officials and out-of-school youth.

Pillar 4:

Development of strong Leadership and Management

The strategies aimed at strengthening Leadership and Management in the Education System are linked to the core business of education viz. teaching and learning. These strategies include:

Curriculum Management Intervention Programme for Underperforming Schools in 2018 NSC Examinations

This programme was initiated by the MEC hence it is known as the MEC's intervention programme. Each and every year after the release of NSC results and as part of functionality visits, Top Management as well as KZN Members of Provincial Legislature visit schools around the province. As an intervention strategy all schools that perform in the category of 0-10% in Grade 12 are gathered to attend a capacity building workshop on Curriculum Management and Implementation. The entire staff is invited including School Management Teams (SMTs). The programme is conducted for three days starting from Friday midday and ending on Sunday. The programme focuses on curriculum management and implementation aspects such as roles and responsibilities of the educator, Departmental Head, Deputy Principal as well as the Principal. Aspects pertaining to management and support of educators such as Planning, Time Tabling, Subject Policy Guidelines, Assessment, Moderation, Reporting and Analysis of learner performance are also included. A model school is also invited to come and share good practices with the underperforming schools. The programme is conducted as per the NSC results and the number of schools that would be in the 0 – 10% category.

Jika Imfundo Campaign (PILO)

The Programme to Improve Learning Outcomes (PILO) consists of 3 modules per year which are conducted over a period of 3 years. The Department and PILO have made arrangements that the Jika Imfundo Campaign be rolled out in four additional districts. These districts are Umkhanyakude, Umzinyathi, uMgungundlovu and Ilembe. The implementation started in 2018 and will extend to 2020 to complete the period of 3 years. The rest of the remaining 6 districts which are Amajuba, Harry Gwala, Ugu, Umlazi, Uthukela, and Zululand will be taken through this programme as soon as issues of funding have been addressed.

South African Standards for Principalship

The Department of Basic Education believes that it is imperative to provide clear understanding and guidance to principals and those who are still aspiring to be entrusted with the leadership and management of schools. Therefore the Policy on the South African Standard for Principalship which fully defines the role of school principals and the key aspects of professionalism, image and required competencies has been established. The Standard, in line with other policy initiatives is designed to improve professional standards of leadership and management for the benefit of learners and the quality of the education service as a whole.

In the year 2018/19 all principals were targeted for training. In 2019/20 the programme will then target Deputies and Departmental Heads as part of the career pathing movement and preparation.

Women In and Into Management (WIIM)

Women In and Into Management is a capacity building programme that is designed to develop and empower women in the system as they form part of the designated group and therefore require strengthened support and development. The programme targets women Principals, Deputy Principals as well as Departmental Heads. Capacity building is implemented through 10 WIIM Training Modules that are developed with different capacity building topics that are beneficial to women managers for their growth in managerial duties.

These modules are conducted for training on a rotational basis as each and every year newly appointed women managers do occupy positions. For 2019/2020 there are two selected modules for capacity building, namely Conflict Management and Effective Communication where 1 200 women managers will be targeted for training and capacity building.

Female Principals Support Programme (FPSP)

The *Female Principals Support Programme* is a capacity building programme targeting only women Principals. Women Principals form part of the designated group and also have an added responsibility of being accounting officers in their schools and therefore require all the support they could get to effectively perform their duties of providing effective and efficient management. The capacity building is implemented in various forms of activities like workshops, discussions, seminars and recreational activities. The programme is implemented through Circuit Structures that are elected biannually. These structures are responsible for organising all the capacity building activities so that local principals in the circuit can participate and be developed. WIIM training modules also form part of the capacity building activities. Each Circuit Structure plans and draws up its yearly implementation plan with the support of the District Coordinator.

Pillar 5:

Infrastructure Planning and Delivery Management

The infrastructure programme is implemented through various Implementing Agents. The Department enters into Service Level Agreements that are subject to review on an annual basis. These Service Level Agreements govern the relationships between the Department and the relevant Implementing Agents.

As part of ensuring quick/rapid response at school level, the Department utilizes the services of Education Districts in the implementation of the maintenance and electrification programmes.

The Provincial Infrastructure prioritization process is done through the collation of the Infrastructure Plan (UAMP) which is then utilised to produce the Infrastructure Programme Management Plan (IPMP) which in turn is transmitted to Implementing Agents for production of the Infrastructure Programme Implementation Plan (IPIP). After various engagements on the submitted IPIP by Implementing Agents, allocation letters are then issued to the Implementing Agents and their budget for the financial year is finalized.

The infrastructure programme is monitored through various programme managers and monthly meetings are held with respective Implementing Agents to ensure that all projects are completed within time, budget and according to agreed and approved specifications. The introduction of IDMS HR Capacitation programme has provided an environment for improved infrastructure technical capacity within the Department.

5.1 New Schools

This sub-programme involves the development of new and replacement schools. These new and replacement schools are predominantly constructed with brick and mortar while other alternative construction methods that are cost effective and adds value for money are being explored. The demand for the development of new schools is attributed to the backlogs in the provision of new schools' infrastructure. The nature of the infrastructure stock is such that many upgrades and additions' projects eventually become replacement schools as the poorly built community schools do not pass the test of structural soundness and are recommended to be demolished.

The development of new and replacement schools infrastructure is guided by the Norms and Standards promulgated by the Minister of Education in November 2013. The following ten (10) schools were completed in the 2018/19 financial year:

- Hhoye Secondary School in UMkhanyakude District,
- Zimele Secondary School in UMkhanyakude District ,
- Mkhamba Gardens Primary in UThukela District,
- Umsilinga Primary School in UMgungundlovu District,
- Kwambonambi Secondary School in King Cetshwayo District,
- Glengarry Primary School in Harry Gwala District,
- Mbongeleni Primary School in UMzinyathi District

- Goodhome Secondary School in uThukela District,
- Mvalo Secondary School in Zululand District,
- Khindi Jobe Primary School in UMkhanyakude District.

These schools provide in addition to classrooms and administration blocks, specialized facilities that include among others, science laboratories, libraries, computer laboratories, multi-purpose rooms, media centres and team teaching rooms and in instances of new primary schools ECD classrooms are provided.

5.2 Administrative Spaces

The Department does not have a dedicated programme that targets the provision of administrative spaces to schools. The Department constructed ten (10) administration blocks as part of the new, replacement Schools as well as the upgrade and additions programmes in the 2018/19 financial year. The provision of these administration blocks/spaces are in line with the norms and standards for school infrastructure.

5.3 Early Childhood Development

In line with Government requirements for the early incorporation of learners into the schooling system, the Department has prioritised the development of Early Childhood Development (ECD) centres. In the 2018/2019 financial year a total of fifty (50) ECD centres were completed. These include, amongst others:

- Eqhweni Primary School in UThukela District
- Inqanula Primary School in UGu District
- Kwasenge Primary School in UMzinyathi District
- Macongco Primary School in UMzinyathi District
- Qanda Primary School in UMgungundlovu District
- Hlaba Primary School in UGu District
- Glengarry Primary School in Harry Gwala District
- Kwamiya Primary School in UThukela District
- Luvisi Primary School in UMzinyathi District
- Kwadinda Primary School in UMzinyathi District
- Somangwe Primary School in Harry Gwala District

5.4 LSEN and Full Service Schools

The Department completed the following two (2) new LSEN schools during the 2018/19 financial year:

- Malezulu Special School in Harry Gwala and
- UkukhanyakoMsinga Special School in the Umzinyathi District.

The Department also completed two (2) Full Service Schools in the 2018/19 financial year, *viz*.:

- Carisbrooke Primary School in Harry Gwala; and
- Ngcolosi Secondary School in Ilembe.

These schools provide the following facilities among others: Student hostels/ residences, classrooms (ordinary and specialised), administration blocks, ablution blocks, science laboratories and libraries.

5.5 Upgrades and Additions

The Upgrades and Additions programme seeks to upgrade existing school infrastructure to be compliant with the regulations relating to the minimum norms and standards for Public School Infrastructure. The drivers for the prioritization of these projects are overcrowding, lack of ancillary facilities (e.g. administration blocks, storerooms, media centres, specialist classrooms, etc.) and the dilapidation of existing infrastructure.

Schools included in the Upgrades and Additions programme are provided with all the facilities that are required in terms of projected enrolments, as per departmental norms. The condition of many of the schools is such that the Department spends the bulk of the budget in the upgrading and rehabilitation of these schools. Many of the schools were built by communities with limited technical supervision and in some instances with sub-standard materials. The result is that the dilapidation has reached crisis levels and schools need to be demolished in many of the instances. This programme has the most number of projects considering the fact that it covers sub-programmes such as Early Childhood Development Centres (ECDs), Fencing, NSNP Kitchens, Electricity & Water and Sanitation under the Upgrades and Additions programme. These include, amongst others:

- Lubelo Secondary School in UMkhanyakude District
- Mtuba Primary School in UMkhanyakude District
- Zizamele HS- Completion Pinetown District
- DRC Primary School in Harry Gwala District
- Mzwilili Junior Primary School UMlazi District
- Sibutha Secondary School in UGu District
- Empilweni Junior Secondary in Zululand District
- Duffs Road Primary School in UMlazi District
- Goodhome Secondary School in UThukela District
- St Victor Secondary School in Zululand District

5.6 Storm Damaged Schools

The Province has of late been affected by adverse weather conditions that damaged several schools. Though the adverse weather conditions affected the entire Province, worst damages were experienced in the Coastal Districts which are Umlazi, Pinetown and Ugu. The extent of damage varies per school. In some schools, roofing material is removed while in other instances the entire school was destroyed. One example of such a school is

Collingwood Primary School in the Umlazi district. The extent of the damage was so severe that the school is now being constructed as a new school (replacement).

The rehabilitation of the storm damaged schools is being implemented within the Repairs and Renovations Programme. Considering the severity of the damages and the financial implications of the rehabilitation works to the damaged schools, several Departments offered funding for the rehabilitation of the storm damaged schools. These include the National COGTA, National Treasury and KZN Provincial Treasury. Some of the completed storm damaged schools in 2018/19 include:

- Bhekaphambili Primary School in UMlazi District
- Umzinto Primary School in UGu District
- Swelihle Secondary School in UMlazi District
- Sompukwane Secondary School in UMlazi District
- Sithandiwe Primary School in UMlazi District
- Silverton Primary School in Pinetown District
- Reunion Secondary in UMlazi District
- Platt Drive Primary School in UMlazi District
- Maris Stella Primary School in UGu District
- Nombuso High School in UGu District

5.7 Sports Fields and Chess Boards

The steep topography due to the mountains covering most parts of the Province complicates the nature and amount of earthworks required to prepare sports fields. As a result, the cost for the construction of sport fields becomes high due to the amount of the cut and fill required which adds to the already constrained infrastructure budget. The provision of sport fields is a requirement as per the Minimum Norms and Standards for Schools Infrastructure. Most existing schools do not have proper sporting facilities; however all new schools and replacement schools are delivered with some form of sporting facility such as combination courts (combi-courts). The combination courts can be used for different sporting disciplines that include netball, volleyball, basketball and tennis.

Under the New schools and Upgrades & Addition programme, the following two(2) sports fields were completed in the 2018/19 financial year:

- Mzwilili Junior Primary School in UMlazi District
- Bangamaya High School in Zululand District

5.8 Sanitation

The Department is currently on a drive to address sanitation deficiency in schools. Schools within the Province either have pit toilets or chemical toilets or have insufficient and inappropriate ablution facilities. There are 1 377 schools that were identified to have pit latrines. The President of the Republic of South Africa made a pronouncement that pit latrines should be eradicated before the end of the 2019/20 financial year. This was further confirmed by the Department of Basic Education. In 2018/19, the Department was mainly focusing on eradication of pit latrines and is planning to do so in 2019/20. Some of the completed schools are:

- Ukusa Senior Secondary School in Pinetown District
- Umthunzi Primary School in Pinetown District
- Mvini Primary School in Pinetown District
- Luphaphe High School in Pinetown District
- Potshini High School in UThukela District
- Isigidi Primary School in UThukela District
- Manduluza Primary School in Zululand District
- Mashiyane Primary School in Zululand District
- Mthende high school in UThukela District
- Mhlwazini Secondary School in UThukela District

5.9 Water

One hundred and fifty (150) schools were provided with water supply in the 2018/19 financial year: These include amongst others the following:

- Joko High School in Zululand District
- Kwabhamu Junior School in Zululand District
- Nsetheni Primary School in UThukela District
- Mountain View Primary School in UThukela District
- Kholokazana Primary School in UThukela District
- Ngunjini Primary School in UThukela District
- Tabhane Secondary School in UThukela District
- Dukuza Primary School in UThukela District
- Ukhahlamba High School in UThukela District
- Mphungamhlophe Secondary School in Zululand District

5.10 Power Supply/Electrification

The provision of electricity is a challenging programme due to the capacity of ESKOM and joint capacity within Public Works to deliver on the programme. The province was unable to meet its targets in the 2018/19 financial year; however in 2019/20 this programme will be allocated to three (3) Implementing Agents to mitigate the underperformance and some of the schools will be allocated to the districts to improve the performance.

5.12 Recapitalisation of Technical and Agricultural Schools

The Province has fifty four (54) Technical High Schools that offer a range of Technical subjects. The curriculum for these subjects have recently been reconfigured and strengthened into nine (9) specialisations. This strengthening necessitates that the resource for practical lessons be upgraded, and new resources be provided for the schools.

In 2019/ 20, eight (8) Technical Schools will be provided with Tools and Machinery for the following Technical specialisations:

- Civil technology
- Electrical Technology
- Mechanical Technology

The provision of tools and machinery will be done incrementally for the rest of the schools as funds become available

For the past 3 years the Department has been reskilling the teachers for these subjects so that they are able to cope with the changes.

Pillar 6:

Planning and Resourcing

No-fee schools were funded at R955 per learner in 2018/19, while the recommended national funding norm is R1 316 per learner. This applies to schools ranked in quintiles 1 to 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 R660 and R228, respectively. In terms of the rationalisation of schools, this will assist the department to realise savings if the identified schools can be merged. Also, the department assists some schools which struggle to pay their domestic accounts resulting in additional non-LTSM support to these schools. This assistance will be reviewed by the department in order to determine if this support does not result in an increase in the norms and standards.

6.1 Provision of LTSM

Purchasing of LTSM was prioritised so that teaching and learning in 2018 would start on time with necessary basic resources (stationery and textbooks). Orders were placed for schools and these were based on the Education Management Information System (EMIS) learner enrolment data. The 2018/19 distribution of LTSM for all schools which was procured through the department was completed in November 2018. The textbooks purchased were

ready for delivery to schools in the first week of the 2019 school year. Textbook coverage is still a challenge for some grades with average textbook coverage measured at 97 per cent. The department allocated LTSM funds to 5 848 public ordinary schools to procure their own LTSM material.

Development of standardised textbooks

The Department sends Curriculum specialist (e.g. FET TLS, GET TLS and ECD TLS) to DBE where they participate in the common discussion and development of standardized textbooks for each grade in the system. Once this process is finalized, the national textbook catalogue is compiled and distributed to Provinces for use by schools.

Provision of Learner Workbooks

The Department of Basic Education (DBE) prints and delivers LTSM Workbooks to schools for grades 1-9 and grade R and IIAL workbooks for grade 1-3. The Province does not have funds to purchase workbooks for the schools. It is the responsibility of the Department to monitor the delivery of these workbooks at schools throughout the year. In January 2019, the Department analysed the information on surpluses declared and shortages reported. It is then that the Department was able to address shortages using surpluses declared. From February to March, the Department prepares KZN data for printing of the workbooks. This involves looking at learner projections, and working with previous data to place orders.

Centralised procurement

The KwaZulu-Natal Department of Education allocated LTSM funds to 5 850 public ordinary schools (3 121 schools without Function C and 2 729 schools with Function C) for purposes of LTSM procurement for the following year. Schools without Function C participate in central procurement whilst Schools with Function C undertake school-based purchasing but also have the option of central procurement.

6.10 National School Nutrition Programme

The Transformation of the National School Nutrition program (NSNP) is enforcing parental and community involvement and promotes job creation and poverty alleviation by the introduction of the centralised procurement strategy which provide opportunities to cooperatives from the local community, SMME's and strengthening the collaboration of district municipal agencies in the supply of perishables. It also contributes to the broader social protection agenda and economic transformation as it provides jobs for food handlers. The numbers of learners benefitting from the programme has increased tremendously and this promotes mitigation of challenges like short term hunger, malnutrition and poverty alleviation.

The NSNP caters for 2 045 562 learners in quintiles 1 – 3 Primary and Secondary schools, 14 841 learners in identified special schools as well as 199 553 needy learners in targeted Quintile 4 and 5 schools. Overall a total of 2 259 956 learners in 5 258 schools are covered by the nutrition programme throughout the province which accounts for 89% of schools provincially and 26% of schools countrywide.

All learners benefiting from the programme are provided with meals on school days through the NSNP grant. In 2018/19 the NSNP covered 189 feeding days.

6.11 Provision of Learner Transport

The Department intends to regularize the learner transport service and ensure that only deserving learners are provided with learner transport. It also intends to ensure that the learner transport industry is opened up to the previously disadvantaged service providers and that the current monopoly that is existent within the industry is done away with as part of radical economic transformation.

The Department is currently transporting 55 067 learners.

6.13 Technical High Schools

The Province has 54 Technical High Schools that offer a range of Technical subjects. The curriculum for these subjects have recently been reconfigured and strengthened into 9 specialisations. This strengthening requires resources for practical lessons to be upgraded and new resources to be provided for the schools.

6.14 Agricultural Schools

KZNDOE has a mandate to achieve the objectives of the National Development Plan (NDP) and KZN Provincial Development Plan (PDP). The National Curriculum Statement (CAPS) provides for the creation of Agricultural Focus Schools at grades 10 – 12. The following subjects are taught in the Agricultural Focus Schools:

- Agricultural Sciences
- Agricultural Management Practices
- Agricultural Technology

The Department of Education over the years allocated funding through the equity budget to finance activities in Agricultural Education for all 4 agricultural high schools in the province.

The Department of Education is working in collaboration with the Provincial Department of Agriculture to develop the practical skills required by teachers in teaching these subjects.

In addition to the four schools, the subject *Agricultural Sciences* is offered in 570 schools in the province to cater for the learners who have an interest and passion in the subject.

The Department is transforming the schooling system through delivery of quality agricultural education. Revitalization of the four agricultural high schools, which is supported by the Department, is based on their individual needs to improve agricultural education delivery.

6.15 Expanding Maritime Education

KZNDOE has a mandate to achieve the objectives of the National Development Plan and Operation Phakisa for the Blue Economy which was launched by the President in October 2014. The Department of Education has since 2015 allocated funding through the equity budget to finance activities in Maritime Education for all schools offering Maritime Studies' subjects in the province.

There are twenty one (21) schools that offer Maritime Economics as part of their curriculum in KZN in 2018/19. These schools are spread across eight (8) districts with a total of thirty three (33) teachers teaching the subject.

The department has started piloting the teaching of Nautical Science in four (4) schools since January 2014. In 2018, there were three schools that offered the subject in Grade 10 and 12.

6.16 Science, Technology, Engineering and Mathematics Institutes

The construction of the state of the art La Mercy Maths and Science Academy is at completion stage and should be completed by April 2019. The La Mercy MST Academy will be the province's leading school in implementing the KZN strategy to produce learners of international standards in Mathematics, Science and Technology. The academy is located at La Mercy in the eThekwini Metro. The academy has the potential to accommodate 600 learners, all of which will be boarders.

6.17 School Libraries

A collection of library material is supplied to schools in order to provide learners and teachers with a wide range of quality library resources for curriculum development and enrichment. These resources include books [fiction and non-fiction], charts, globes, dictionaries, maps and electronic resources such as DVDs. Two hundred and thirty six (236) schools were provided with material to establish both central and classroom libraries to promote reading and for curriculum support as well. Forty nine (49) central libraries were set-up by the department.

The Department in partnership with South African Primary Education Support Initiative [SAPESI] continued to offer a mobile library service for previously disadvantaged schools. Of the 13 Mobile Libraries Services, 7 were operational reaching out to 132 schools across the province. The remaining 6 services targeting 90 schools incurred disruptions at different times during the year due to staff shortages and relocation emanating from the realignment of the Education Centres to new clusters.

Pillar 7:

Information and Communication Technology

Information and Communication Technology is at the centre of developing schools and offices into centres of excellence and improving learner performance in all grades and the deployment of ICT resources and services in schools and communities extends the learning experience beyond the confines of the walls of the classroom and makes it possible for learning to take place outside school hours. This is an MTSF priority for the Sector and included in Operation Phakisa. As such delivery is a non-negotiable.

Various ICT platforms have been introduced in the province and the department will strengthen these. A free on-line school is being investigated to deal with the challenges of progressed learners, particularly in Grades 10, 11 and 12. This will provide technology-based educational services offering integrated offline and online solutions aimed at empowering teachers and engaging students better in the teaching and learning of Mathematics and Sciences and other subjects. This tool will be used to provide quality educational services to enhance the online educational environment should it be successful. This will be a one-stop site for development, e-learning and communication solutions that work with experienced educators across the globe in designing and developing digital educational resources, portal and learning management systems.

Through the MST and ICT grant the Department is set to deliver on its plans which prioritises needy schools categorised as quintiles 1 to 3. The Department has also reprioritised funds from Machinery and equipment towards training and development for structured training in teaching methodologies and subject content for an estimated 4 000 educators and subject advisors in Mathematics, Physical Science, computer applications and technology subjects.

Whilst the grant framework excludes the provision of broadband connectivity, the Department will continue its connectivity drive to schools in collaboration with ICASA, VODACOM, MTN and other providers.

Pillar 8:

Social Cohesion and Integration of Schools

SASCE is one of the social enrichment programmes coordinated by DBE to promote unity in diversity, national reconciliation, positive values, a new South African national identity, social transformation and social cohesion among school going youth. The 2018 ABC Motsepe SASCE took place from 31 May – 02 June 2018 at the Playhouse in Durban. Choral music has been recognised as one of the most important programmes in the Department of Education, provincially and nationally. The music genre has a long history in KwaZulu – Natal. Choral music provides the opportunity to learners to express and understand what they have learnt in the arts and culture learning area. When schools form and develop choirs, they are doing it to support curriculum by giving learners the opportunity to practise what they have been taught. Schools which took first positions in various categories of the SASCE competitions represented the province nationally in Gauteng.

The Department has made serious inroads in ensuring that all racial groups are involved in the planning, coordinating, implementation and monitoring of the Co-Curricular Programme. The Department has planned to preserve the talent identified at Provincial SASCE competitions through workshops and academies with the help of stakeholders such as the Clermont Community Foundation. The purpose is to provide the not so academically inclined learners with a pathway to success.

To strengthen respect for National symbols, all schools were provided with a National Flag. The installation was completed at the end of 2014. Old and ragged flags are replaced on a regular basis. Further, the National anthem is sung at least once a week at assembly in all schools. The National Anthem is also a standing competition song at the South African Schools Choral Eisteddfod. The Department plans to include in the Provincial competitions instrumental music which is mostly played by the ex-Model C schools. This, it is hoped will promote inclusivity.

The indigenous games previously common to specific racial groups have been introduced to all schools. Going forward, the Department will ensure participation by all schools beyond the racial line.

To ensure adherence to these principles that are designed to instil and strengthen patriotism, district officials are deployed to schools to monitor the running of the sports programmes and the singing of the national anthem as prescribed. These initiatives bolster and promote Social-Cohesion.

Pillar 9:

School Functionality and Community Involvement.

KZNDOE is committed to making education a societal issue and this is rapidly becoming a reality in the province. Districts have fora where they meet communities and various stakeholders to report on the plans for the district and report on the progress made by learners. The decentralisation of these fora, led by various circuit managers also ensures accountability amongst leaders at various levels within the district.

The Department of Education embraced the participation of stakeholders in the improvement programmes and strategies of the province. It included the organisation of discussion sessions on how stakeholders can assist in supporting the provincial academic improvement plan, working with stakeholders to monitor the implementation of the resolutions of the 2016 strategic planning session, soliciting financial support from the business sector to provide basic resources to schools and auditing/regulating the stakeholders who provide curriculum support to schools.

Special attention was paid to the school and the classroom as the focus of academic activities. In this focus area the province paid special attention to all curriculum delivery related activities. The key areas were the provision of human and physical resources, effective use of diagnostic reports, improvement of performance in Mathematics, radical approach to the achievement of targets, provision of targeted interventions, reduction of the negative impact of the full time finishing schools, reduction of the negative impact of the struggling learners and progressed learners, reduction of the percentage of learners who fail because of poor performance in home languages, improvement in the teaching of new topics in certain subjects, improving the process of subject changes, exposing the class of 2018 to new styles of setting examinations and increasing the frequency of school support visits.

In Languages, Rubrics were designed and provided to districts to assist in the marking of essays (narrative, descriptive and reflective) as well as transactional writing (friendly letter, dialogue and newspaper report). Using rubrics that have been specifically designed to mark different pieces of writing will build teacher capacity in understanding the expectations of each writing type. It has the potential to guide teaching and assessment.

The LTSM management plan was geared to ensure that deliveries were finalised in November 2018. Schools have collectively already received 4 216 652 units of textbooks to top-up on existing stock to promote availability of resources and curriculum completion.

In addition to top-ups, new CAPS textbooks for Grade 12 technical subjects were funded separately to promote effective curriculum coverage.

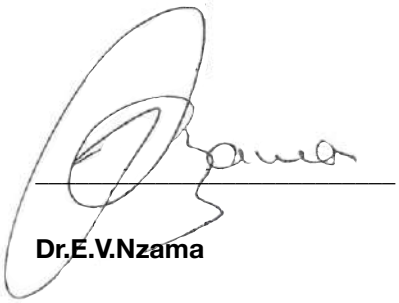
Pillar 10:

Early Childhood Development

Training of 1 014 practitioners commenced in February in various TVET Colleges for these practitioners to obtain an NQF Level 4 qualification to teach pre-Grade R. Stipends were paid to 1 124 practitioners in community-based centres, with the provision of core material, such as board games and charts, being the mandate of the DSD. In 2018, ECD consisted of 4 008 schools with Grade R classes and approximately 50 subsidised

community-based centres servicing some 198 587 learners. ECD has seen 98 per cent of Grade 1 learners receive formal Grade R education.

In September 2018, salary adjustments were implemented for 2 927 ECD practitioners from R6 500 to R7 250, while the salaries for 2 088 practitioners increased to R7 750. The increase in the stipend for ECD practitioners depended on their qualification level and experience, as well as the NQF level and these were backdated to April 2018.



Dr.E.V.Nzama

Head of Department: Education

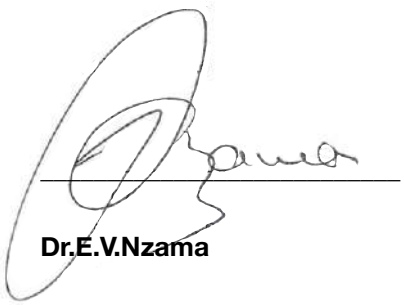
Date: 31 August 2019

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 2019.

Yours faithfully



Dr.E.V.Nzama

Head of Department: Education

Date: 31 August 2019

6. STRATEGIC OVERVIEW

STRATEGIC OUTCOME ORIENTED GOALS

The strategic goals have been reviewed to be aligned to the strategic planning recommendations. The goals seek to bring together the operations of the Department and also promote team work in a pragmatic and systematic manner. The goals focus on the core areas of the Department comprising the financials, the training and development leading to learning and growth, internal processes leading to improved learner performance and stakeholders' satisfaction. The development of goals is underpinned by strong theoretical frameworks and alignment to public sector frameworks. This means the goals and objectives are developed in a manner which has clear causal links amongst goals. Therefore, key to the understanding of the goals is the manner in which the causal chain operates. The causal chain will also inform the strategy mapping of the goals and the objectives embedded within the goals.

The list of four goals and seventeen corresponding objectives for the Department are as follows:

STRATEGIC GOAL 1	BROADEN ACCESS, STRENGTHEN GOOD CORPORATE GOVERNANCE & MANAGEMENT AND PROMOTE AN EFFICIENT, EFFECTIVE & RESULTS-DRIVEN ADMINISTRATION
Strategic Objective 1.1	To increase access, equitably allocate and monitor financial, infrastructural, human and other resources for efficient service delivery.
Strategic Objective 1.2	To enforce accountability and consequence management in order to decisively deal with issues of fraud, corruption and maladministration.
STRATEGIC GOAL 2	DEVELOP HUMAN CAPACITY AND ACHIEVE EXCELLENT LEVELS OF PERFORMANCE
Strategic Objective 2.1	To promote excellence in work performance through continuous programme of training, coaching, mentorship and incentivising.
Strategic Objective 2.2	To improve employee health and wellness to yield organisational functionality and *esprit de corps*
STRATEGIC GOAL 3	DEVELOP OFFICES AND SCHOOLS INTO CENTRES OF EXCELLENCE AND IMPROVE LEARNER PERFORMANCE IN ALL GRADES
Strategic Objective 3.1	To increase learner attainment in all subjects and all grades
Strategic Objective 3.2	To strengthen leadership, management in public schools and enhance retention from Grade R-12.
Strategic Objective 3.3	To administer efficient and effective assessment and examination services.
Strategic Objective 3.4.	To implement teaching, management and governance support programmes including diverse curricula and skills oriented programmes at all schools
STRATEGIC GOAL 4	DEVELOP SCHOOLS INTO CENTRES OF COMMUNITY FOCUS, CARE AND SUPPORT IN PROMOTING NATIONAL IDENTITY AND SOCIAL COHESION
Strategic Objective 4.1	To strengthen relations and build partnerships with all education stakeholders
Strategic Objective 4.2	To promote youth development, arts, culture and sports, preserve heritage and implement nation building programmes and projects which foster patriotism and social cohesion in all institutions.
Strategic Objective 4.3	To implement Batho Pele programmes and transformation of service delivery in all institutions
Strategic Objective 4.4	To provide educational and material support to child-headed households in mitigation of the challenges relating to unemployment and poverty.

7.1 VISION

"A well-educated, skilled, and highly developed citizenry"

7.2 MISSION

"To provide equitable access to quality education for thepeople of KwaZulu-Natal"

7.3 VALUES

The Department of Education in KwaZulu-Natal is inspired by the life, achievements and teachings of President Oliver Reginald Tambo. The essence of his life, achievements and teachings is unity, an understanding that no man is an island and no man 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, disciple 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 your 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.

(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 in discharging our duties with kindness and generosity.
- Being mindful of the circumstances of other people, their needs and special requirements.
- 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 behavior all the times under all conditions.
- Showing emotional maturity.
- Focusing the Department on improving cooperation through shared common goals.
- 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 selve

8. LEGISLATIVE AND OTHER 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. In the execution of this 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.

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, disciple, 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 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 of 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.

OTHER MANDATES (TRANSVERSAL LEGISLATION):

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 ;
- 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)

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 PILLY 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 4 of 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 honor 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 honor 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. HOèRSKOOL 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 Leaners. 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 is reviewable under the provisions of the Promotion of Administrative Justice Act2000.

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 DANEL 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 GODSDDIENSTE-ONDERRIG EN DEMOKRASIE VS LAERSKOOL RANDHART AND 8 OTHERS- 29847/2014 (2017) ZAGP 160

The Guateng 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.

The Department will prioritize PAIA, PAJA AND POPIA Compliance during the period concerned. Based on the Department of Basic Education (DBE) publishing the Admission Policy the Department will finalize and publish the Department admission policy which will provide clearer guidelines on Admissions.

Should the Basic Education Laws Amendment Bill, 2014 be finalized and passed as an Act, the Department would promote an awareness of the amendments. Further amendments to the Provincial Notices will also be considered.

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 ensured 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.

9. ORGANISATIONAL STRUCTURE

education
Department:
Education
PROVINCE OF KWAZULU-NATAL

Leading Social Compact and Economic Emancipation Through a Revolutionary Education for All

MEC FOR EDUCATION
Mr Kwazikwenkosi Mshengu



HEAD OF DEPARTMENT
Dr Vusimuzi E Nzama

KWAZULU-NATAL DEPARTMENT OF EDUCATION

ORGANISATIONAL STRUCTURE OF
SENIOR MANAGEMENT SERVICES

BATHO PELE



BRANCH: CURRICULUM MANAGEMENT & DELIVERY
DEPUTY DIRECTOR GENERAL
Dr JB Mthembu (A)



BRANCH: INSTITUTIONAL DEVELOPMENT SUPPORT
DEPUTY DIRECTOR GENERAL
Ms NJ Dlamini



BRANCH: FINANCE
DEPUTY DIRECTOR GENERAL CFO
Mr L Rambaran (A)



BRANCH: CORPORATE MANAGEMENT
DEPUTY DIRECTOR GENERAL
Mr GN Ngcobo (A)

CHIEF DIRECTORS



Curriculum Schools & LTSM
Ms BT Dlamini



Exams and Assessments
Mr R Penniston (A)



Curriculum Development Programmes
Mr MJ Mazibuko



District Operational Management
Miss TA Gumede



Social Enrichment Programmes
Ms G Madlala



Infrastructure Planning & Delivery Management
Mrs W Hadebe



Rural Education & Inclusive Education
Ms TPJ Khoza (A)



Office of the MEC
Mr S Phakathi



Office of the HOD
Mr TC Mbajwa



FInancial Services
Mr L Rambaran



Supply Chain Management
Mr BV Mlambo (A)



HR Management
Mr MRC Msweli (A)



Administrative Service
Ms M Thusi (A)

DIRECTORS



Gr. R - 9 General Education & Training
Ms HBB Dladla



Assessments
Mr Chatrooghon



Teacher Development
Mr SD Manganye



FET Curriculum Gr. 10-12 (Schools)
Ms Z Buthelezi (A)



Examination Administration
Mr R Penniston



Governance & Management
Mr S Kheswa



Early Childhood Development
Dr T Dumisa



Quality Assurance
Vacant



ELITS
Ms FK Vacant



Learner, Teacher, Support Material LTSM
Ms S Mbatha



Maths, Science Technology & ICT
Dr Y Mhlane



Amajuba District
Mr T. Nzama



King Cetshwayo District
Dr D Chonco



Special Education
Mr N Bridglall



Infrastructure Planning
Mr EH Bulcock



Rural Academic Support
Mr N Madela



Uthukela District
Ms P Mokoena



Ilembe District
Dr MMLS Madondo



School Nutrition Programme
Mr TJC Cele



nfrastructure Delivery
Mr BV Mlambo



Rural Infrastructure Delivery Support Education
Ms L Yeni (A)



Harry Gwala District
Ms Zukuza-Njaka

Umkhanyakude District
Mr TJ Motha

Co Curricular Services
Mr VTH Kubheka

Resource Planning
Mr PB Majozi

Inclusive Education
Dr S Hadebe

Umgungundlovu District
Mr S Mabirza

Pinetown District
Mr S Kheswa

Education Management information Systems (EMIS)
Mr SF Khanyi

Ugu District
Mr WM Sibiya

Umzinyathi District
Mr S Kheswa

Zululand District
Mr Ndlovu

Umlazi District
Mr PN Cele

Security Services
Mr J Ngubane

Internal Control & Risk Management
Ms CNL Browne

Public Participation and Community Liaison
Ms N Mabaso

Learner Transport
Mr V Khumalo

Office of the HOD
Mr N Mpungose

Inter Governmental Relations
Ms TC AIYER

Budget & Expenditure Monitoring
Mr N Mpanza

Demand & Acquisition
Ms L Khumalo

Salaries & Tax
Ms M Mkhize

Logistics, Assets & Disposals
Mr DJ Sibisi

Financial Accounting
Mr ZM Thusi

Office Of The CFO
Mrs NS Mlaba

VALUES
The KwaZulu-Natal Department of Education subscribes to the following values:

- **Honesty**
  - Displaying honesty in service, as well as intolerance to fraud, corruption, nepotism and maladministration.
- **Caring**
  - Discharging our duties with kindness and generosity, and being mindful of the circumstances of other people, their needs and special requirements
- **Empathy**
  - Sharing one another's emotions and feelings
- **Professionalism**
  - Demonstrating the highest standard and exceptional conduct of our professions
- **Intergrity**
  - Ensuring consistency of actions and conduct with the highest ethical and moral conduct.
- **Fairness**
  - Treating all people in a manner that is fair and just.
- **Excellence**
  - Maintaining high standards of performance and professionalism by aiming for excellence in everything we do
- **Teamwork**
  - Establishing and maintaining shared goals, and working together towards improving service delivery.

Human Resource Sevices
Ms K Hlongwane

Strategic Planning, M & E
Dr LS Chetty (A)

Performance Management
Mr B Zwane

Communication & Publications
Mr WM Mahlambi

HR Capacity Development
Maphumlo (A)

Organisational Development
Mr S Mahabeer

Employee Relations
Mr NC Ngcobo

Information Technology
Mr S Halimana

Legal Services
Ms S Maphumulo

Facilities Management & Auxiliary Services
Vacant

VISION
A well educated, skilled and highly developed citizenry

MISSION
To provide equitable access to quality education for the people of KwaZulu-Natal

THIS ORGANOGRAM WAS COMPILED AND DESIGNED BY THE DIRECTORATE: COMMUNICATION AND PUBLICATIONS
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PART B:

PERFORMANCE INFORMATION

1. AUDITOR GENERAL'S REPORT: PREDETERMINED OBJECTIVES

The AGSA currently performs certain audit procedures on the performance information to provide reasonable assurance in the form of an audit opinion. The audit conclusion on the performance against predetermined objectives is included in the report to management, with material findings being reported under the Predetermined Objectives heading in the Report on other legal and regulatory requirements section of the auditor's report.

Refer to page 159 of the Report of the Auditor General, published as Part E: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

The Department is committed in improving teamwork and promoting an efficient, effective & results-driven administration. The interventions implemented by districts are a demonstration that the Department is putting together interventions which are aimed at developing offices and schools into centers of excellence with a clear view to improve learner performance at all levels. The districts' academic progress reports on grades 3, 6, 9, 10, 11 and 12 is a milestone which addresses national priorities as well as auditor-general requirements. This Department has started a journey and has invited all to come on board and make a contribution in producing quality results at all levels and in particular, the National Senior Certificate (NSC).

Going forward, the Department will require data in the form of the number of learners required for each district to achieve its set target. Provincially, All districts have been given targets talking to the number of learners required to pass in each school, in each circuit and in each district in order to know before-hand the numbers required to contribute to the provincial target. This is the new direction aimed at assisting the entire system to shoot at the target.

The government's planning framework instructs all Departments to implement a results-based management approach. This approach is essentially the cycle of planning, monitoring and evaluation in all programmes, projects and activities of Departments. In line with the requirements of this approach, the verification of the performance reports presented by districts is of utmost importance so that the evidence upon which these reports are based is tested by Head Office independently for completeness, accuracy and usefulness.

Completeness will address the question whether the performance report provides information from all Grade 12 schools and in all subjects. Accuracy will test whether the calculations are correct and usefulness will answer the question whether the Department can rely on the reports to inform the potential NSC pass rate for 2019.

This verification process is an end of term evaluation of the monitoring conducted by districts. It is an important demonstration by Head Office in its interest it shows in the districts and schools. This is a mandatory responsibility which the Department has as its strategic responsibility in:

- improving the administration (school functionality) in all schools as per core measures of programme1;
- improving access issues, participation rate, non-negotiable and teacher development;
- improving infrastructure maintenance in all schools; and
- improving learner attainment all levels especially in Grade 12

The Department's strategy, monitoring and evaluation purview is the continuous verification of every report for purposes of accuracy, completeness and relevance.

Teachers access SACE endorsed programs through Continuing Professional Teacher Development (CPTD) management system where they participate in self, school and external initiated activities. To ensure that capacity building programmes are needs based, teachers voluntary participate in self – diagnostic assessments for English First additional Language, Mathematics and Physical Sciences for grades 8 – 12. The department is strengthening the professional conduct by capacitating principals as well as teachers on cooperate discipline, SACE code of Professional Ethics and employee disciplinary measures.

Curriculum delivery and support will focus on circuit managers as curriculum supervisors. The department will improve curriculum delivery and assessment strategies especially in the GET band. Emphasis will be on schools setting curriculum delivery targets which will be monitored by School Management Teams, Circuit Managers and Subject Advisors on monthly basis.

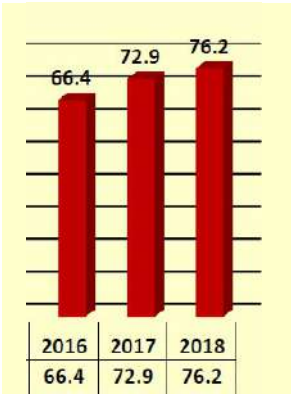
NSC 2018 Performance

The following is a summary of the facts as we present our 2018 NSC achievements:

- The Province obtained an overall pass rate of 76.2% in the 2018 NSC Examinations;
- KwaZulu-Natal sustained good results despite commanding the largest number of learners in the entire country. A total of 116 155 candidates sat for National Senior Certificate and 13 103 sat for the Adult Education and Training examinations;
- Our province has sustained Grade 12 performance above 70% percentage over the last two years;
- All of our Districts achieving over 70% pass rate;
- A total of 123 schools achieving a 100% pass rate of which 32 are Quintile 1 schools and 3 are Special Schools;
- The province is also proud to have 38 573 learners achieving bachelor passes to study in universities. This translates to 33.2% compared to 28.7% in 2017.
- The overall Mathematics pass percentage is 50.6% compared to 41.59% in 2017 and 73.6% in Physical Sciences compared to 65.11% in 2017.

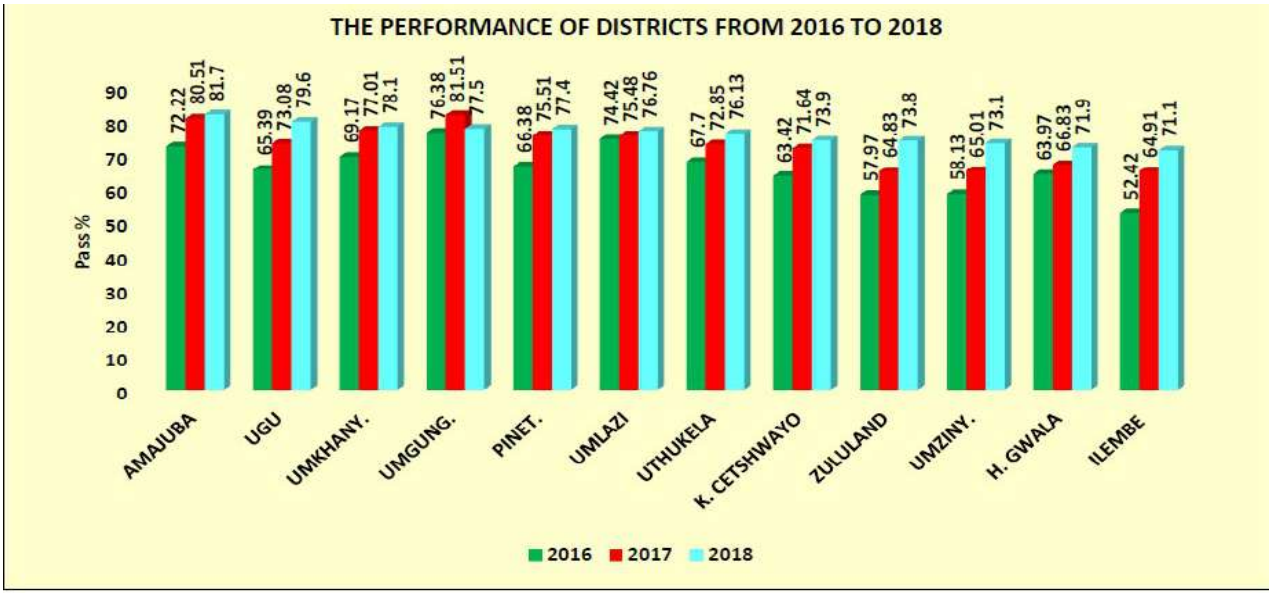
Pass rates for past three years

The performance of the province in 2018 improved from 72.9% to 76.2%. Eleven districts improved their pass percentage. From 2016 to 2018 onwards the province has improved by more than 9%. From the performance of the province in the past three years (including 2018), we can conclude that Kwa Zulu Natal is improving year by year as shown the graph below.



The Performance of Districts for the past three years

The twelve districts of the province performed at different levels in the same way as it has been happening in the previous years. The graph below ranks the districts from the highest to the lowest in the 2018 National Senior Certificate examinations.



The past 4 years of the NSC examinations

The table below ranks the 12 districts according to their improvements in the 2018 National Senior Certificate examinations. It is clear from the improvements shown below that most of the schools and learners are responding positively in provincial and district interventions.

COMPARING THE PAST 4 YEARS OF THE NSC EXAMINATIONS					
		IMPROVED		DECLINED	
Districts	2015	2016	2017	2018	
Zululand	53.58	57.97	64.83	73.8	8.97
UMzinyathi	46.57	58.13	65.01	73.1	8.09
UGu	60.2	65.39	73.08	79.6	6.52
ILembe	51.93	52.42	64.91	71.1	6.19
Harry Gwala	62.75	63.97	66.83	71.9	5.07
UThukela	61.09	67.7	72.85	76.13	3.28
King Cetshwayo	54.59	63.42	71.64	73.9	2.26
Pinetown	64.65	66.38	75.51	77.4	1.89
Umlazi	72.64	74.42	75.48	76.76	1.28
Amajuba	58.75	72.22	80.51	81.7	1.19
UMkhanyakude	62.69	69.17	77.01	78.1	1.09
UMgungundlovu	67.98	76.38	81.51	77.5	-4.01

Performance of Special Schools

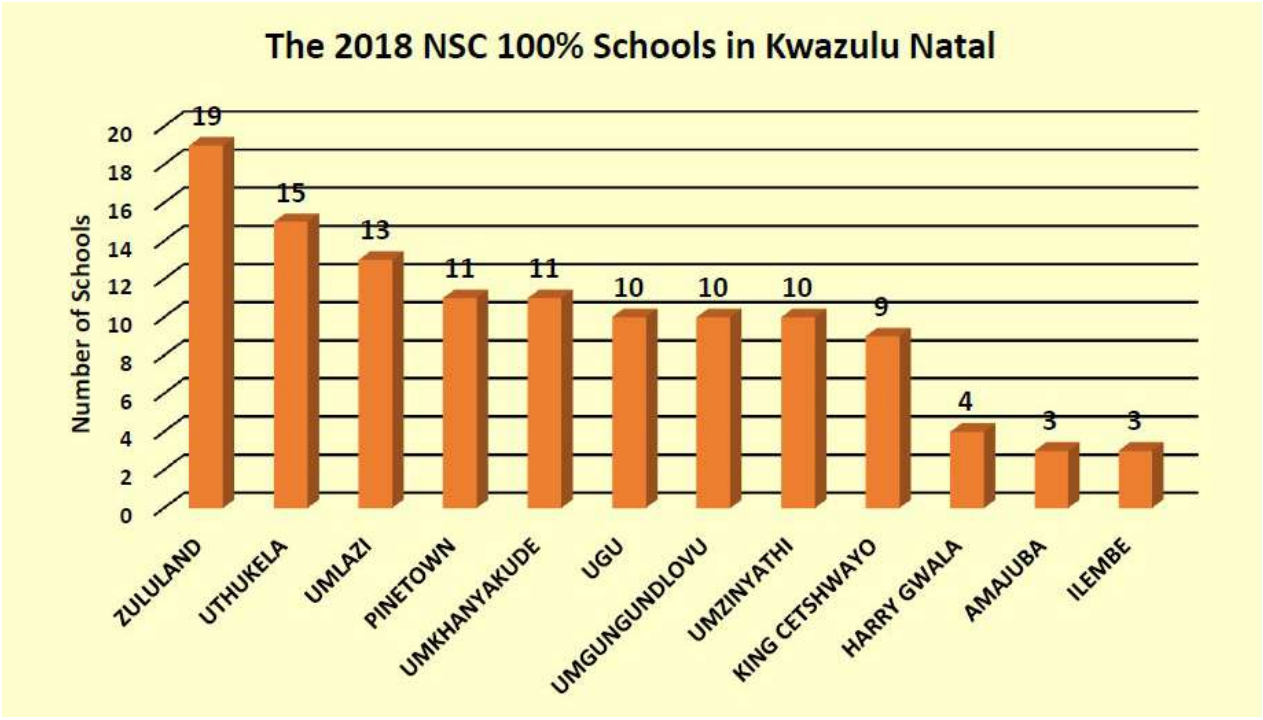
In the 2018 National Senior Certificate examination the country administered the South African Sign Language Home Language examinations for the first time at grade 12 level. This is one of the most important improvements in the South African system of education and it has given learners with special needs an opportunity to participate in the National Senior Certificate examination at home language level.

The following table shows the performance of special schools.

PEFORMANCE OF SPECIAL SCHOOLS					
DISTRICT	SCHOOL	2015	2016	2017	2018
Pinetown	KwaThintwa	100%	100%	100%	100%
Pinetown	Fulton	100%	N/A	100%	100%
Umlazi	Camelot college	87.5%	100%	87.5%	100%
Umlazi	Open air	100%	100%	100%	91.3%
Umlazi	The Kenmont	92%	100%	83.3%	88%
UGu	St Martins	20%	0%	0%	85.7%
Pinetown	VN Naik	100%	75%	100%	80%
UMgungundlovu	Arthur Baxall	100%	92.9%	100%	75%
Umlazi	Mason Lincoln	88.9%	50%	33.3%	66.7%
Pinetown	A.M Moola Spes Nova	100%	100%	100%	36.7%
King Cetshwayo	Vuleka	50%	12.5%	30.8%	0%

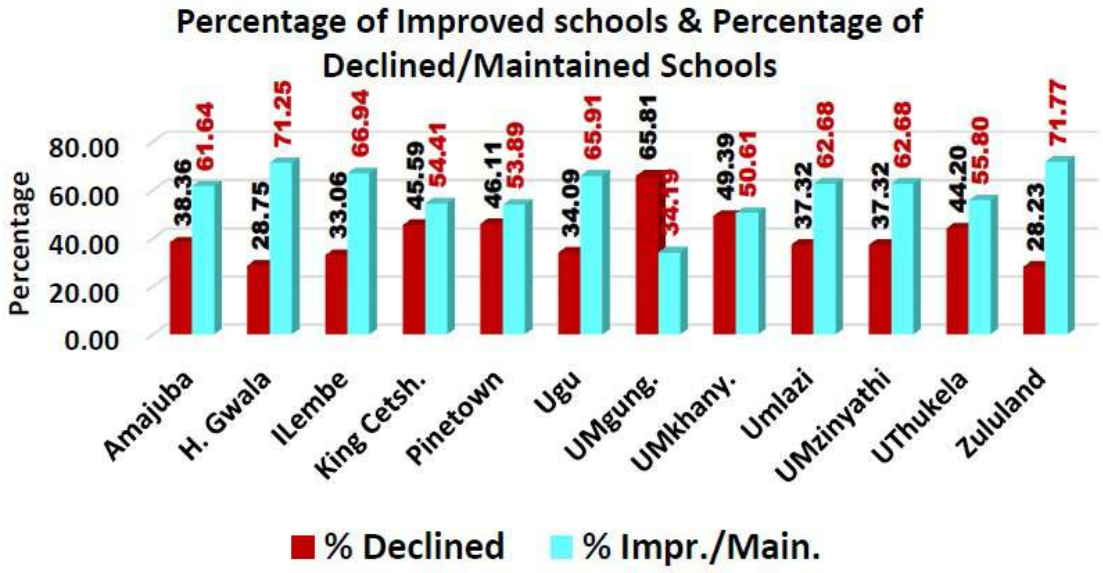
Schools obtaining 100% passes

The number of schools which obtained 100% in the province is 118.



Performance of all schools

The following graph shows the percentages of schools that declined and those which improved or maintained.



The sustained good performance is attributed to a number of interventions in the province. The department will strengthen these intervention programmes of the previous years: Academic Improvement Plan, teaching interventions and learner support programmes such as winter classes, residential holiday boot camps, spring targeting schools with low performance and learners at high risk and weekend classes. The programmes will target especially critical subjects such as Mathematics, Physical Sciences, Accounting and Economics.

As part of striving for better performance, the department has developed an Academic Improvement Strategy with the following focus areas:

1. Total School Functionality" and productivity
2. Effective teaching/learning and provision of supporting resources.
3. Radical programmes for inclusivity and support.
4. Tracking and analysing the learner attainment
5. This focus area was about high impact school monitoring, support and interventions.
6. Improvement of teacher quality and output.
7. Promotion of the culture of reading with comprehension.
8. Compliance and consequence management.
9. Accountability as an organizational culture.

2.2 Service Delivery Improvement Plan

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

Main services and standards

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
Examination and related Services; Percentage of learners who pass NSC	Learners	Learners registered for NSC examinations	80%	76,2%
Provision of LTSM in schools: number of schools provided with media resources	Learners and schools	Media resources delivered to targeted schools	700	185
Number of schools provided with sanitation facilities	Educators, learners	Eradication of pit latrines	150	156
Provision of NSNP: Percentage of learners benefitting from NSNP	Learners	School nutrition program in progress	94%	94%
Provision of learner transport; number of learners benefitting from learner transport	Learners	Almost half of learners transport in partnership with department of learner transport	51 000	58 816
Transformation of the schooling system: number of specialist staff in public ordinary schools	Learners and schools	Appointment of transversal teams	198	172
Number of full service schools serving learners with learning barriers	Learners Communities	Increasing the number of full service schools each year	101	101
Early childhood development; Number of public schools that offer grade R	Learners	All primary schools must offer grade R	4 010	3 942
Resourcing of schools: number of learners benefitting from no fee school policy	Learners	More than 75% of learners benefitting which is above national standard	1 990 795	1 974 320

Complaints mechanism

Current/actual complaints mechanism	Desired complaints mechanism	Actual achievements (No. of cases resolved)
No fee school policy	Resolve complaints related to payment of school fees by learners of no fee schools and by those in quintiles 4 and 5	119
Norms and standards	Resolve complaints related to inadequate allocation of norms and standards	16
Nutrition	Resolve complaints related to Schools not benefitting from NSNP esponsible directorate	20
Examinations	Resolve complaints related to application for combined NSC and duplicate certificate, grade 12 repeat and supplementary examinations.	1 156
Infra-structure	Resolve complaints related to sanitation, renovations, etc.	4
Admissions	Resolve complaints related to non-admission of learners especially in urban schools	196

2.3 Organisational Environment

The policy directive issued by the Minister of Public Service and Administration (MPSA) provides a national framework for the organization and staffing of education district offices with due regard to concomitant delegated authority as well the roles and responsibilities of district officials so as to ensure both administrative and managerial efficacy within the multifarious strata of operations and overall district functionality. The role of the education district in a developmental and emerging economy is pivotal to the access and effective delivery of progressively high quality education to all learners, since district offices are the crucial link between Provincial Education Departments (PEDs), their respective education institutions and the public. The policy is intent on augmenting the broader government initiative to improve the capacity of the public service to respond to the challenges of economic development, poverty eradication and service delivery as outlined in the National Development Plan. It highlights the formulation of government's vision on the realignment of education districts within Provincial Education Departments with the expressed view that the policy must be fully encapsulated within the department's strategic and developmental trajectory to ensure a smooth transition to this new vision.

In line with the provincial responsibility the Department constituted a District Re-alignment Task Team comprising representatives from those business units that would play a significant role in the implementation thereof. The Task Team was charged with full responsibility for the implementation of the policy in order to facilitate a process geared towards the effective and efficient reconfiguration of the education districts.

Having regard to the prescribed timeframe of 7 years to fully implement the amended policy on education districts, the department is intent on forging a plan that would ensure the realization of the policy to enhance the managerial and administrative operations geared towards effective and efficient district functionality. Based on the financial constraint the department is not in a position to implement the policy in its entirety, hence a "Phased-in" approach would be adopted with the short, medium and long term targets. Based on the ratio of 250 schools per district as per the recommendation of the policy on education districts the department would require an additional 12 districts. The implementation plan provides for an incremental application of the norm to

the districts per financial year and may result in the seven year period being extended due to financial austerity. It must be noted that the status quo of the other districts will be retained within each year until full implementation is achieved. The implementation of the national norms will necessitate a review of the organisational structure in respect of District and Circuit offices.

The Operations Management Framework introduced by the Department of Public Service and Administration (DPSA) sought to address the organisational gaps impeding effective service delivery. Operations management puts in place the capacity for the planning, development, implementation and institutionalisation of service delivery tools, systems, processes, mechanisms and intervention programmes that are meant to improve quality service delivery. The focus is mainly on the development, implementation and monitoring of improvement mechanisms and the reporting thereon to ensure sustainable quality service delivery. The Department is currently in the process of implementing the operations management framework within the prescripts determined thereby. Standard Operating Processes and Business Process Maps are in the process of being developed for various business units within the Department.

The current vacancy rate in respect of public service and office based educator posts is twenty two point six percent (22, 6%) and the financial constraints imposed has had an adverse effect on the filling of critical posts. However to ensure effective functioning of these offices there has been an introduction of innovative interventions within the various areas of operation to mitigate these challenges. Despite the restrictive financial environment within which the department had operated during the period under review it has both achieved and made substantial improvement in the delivery of quality public education in the province

2.4 Key policy developments and legislative changes

There is one significant Constitutional Court judgement which may have revisions to certain legislative or other mandates since the Strategic Plan 2015/16 – 2019/20 was compiled. *Constitutional Court judgement: The MEC for Education is eligible to determine feeder zones. Federation of Governing Bodies for South African Schools v Member of the Executive Council for Education, Gauteng and Another [2016] ZACC 14.*

3. PERFORMANCE INFORMATION BY PROGRAMME

3.1 PROGRAMME 1: ADMINISTRATION – CUSTOMISED INDICATORS

Programme 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, utilised for governance, management, research and administration, as well as general office services, e.g. cleaning and security services, if utilised in the provincial head office and its subsidiary district and circuit offices.

ANALYSIS BY PROGRAMME

This programme has six sub-programmes analysed 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 inline 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.

PROGRAMME 1: STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE	STRATEGIC OBJECTIVE INDICATOR	2018/19 TARGET	2018/19 ACHIEVEMENT
To equitably allocate and monitor financial, infrastructural, human and other resources for efficient service delivery	Total number of schools	5957	5957
To focus on consequent management in order to decisively deal with issues of fraud, corruption and maladministration	Percentage of employees subjected to consequent management	100%	100%

PROGRAMME 1: ADMINISTRATION – CUSTOMISED INDICATORS

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM 101: Number of public schools that use the South African Schools Administration and Management Systems (SA-SAMs) to electronically provide data	5 872	5957	5862	-95	-1,59%	Some public schools are still using third party systems.
PPM102: Number of public schools that can be contacted electronically (e-mail)	4 212	5957	5340	-617	-10,35%	The target was overstated. It should have been 4922.
PPM103: Percentage of education expenditure going towards non-personnel items	10%	8,04%	9.6%	1,56	1,56%	An overspend on Goods and Services in Programmes 1and 7 resulted in the target being exceeded.
PPM104: Percentage of schools visited at least twice a year by District officials for monitoring and support purposes	New	85%	72,2%	-12,8	-12,8%	Some schools were visited only once a year due to staff shortages therefore they were not counted in the output. This resulted in the target being under-achieved.

PROGRAMME 1: ADMINISTRATION – PROVINCE SPECIFIC INDICATORS

Province Specific Indicator	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Percentage of office-based women in Senior Management Service	38%	30%	38%	8	8%	The target was set too low.
Percentage of women school principals	40%	42%	40%	-2	-2%	Filling of promotion posts below level of SMS are at schools and the filling of such vacant posts requires the School Governing Body to follow the selection process, nominate 3 suitable candidates for each post. SGBs are being apprised to ensure that appointment of the candidates is effected with due regard to the equity targets of the Department, which is 50% of women in promotion posts.
Percentage of women employees	69%	69%	69%	0	0%	Target achieved

3.2 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.

PROGRAMME 2: STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE	STRATEGIC OBJECTIVE INDICATOR	2018/19 TARGET	2018/19 ACHIEVEMENT
To increase access to education through provision of learner transport to learners walking long distance	Number of learners benefiting from learner transport	51 000	58 816

PROGRAMME 2: PUBLIC ORDINARY SCHOOLS – CUSTOMISED INDICATORS

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM201: Number of full service schools servicing learners with learning barriers	101	101	101	0	0%	Target Achieved
PPM202: The percentage of children who turned 9 in the previous year and who are currently enrolled in Grade 4 (or a higher grade).	69%	69%	82,95%	13,95	13,95%	The influx of leaners of this age cohort from other provinces as well as from neighbouring countries contributed to this target being surpassed.
PPM203: The percentage of children who turned 12 in the preceding year and who are currently enrolled in Grade 7 (or a higher grade).	62.4%	62,5%	70,64%	8,14	8,14%	The influx of leaners of this age cohort from other provinces as well as from neighbouring countries contributed to this target being surpassed.
PPM204: Number of schools provided with media resources.	214	700	185	-515	-73,57%	The target was not achieved due to budgetary constraints which prevented the procurement of media resources.
PPM205: Learner absenteeism rate	3.6%	1,2%	2.36%	-1,16	-1,16%	Socio-economic conditions and family problems have resulted in the target not being achieved.
PPM206: Teacher absenteeism rate	1.4%	0,2%	2.5%	-2,3	-2,3%	According to PERSAL records the target has not been attained due to the number of days taken by educators who are going on maternity, incapacity and sick leave.
PPM207: Number of learners in public ordinary schools benefiting from the “No Fee Schools” policy.	2010132	1,990,795	1,974,320	-16,475	-0,82%	The target was overstated.
PPM208: Number of educators trained in Literacy/Language content and methodology.	24701	39,228	25,502	-13,726	-34,99%	Budgetary constraints resulted in the target not being achieved
PPM209: Number of educators trained in Numeracy/Mathematics content and methodology.	19 174	27,478	14,873	-12,605	-45,87%	Budgetary constraints resulted in the target not being achieved

PROGRAMME 2: PUBLIC ORDINARY SCHOOLS – PROVINCE SPECIFIC INDICATORS

Province Specific Indicator	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Percentage of learners benefitting from school nutrition programme	81%	94%	94%	0	0%	Target achieved
Number of learner days covered by nutrition programme	187	187	189	2	1,07%	The target was understated at the planning stage. The school calendar that was subsequently released dictated that 189 learner days must be covered.
Number of public ordinary schools with all LTSMs and other required materials delivered by day one of the school year as ordered	5 833	5899	5832	-67	-1,13%	The target was not achieved as some non-viable schools were closed down in line with the transformation of the schooling system.
Dropout rate among Grade 12 learners	19.56%	10%	10%	0	0%	Target achieved
Percentage of learners benefiting from no fee policy	New PPM	87%	71,2%	-15,8	-15,8%	The target was overstated.
No of learners benefitting from learner transport	New PPM	51 000	58 816	7,816	15,32%	Target was exceeded due to greater demand for scholar transport

3.3 PROGRAMME 3: INDEPENDENT SCHOOLS SUBSIDIES:

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

PROGRAMME 3: STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE	STRATEGIC OBJECTIVE INDICATOR	2018/19 TARGET	2018/19 ACHIEVEMENT
To increase access to basic education and enhance retention in education from Grade R - 12	Number of learners at subsidized registered independent schools.	29 314	30 518

PROGRAMME 3: INDEPENDENT SCHOOLS SUBSIDIES: CUSTOMISED INDICATORS

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM301: Percentage of registered independent schools receiving subsidies.	53%	53%	52%	-1	-1%	Due to no-compliance not all schools have received subsidies
PPM302: Number of learners at subsidised registered independent schools.	31 006	29,314	30,518	1,204	4,11%	Enrolment increased in the new academic year.
PPM303: Percentage of registered independent schools visited for monitoring and support	100%	100%	100%	0	0%	Target Achieved

PROGRAMME 3: INDEPENDENT SCHOOLS SUBSIDIES –PROVINCE SPECIFIC INDICATOR

Province Specific Indicator	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Number of funded independent schools visited for monitoring purposes	127	127	127	0	0%	Target achieved

3.4 PROGRAMME 4: PUBLIC SPECIAL SCHOOL 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. School sport, culture and media services

To provide additional and departmentally managed sporting, cultural and reading activities in public special schools (including inclusive education).

iv. Conditional Grants

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

PROGRAMME 4: STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE	STRATEGIC OBJECTIVE INDICATOR	2018/19 TARGET	2018/19 ACHIEVEMENT
To increase access to basic and special education, enhance retention in education from Grade R – 9 and increase the number of learners in public special schools.	Number of learners in public special schools	20 192	20 180

PROGRAMME 4: PUBLIC SPECIAL SCHOOL EDUCATION – CUSTOMISED INDICATORS

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM401: Percentage of special schools serving as resource centres	22%	37%	22%	-15	-15%	Target was overstated.
PPM402: Number of learners in public special schools	20 180	20192	20,180	-12	-0,05%	The anticipated enrolment for the financial year did not materialise as planned.
PPM403: Number of therapists/specialist staff in public special schools	172	198	193	-5	-2,52%	The deviation is due to attrition.

PROGRAMME 4: PUBLIC SPECIAL SCHOOL EDUCATION – PROVINCE SPECIFIC INDICATORS

Province Specific Indicator	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Number of learners screened for assessment, career guidance, remedial education, counselling and support programmes in mainstream, special and full service schools	142 406	138,000	170,785	32,785	23,75%	The target was exceeded due to greater demand for these services.
Number of educators employed in public special schools	1 690	1,600	1,697	97	6,06%	The appointment of temporary educators led to the target being surpassed.

3.5 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 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 at public schools and ECD centres.

PROGRAMME 5: STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE	STRATEGIC OBJECTIVE INDICATOR	2018/19 TARGET	2018/19 ACHIEVEMENT
To increase access to basic education and special education and enhance retention in education from Grade R – 9 enrollment	Number of Grade R learners	250 000	191 074

PROGRAMME 5: EARLY CHILDHOOD DEVELOPMENT – CUSTOMISED INDICATORS

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM501: Number of public schools that offer Grade R	4008	4010	3,941	-69	-1,72%	The number of Public schools that offer Grade R has dropped because Community based sites and those schools that have been rationalized have been excluded.
PPM502: : Percentage of Grade 1 learners who have received formal Grade R education in public ordinary and/ or special schools and	97.2%	97,3%	97,3%	0	0%	Target achieved
PPM503: Number of Grade R practitioners with NQF level 6 and above qualification each year	1,651	1,651	2,766	1,115	67,53%	A number of Grade R Practitioners graduated this year thus going up the NQF level.

PROGRAMME 5: EARLY CHILDHOOD DEVELOPMENT – PROVINCE SPECIFIC INDICATORS

Province Specific Indicator	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Number of subsidised community based centres offering Grade R	53	57	46	-11	-19,29%	Those community based centres that do not comply with policy no longer qualify for a subsidy therefore they were not counted. Some community based sites have been incorporated into primary schools that have Grade 1.
Number of Grade R practitioners employed in public ordinary schools	5217	5200	5,229	29	0,55%	The PPN and the previous year's learner statistics resulted in an increase in the planned output.

3.6 PROGRAMME 6: INFRASTRUCTURE DEVELOPMENT

Programme Purpose

To provide and maintain infrastructure facilities for the administration and schools

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

PROGRAMME 6: STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE	STRATEGIC OBJECTIVE INDICATOR	2018/19 TARGET	2018/19 ACHIEVEMENT
To provide infrastructure, financial, human and technological resources.	Number of new schools built	10	10

PROGRAMME 6: INFRASTRUCTURE DEVELOPMENT – CUSTOMISED INDICATORS

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM601: : Number of public ordinary schools provided with water supply	175	150	157	7	4,66%	There are eight schools that had been anticipated to be completed in April 2019 where targets were set. These projects were however completed in March 2019. These schools are: Enthembeni Junior Secondary School in Harry Gwala District, Qalakahle Primary School in UMkhanyakude District, Masibonesane Secondary School in UMkhanyakude District, Gilonki Secondary Schooly in UMkhanyakude District, Mfekayi Primary School in UMkhanyakude District, Vezobala High School in UMkhanyakude District, Nkombane Primary School in UMkhanyakude District and Inkuthazelo Primary School in UMkhanyakude District
PPM602: Number of public ordinary schools provided with electricity supply	33	100	51	-49	-49%	The under achievement is attributed to delays in the procurement of Electrification contractors by DPW.

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM603: : Number of public ordinary schools supplied with sanitation facilities	159	150	156	6	4%	There are seven schools that had been anticipated to be completed in April 2019 when targets were set because Coega was behind with the its projects; however Coega managed to complete the following schools in Quarter 4 under the 2018-19 Financial year: Buhlebelanga Primary School in Zululand District, Dayiswayo Primary School in UMzinyathi District, Lucas Memorial Primary School in UGu District, Mceleni Primary School in UGu District, Wolweni Primary School in UGu District, UKukhanyakomsinga Special School in UMzinyathi District, Duffs Road Primary School in Umlazi District,
PPM604: : Number of additional classrooms built in or provided for existing public ordinary schools	460	200	400	200	100%	The PPM also include the provision of mobile classrooms that were delivered in response to storm damage to schools and in emergency situations. These projects have therefore contributed to the over achievement: Masibonge Secondary School in uThukela Districts Platt Drive Primary School in Umlazi Enkangala Secondary School in UThukela Districts Baqulusini Combined School in Zululand Districts Zuzimfundo Combined School in Harry Gwala Districts Dingulwazi High School in Zululand Tinley Manor Primary School in iLembe Districts

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM605: Number of additional specialist rooms built in public ordinary schools (includes replacement schools)	104	100	104	4	4%	The over achievement is as a result of Bangamaye Primary School in Zululand District that was completed in March 2019 - not as previously anticipated in April 2019 due to the improvement in the performance by the contractor.
PPM606: Number of new schools completed and ready for occupation (includes replacement schools)	6	10	10	0	0%	Target achieved
PPM607: Number of new schools under construction (includes replacement schools)	27	15	10	-5	-33,33%	Budgetary constraints delayed the completion of 5 schools.
PPM608: Number of new or additional Grade R classrooms built (includes those in replacement schools)	40	50	59	9	18%	There are six schools with 9 ECD classrooms that had been anticipated to be completed in April 2019 when targets were set because Coega was behind with the following projects. However, Coega managed to complete these schools in Quarter 4 under the 2018-19 financial year: Buhlebelanga Primary School in Zululand District, Dayiswayo Primary School in UMzinyathi District, Lucas Memorial Primary School in UGu District, Mceleni Primary School in UGu District, Wolweni Primary School in UGu District, Duffs Road Primary School in Umlazi District
PPM609: Number of hostels built	1	2	0	-2	-100%	Two hostels, namely James Nxumalo High School and La Mercy Academy are at 80% completion and they will be completed in this financial year.

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM610: Number of schools in which scheduled maintenance projects were completed	308	320	330	10	3,12%	There are ten schools that had been anticipated to be completed in April 2019; however these were completed in March 2019. These schools are: Esihongeni Everest Primary School in Pinetown Districts Inselele Primary School in UMlazi Districts Abambo Primary School in Pinetown Districts Nazareth Primary School in Pinetown Districts Ukukhanya Kwe Africaprimary School in Pinetown Districts Phezulu High School in Pinetown Gugulethu Primary School in Pinetown Districts Sicelimpilo Primary School in Umlazi Districts Kenville Primary School in UMlazi Districts Malvern Primary School in Pinetown

PROGRAMME 6: INFRASTRUCTURE DEVELOPMENT –PROVINCE SPECIFIC INDICATORS

Province Specific Indicator	**Actual Achievement 2017/18**	**Planned Target 2018/19**	**Actual Achievement 2018/19**	**Deviation from Planned Target to Actual Achievement for 2018/2019**		**Comment on Deviation**
Number of women benefitting from EPWP programmes	186	176	204	28	15,90%	The over achievement is attributed to the prioritisation of the involvement of women beneficiaries.
Number of youth benefitting from infrastructure projects	190	178	146	-32	-17,97%	The number of youth that sought work opportunities under this category is 146.
Number of disabled people benefitting from EPWP programmes	0	10	2	-8	-80%	The number of beneficiaries that sought for work opportunities under this category is two (2) people.
Number of SMME's benefitting from infrastructure projects	New	450	66	-384	-85,33%	Only 66 SMMEs approached the Department for involvement in infrastructure projects.

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

i. **This programme has five sub-programmes analysed as follows:**

ii. **Payments to SETA**
To provide human resource development for employees in accordance with the Skills Development Act.

iii. **Professional Services**
To provide educators and learners in schools with departmentally managed support services.

iv. **Special Projects**
To provide for special departmentally managed intervention projects in the education system as a whole.

v. **Examination**
To provide for departmentally managed examination services.

vi. **Conditional Grants**
To provide for projects specified by the department that is applicable to more than one programme and funded with conditional grants

PROGRAMME 7: STRATEGIC OBJECTIVE

STRATEGIC OBJECTIVE	STRATEGIC OBJECTIVE INDICATOR	2018/19 TARGET	2018/19 ACHIEVEMENT
Increase learner attainment minimum required standards in all subjects and grades	Percentage of learners who passed National Senior Certificate (NSC)	80%	76,2%

PROGRAMME 7: EXAMINATION AND EDUCATION RELATED SERVICES – CUSTOMISED INDICATORS

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM701: Percentage of learners who passed National Senior Certificate (NSC)	72.9%	80%	76,2%	-3,8	-3,8%	The target was under achieved by 3, 8% due to the introduction of new set works in most genres and the introduction of specialisation in technical subjects. A total of 12 new subjects were written for the first time in 2018/19. In future the Department of Education will utilise the baseline and diagnostic report for further intervention.
PPM702: Percentage of Grade 12 learners passing at bachelor level	28.7%	30%	33.2%	3,2	3,2%	The target was exceeded due to the removal of designated subjects whereby a limited number of subjects were considered for a bachelor pass. The removal meant that all subjects qualify to be considered.
PPM703: : Percentage of Grade 12 learners achieving 50% or more in Mathematics	17%	22%	17,6%	-4.4	-4,4%	The target was under achieved due to the Paper 2 of the examination not following the examination guidelines which were used to prepare our learners. In future we will, through the Department of Basic Education ensure that guidelines are followed.
PPM704: Percentage of Grade 12 learners achieving 50% or more in Physical Science	26.72%	24%	29,3%	5,3	5,3%	The target was exceeded due to the following reasons: The intervention included more learning and revision material in the subject. The identification and closing of content gaps at grade 10 & 11 meant that learners were better prepared at grade 12. Writing of internal common assessments at grade 10, 11 and 12 quarterly ensured that standards were adhered to. The writing of external summative examination at grades 10 and 11 ensured that by the time learners arrived at grade 12, they were familiar with the content.

Performance Measure	Actual Achievement 2017/18	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
PPM705: Number of secondary schools with National Senior Certificate (NSC) pass rate of 60% and above	1243	1,655	1,350	-305	-18,42%	The target was under achieved due to the introduction of new set works in languages which are done by majority of learners as each learner must do two languages and the introduction of specialisation in technical subjects. A total of 12 new subjects were written for the first time in 2018/19. In future the Department will utilise the baseline and diagnostic report for further intervention.

PROGRAMME 7: EXAMINATION AND EDUCATION RELATED SERVICES – PROVINCE SPECIFIC INDICATORS

Province Specific Indicator	**Actual Achievement 2017/18**	**Planned Target 2018/19**	**Actual Achievement 2018/19**	**Deviation from Planned Target to Actual Achievement for 2018/2019**		**Comment on Deviation**
Number of schools with an NSC pass rate below 60%	531	576	415	161	27,95%	Implementation of the Provincial Improvement plan targeting schools performance below 60% rendered the expected results to an extent that the target was exceeded.

MTSF Indicators

MTSF Indicator	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Programme 1					
Percentage of learners having access to information through connectivity (other than broadband)	2%	0%	-2	-2%	Due to financial constraints no budget has been set aside for learners having access to information through connectivity (other than broadband).
Percentage of learners having access to information through broadband	2%	0%	-2	-2%	Due to financial constraints no budget has been set aside for learners having access to information through broadband.
The percentage of school principals rating the support services of districts as being satisfactory	100%	60%	-40	-40%	Due to financial constraints and the wide area of schools to be covered, all provinces have used a sample to measure this indicator. Of the schools surveyed, 60% of school principals rated the support services of districts as being satisfactory.
Programme 2					
The percentage of children who turned 12 in presiding year and who currently enrolled in grade 7 (or a higher grade)	69%	82,95%	13,95	13,95%	The influx of leaners of this age cohort from other provinces as well as from neighbouring countries contributed to this target being surpassed.
The percentage of children who turned 9 in the previous year and who are currently enrolled in grade 4 (or a higher grade)	62,5%	70,64%	8,14	8,14%	The influx of leaners of this age cohort from other provinces as well as from neighbouring countries contributed to this target being surpassed.
The average hours per year spent by teachers on professional development activities.	42	50	8	19,04%	Target exceeded amongst those teacher surveyed.
Number of teachers who have written the Self-Diagnostic Assessments	3000	1,423	-1,577	-52,56%	Assessments are voluntary and there is no buy-in from unions. DBE was requested to deal with the issue at ELRC.
Percentage of teachers meeting required content knowledge levels after support.	60%	67,8%	7,8	7,8%	Target exceeded amongst those teacher surveyed
Percentage of learners in schools with at least one educator with specialist training on inclusion	10%	8%	-2	-2%	Educators with specialist training on inclusion have opted to pursue other fields.
Number of Funza Lushaka bursary holders placed in schools within six months upon completion of studies or upon confirmation that the bursar has completed studies.	180	300	120	66,66%	Funza Lushaka bursary holders who completed their studies more than six months ago were also placed thus resulting in the target being surpassed.
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.	1435	1906	471	32,82%	Due to the high number of teacher retirements and resignations, graduates aged 30 and below who had qualified prior to 2017/18 were also placed for the first time thus resulting in the target being exceeded.

MTSF Indicator	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Percentage of learners who are in classes with no more than 45 learners.	92%	92%	0	0%	Target achieved
Percentage of schools where allocated teaching posts are all filled	100%	73,76%	-26,24	-26,4%	Due to lengthy processes involved in recruitment, promotional posts are not filled on time.
Percentage of learners provided with required textbooks in all grades and in all subjects per annum	100%	99%	-1	-1%	In certain subjects learners are sharing textbooks.
Percentage of learners who complete the whole curriculum each year.	86%	72,6%	-13,4	-13,4%	Factors such as learner absenteeism and other disruptions to the teaching and learning programme have resulted in the target being underachieved.
Percentage of schools producing a minimum set of management documents at a required standard.	65%	77,5%	12,5	12,5%	Advocacy and support to schools have improved governance and management.
Percentage of SGBs in sampled schools that meet minimum criteria in terms of effectiveness every year.	55%	100%	45	45%	The smaller sample size of 300 schools resulted in a 100% achievement.
Percentage of schools with more than one financial responsibility on the basis of assessment.	94%	99,7%	5,7	5,7%	Advocacy and support to schools have improved governance and management.
Percentage of learners in schools that are funded at a minimum level.	100%	100%	0	0%	Target achieved.

STATISTICAL INDICATORS

Statistical Indicator	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Programme 2: Public Ordinary Schools					
Number of learners enrolled in public ordinary schools	2,770,031	2 824 377	54,346	1,96%	Target has been exceeded due to the influx of learners from other provinces as well as those from neighbouring countries.
Number of educators employed in public ordinary schools	85269	84,049	-1,220	1,43%	The target has not been attained due to the expiry of contracts of temporary educators.
Number of non-educator staff employed in public ordinary schools	10196	10,067	-129	-1,26%	In line with Transformation of the Schooling System some schools that were not viable have been closed down and some have been merged. Post are not being filled due to cost cutting measures as per Provincial Treasury Instructions.
Number of learners with access to NSNP	2,330,421	2,313,177	-17,244	-0,73%	The NSNP target was set in the prior year making provision for an increase in the number of learners to be fed. Upon auditing of beneficiaries it was found that some did not qualify or there were duplications in certain cases.
Number of learners eligible to benefit from learner transport	49747	55 067	5,320	10,69%	The target was exceeded as additional beneficiaries were brought into the programme as per the Court Order granted in favour of Equal Education.
Number of learners with special education needs identified in public ordinary schools	39000	28,000	-11,000	-28,20%	Target was over-stated.
Number of qualified teachers aged 30 and below, entering the public service as teachers for the first time	1869	1,906	37	1,98%	Due to the high number of teacher retirements and resignations, graduates aged 30 and below who had qualified prior to 2017/18 were also placed for the first time thus resulting in the target being exceeded.
Percentage of learners who are in classes with more than 45 learners	4%	4%	0	0%	Target achieved

Statistical Indicator	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Percentage of youth who obtained a National Senior Certificate from a school	80%	76,2%	-3,8	-3,8%	The target was under achieved by 3, 8% due to the introduction of new set works in most genres and the introduction of specialisation in technical subjects. A total of 12 new subjects were written for the first time in 2018/19. In future the Department of Education will utilise the baseline and diagnostic report for further intervention.
Percentage of learners in schools with at least one teacher with specialist training on inclusion	1,8%	1,8%	0	0%	Target achieved
Percentage of learners having access to workbooks per grade	100%	100%	0	0%	Target achieved
Percentage of schools where allocated teaching posts are filled	100%	73,76%	-26,24	-26,4%	Due to lengthy processes involved in recruitment, promotional posts are not filled on time.
Percentage of learners having access to required textbooks in all grades and in all subjects	88%	86%	-2	-2%	Problems experienced with the inaugural roll-out of state-owned textbooks resulted in the target not being achieved.
Number of learners screened through Integrated School Health Programme	141088	100,744	40,344	-28,59%	The target was not achieved due to the lack of resources by the Department of Health.
Programme 4: Public Special School Education					
Number of learners enrolled in public special schools	20192	20,180	-12	-0,05%	The anticipated enrolment for the financial year did not materialise as planned.
Number of educators employed in public special schools	1468	1,468	0	0%	Target achieved.
Number of professional support staff employed in public special schools	198	193	-5	-2,52%	The deviation is due to attrition.
Number of non-professional and non-educator staff employed in public special schools	1502	1,502	0	0%	Target achieved.
Number of special schools	74	74	0	0%	Target achieved.
Number of learners in special schools provided with assistive devices	17800	17800	0	0%	Target achieved.
Programme 5: Early Childhood Development					

Statistical Indicator	Planned Target 2018/19	Actual Achievement 2018/19	Deviation from Planned Target to Actual Achievement for 2018/2019		Comment on Deviation
Number of learners enrolled in Grade R in public schools	250000	191,074	-58,926	-23,57%	The target was overstated.
Number of Grade R practitioners employed in public ordinary schools per quarter	5200	5,229	29	0,55%	The PPN and the previous year's learner statistics resulted in an increase in the planned output.
Number of ECD practitioners trained	4400	Nil	-4,400	-100%	Budgetary constraints resulted in no training taking place; however DSD have been doing their own training for some ECD Practitioners.
Percentage of learners enrolled in Pre-grade R	30%	No data	-	-	Department of Social Development implements and reports on Pre-grade R.
Programme 7: Examination and Education Related Services					
Number of learners in Grade 12 who wrote National Senior Certificate (NSC) examinations	135,255	116,155	-19,100	-14,12%	The multiple examination opportunities have resulted in the decrease of numbers in full time schools.
Number of learners who passed National Senior Certificate (NSC)	101,844	88,488	-13,356	-13,11%	There are learners who did not write a full NSC examination. These are progressed learners who opted for modularisation. These learners have written in May/June 2019.
Number of learners who obtained Bachelor passes in the National Senior Certificate (NSC)	40,531	38,573	-1,958	-4,83%	This is higher in % but numbers are showing that the bachelors are less than targeted. This is a question of a difference between percentage and actual numbers
Number of learners who passed Maths in the NSC examinations	33,357	31,191	-2,166	-6,49%	Paper 2 was problematic. The cognitive demand of questions show that guidelines were not fairly followed.
Number of Grade 12 achieving 50% or more in Mathematics	16,123	10,850	-5,273	-32,70%	Paper 2 was problematic. The cognitive demand of questions show that guidelines were not fairly followed.
Number of learners who passed Physical Science in the NSC examinations	34,145	29,919	-4,226	-12,37%	In % the department has exceeded the target. However, numbers are less. This is due to the fact some of the learners did not write this subject yet they registered

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

Risk management policy and strategy

The Department has a Risk Management Policy which was approved during the 2015/2016 financial year. The Department has a Risk Register 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 (CARC).

A Risk Maturity exercise was conducted by the Risk Management Unit within the Provincial Treasury Internal Unit to assist the Department in strengthening and improving the Risk Management in the Department. As a result, an Improvement Plan has been developed which includes a review of the Department's Risk Management Policy and Strategy which will be finalised during the 2019/2020 financial year. Progress on the Risk Maturity Improvement Plan is also reported quarterly to the Cluster Audit and Risk Committee.

Risk assessments

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.

During the year, risk assessments were conducted on Occupational Health & Safety (OHS), Information Technology (IT), 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.

Risk Management Committee

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.

Audit Committee

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 CARC which sits on a quarterly basis.

Management of risks

The culture of risk management is evolving in the Department. In addition to the existing risk register, the Department has developed an improvement plans and IT, BCM, OHS and Fraud Risk Registers on the basis of the risks identified and the outcome of both internal audit and Auditor-General reports released. The implementation of the improvement plans and the risk registers has intensified mitigating strategies and the interventions by respective branches, chief directorates and directorates. The progress on implementation of these action plans are reported on a quarterly basis to the CARC. The Internal Audit Unit in Provincial Treasury also conducts a verification of resolved issues and reports to the CARC on whether the action plans have been implemented adequately and effectively by management to address or mitigate these risks.

3. FRAUD AND CORRUPTION

Fraud prevention plan

The Department has a Fraud Prevention Plan which 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 of the current Fraud Prevention Plan by Provincial Treasury and which includes the revision of the Department's Fraud Prevention Plan which will be finalized in the 2019/2020 financial year. Progress on the implementation of the Fraud Prevention Improvement Plan is reported quarterly to the CARC.

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

Mechanisms to report fraud and corruption

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 report allegations of fraud anonymously to the National Anti-Corruption Hotline (NACH) established within the Public Service Commission.

Reporting of Fraud Cases

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 has an approved Declaration of Interest Policy. All employees must declare their registrable interest on or before 30 April each year.

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

- All senior management members are required to annually complete their Declaration of Interest on the e-disclosure reporting tool of the Department of Public Service Administration.
- During 2018-2019, 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.

5. CODE OF CONDUCT

The Department's Code of Conduct and Business Ethics 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.-

The Department is currently reviewing the Code of Conduct and Business Ethics Policy which will be finalized in the 2019/2020 financial year.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

The Department implements a departmental Occupational Health and Safety (OHS) policy. We ensure that the occupants of our 88 buildings are in a clean, safe, secure environment and free from serious recognized hazards. The Department encourages all employees to adopt an injury and risk prevention program. The injury and risk prevention programmes have substantially reduced the number and severity of workplace injuries and alleviated the associated financial burdens on the Department. In order to ensure on-going safety of the employees and in compliance with the Occupational Health and Safety Act, OHS committees were established and OHS representatives were appointed at all offices. The provision of training programmes for OHS representatives, first aiders and fire marshals were initiated. The Department has also developed and conducted advocacy on emergency evacuation procedures and identified adequate emergency exists. The OHS representatives are responsible to ensure that the OHS objectives and targets are achieved and monitored.

7. PORTFOLIO COMMITTEES

DATE OF MEETING	MATTER RAISED BY PORTFOLIO COMMITTEE	DEPARTMENT RESPONSE .
12 June 2018	1. Fourth Quarter Report 2017/18: Financial and Non-Financial 2. Analysis of First Quarter Matric Results of 2018 3. LTSM report on Managing agent 4. MST Grant report 5. Responses to Resolutions: 5.1 2017 Youth Parliament Resolutions 5.2 2017 Women Parliament Resolutions 5.3 2018 School Functionality Resolutions 5.4 SCOPA Resolutions 5.5 Finance Portfolio Committee Resolutions 7. Functionality Issues 7.1 Update report the appointment of the Principal at Mzwangedwa Secondary(Maphumulo) 7.2 Progress report on Luphaphe High school functionality 7.3 Namaneni Secondary (Building of the new school) 7.4 Ludimbi Primary school (Ferry boat and building of the bridge) 7.5 Progress report on Sacred Heart School Functionality 7.6 Entokozweni Special School Functionality 8. Update of the appointment of school principal position as per HR circulars 39 & 59 9. Sports Massification	The Department responded by providing all the requested reports to the Committee

24 July 2018	1. Report on Modularised Learners (May / June) 2. LTSM Report on the Managing Agent 3. MST Grant Business Plan 4. Schools Sports Massification Programme 5. Responses to Resolutions of the following: 5.1 Youth Parliament 5.2 Women's Parliament 5.3 School Functionality Resolutions 5.4 SCOPA Resolutions 5.5 Finance Portfolio Committee Resolutions 6. School Functionality Matters 6.1 Namaneni Secondary Report 6.2 Sacred Heart Secondary Report 6.3 Luphaphe High School 6.4 Entokozweni Special School 6.5 Nkanyezini Special School 6.6 Ludidi Primary School (Learner Transport Matter) 7. General Update on the Implementation of HRM 39 and 59 7.1 Okumhlophe Secondary School 7.2 Mzwangedwa Secondary School 8. Handing over of the FIS report to the MEC and the Department 9. Signing of the AOP 2018/2019	The Department responded by providing all the requested reports to the Committee

21 September 2019	1. 1st Quarter Report 2018/19 (Financials and non-financials 2. 2017/18 Annual Report 3. June Exam Analysis and Exam Readiness 4. Tabling of a first 2019/20/20 APP 5. Responses to Resolutions : 5.1 Responses to 2017 Senior Citizens Parliament 5.2 Responses to 2017 Disability Parliament 6. School Functionality Issues : 6.1 Special School : Admission for Autistic Learner 6.2 Inkosi Mgwazeni Infrastructure 6.3 Gratuity Payout 6.4 Insizwakazi School Response on the allegations 6.5 Provision of viable solution to Mashunka Learners crossing uthukela River to Ludimbi Primary School. 6.6 Damorosa School Matter 6.7 Cool Air Secondary School	The Department responded by providing all the requested reports to the Committee
October 2018	1. Impact Analysis on NSNP 2. LTSM Presentation 3. Update on the HRM 59/39 (Principal's Appointments) 4. Readiness of the Department with regards to the fourth industrial revolution 5. State of Grade R in the KZN Province 6. Functionality Issues 6.1 Special School : Admission for Autistic Learner 6.2 Inkosi Mgwazeni Infrastructure 6.3 Gratuity Payout 6.4 Insizwakazi School Response on the allegations 6.5 Provision of viable solution to Mashunka Learners crossing uthukela River to Ludimbi Primary School. 6.6 Damorosa School Matter 6.7 Cool Air Secondary School	The Department responded by providing all the requested reports to the Committee

15 November 2018	1.	2nd Quarter Performance Report (Financial and Non-Financial)	The Department responded by providing all the requested reports to the Committee
	2.	LTSM Presentation	
	3.	2018/19 Adjusted Budget Estimate – Key Focus Areas	
	4.	State of Grade R in the KZN Province	
	5.	Impact analysis on the NSNP	
	6.	Update on the HRM 59 (Principal's Appointment)	
	7.	Security Plan for Schools	
	8.	Drug Testing Policy in Schools	
	9.	Report on Teachers with Fake Qualifications	
	10.	Update on Charges and Suspended Office-based officials	
	11.	Functionality issues at schools as per Agenda of 16 October 2018	

8. SCOPA RESOLUTIONS

Resolution No.	Subject	Details	Response by the department
Resolution 75/2018: Department of Education: Emphasis of matter: Impairments	Noting that: As disclosed in note 10.5 to the financial statements, staff debt receivables of R318, 50 million were impaired as a result of debts owed by ex-employees which were outstanding for 3 or more years. Due to the non -finalisation of collection of these debts, the Auditor-General has recommended that they be impaired. The Department is in the process of outsourcing the outstanding collection of ex- employees' debts to debt collection agencies. The Terms of Reference (TOR's) are currently at BID committees for approval.	The Committee resolves:- That the Accounting Officer provides a progress report to the Committee by 31 January 2019 on the collection of ex-employees' debts.	It must be noted that the HOD had appointed a Task Team to implement the collection of Debts. The following are the roles and Responsibilities of the Team Visit district offices to review debt initiation processes and identify challenges in collecting. Assist districts in implementing HR circulars in respect of initiating and collecting in-service debt. Review and institute immediate collection of in-service debt. Review termination procedures and review compliance with HR circulars. Make recommendations to HR on gaps identified and areas of improvements. The Department is in the process of procuring the services of Debt Collectors The closing date for the tender was the 13 December 2018. The tender is now at the bid adjudication stage
Resolution 76/2018: Department of Education: Expenditure management: Irregular expenditure	Noting that: Effective and appropriate steps were not taken to prevent irregular expenditure, as disclosed in note 25 to the annual financial statements, as required by section 38(1)(c)(ii) of the PFMA and Treasury regulation 9.1.1. The Department incurred irregular expenditure of R4.726 440 million in 2017/18. The majority of the irregular expenditure (97,6%), was caused by the Department not complying with the Supply Chain Management regulations.	The Committee resolves:- That the Accounting Officer reports to the Committee by 31 January 2019 on: [1] The measures that have been instituted by the Department to prevent a recurrence of irregular expenditure and to create effective internal control in respect of laws and regulations. [2] That a report be submitted on action taken against those officials who did not take effective steps to prevent irregular expenditure. [3] That the Department should provide progress reports to the Portfolio Committee on the appointment of new service providers.	[1] The measures that have been instituted by the Department to prevent a recurrence of irregular expenditure and to create effective internal control in respect of laws and regulations. The amount declared as Irregular Expenditure for NSNP is R1 078 777 ('000) which is 98% of the total Irregular Expenditure (IE) for the current year. The Department had advertised a tender for the supply of Nutrition in schools. In the tender document there was a provision of 120 days as the validity period for the finalization of the process but the Department had taken 150 days to complete the process due to volume of bidders. Due to the Department exceeding the validity period the Bid Tribunal recommended the MEC of Finance to set aside the bid as the Department failed to obtain consent form the 14 000 bidders. This then led to the bid being regarded as irregular. In order to prevent a recurrence of this the NSNP directorate together with SCM has put in place measures to ensure that the bid is managed more efficiently and the filing and recording is effectively organised and electronic. The Department is also recommending dedicated teams to deal with the evaluation and the adjudication of the tenders as done in the previous NSNP Bid. The department has also increased the validity period to 180 days

Resolution No.	Subject	Details	Response by the department
			[2] That a report be submitted on action taken against those officials who did not take effective steps to prevent irregular expenditure. All irregularities have been sent to Internal Control to investigate and advice the Accounting Officer on what action to be implemented [3] That the Department should provide progress reports to the Portfolio Committee on the appointment of new service providers. The Department prepared and presented a management plan to oversight committees for the preparation of the re-advertisement of the NSNP tender. The management plan was followed to the letter and the time frames indicated in the management plan were all met with the last date being the re-advertising of the tenders in November 2018. The re-advertisement was issued to the public together with the closing dates for the closing of bids. The Department had then to prepare a plan for the closing of bids and the processing of responses. The Department has completed the closing of 50% of the bids and plans to complete the closing of bids in all districts by 31 January 2019. Soon thereafter, the Department will follow the management plan to the letter to appoint service providers
Resolution 77/2018: Department of Education: Payments not made within 30 days	Noting that: Some payments were not always made within 30 days after the receipt of invoices or within an agreed upon period as required by Treasury regulation 8.2.3.	The Committee resolves:- That the Accounting Officer report to the Committee by 31 January 2019 on: [1] The systems that have been established to ensure that payments are effected within 30 days or within an agreed upon period as required by Treasury regulation 8.2.3. [2] The measures that have been put in place to discipline officials who do not adhere to Treasury regulations.	[1] The systems that have been established to ensure that payments are effected within 30 days or within an agreed upon period as required by Treasury regulation 8.2.3. [2] The measures that have been put in place to discipline officials who do not adhere to Treasury regulations. All cases where Treasury regulations are not followed are sent to Internal Control and Labour Relations to be investigated

Resolution No.	Subject	Details	Response by the department
Resolution 78/2018: Department of Education: Employees doing business with government	Noting that: Disciplinary action against 14 employees doing business with the Department is still in progress and is anticipated to be completed by 30 November 2018. The Department has requested supporting documentation from various state institutions to assist with the disciplinary processes of 51 employees doing business with other state institutions. It is anticipated that the disciplinary action will be completed by 14 December 2018.	The Committee resolves:- That the Accounting Officer provides a report to the Committee by 31 January 2019 on: [1] The outcomes of the disciplinary action against employees doing business with the Department. [2] The outcomes of the disciplinary action against employees doing business with other state institutions.	Employees doing business with the Department Disciplinary action against the 14 employees is still underway. The few remaining cases will be finalized by 15 February 2019. Employees doing business with other state institutions The Department experienced challenges with obtaining the supporting documentation from the other state institutions. However, it is anticipated that these disciplinary cases will be finalised by 15 February 2019 using the available supporting documentation in possession of the Department.
Resolution 79/2018: Department of Education: Investigations	Noting that: Investigations are currently in progress on 16 employees reported as doing business with the Department in the 2017/18 Auditor-General's report and are anticipated to be completed by 30 November 2018. Investigations are currently in progress on 89 employees reported as doing business with other state institutions in the 2017/18 Auditor-General's report and are anticipated to be completed by 30 November 2018. Ninety-three (93) cases relating to various allegations of mismanagement of school funds, false qualifications, employees unaccounted for and invalid payments, were referred to the internal control and risk management section of the Department. Fifty-four (54) cases were finalised and thirty-nine (39) cases were still in progress. Twenty-six (26) cases were referred to the Provincial Treasury forensic unit to be investigated. These investigations related mainly to allegations of procurement irregularities and mismanagement of funds. Thirteen (13) investigations had been completed and thirteen (13) were still in progress. Of the completed cases, seven (7) disciplinary processes were finalised, six (6) criminal cases were registered with the South African Police Services. In two (2) cases disciplinary hearings were in progress. In three (3) cases, the employees resigned prior to disciplinary hearings and in one (1) case, the employee passed away prior to the disciplinary process being completed.	The Committee resolves:- [1] That the Accounting Officer provides a progress report on all investigations to the Committee by 31 January 2019. [2] That the report must also cover the implementation of recommendations arising from the finalised investigations.	Employees doing business with the Department Investigations have been finalized. Disciplinary action is in progress and is anticipated to be completed by 15 February 2019. Employees doing business with other state institutions The total number of employees that were under investigation for doing business with the Department is 88(89 – 1 employee no longer in-service) which includes 51 employees for 2016/2017 and 37 employees for 2017/2018. As previously reported, the Department experienced challenges in obtaining the supporting documentation from the other state institutions. However, it is anticipated that the disciplinary action will be completed by 15 February 2019.

Resolution No.	Subject	Details	Response by the department
Resolution 110/2018: Transversal resolution: Human Resources Management: Vacancies	Noting: (a) The high number of vacancies which exist in Senior Management positions within departments and public entities and the adverse effect this is having on the findings of the Auditor-General particularly on financial and performance management, compliance with laws and regulations, leadership and governance. (b) Certain departments and public entities were experiencing difficulties in their recruitment processes, including delays due to verification of qualifications and vetting of applicants and having to re-advertise posts repeatedly due to the unavailability of suitable candidates for the position.	The Committee resolves:- That the Accounting Officers of the relevant departments and Accounting Authorities report to the Committee by 31 January 2019 on the following: [1] A list of vacant senior management posts in their respective departments. [2] An updated report on a number of filled posts and vacant posts and the anticipated time frame for filling of posts. [3] That the Portfolio Committees monitor the filling of all vacant funded posts in departments, especially key positions and senior management positions.	3.1 The department advertised a total of 21 SMS posts under HRM Vacancy Circular No. 50 of 2018, and is currently in the process of finalizing recruitment processes for these posts. 3.2 The Department also advertised a total of 102 Circuit Management posts under HRM Vacancy Circular No.55 of 2018. 3.3 A total of 97 HR and Finance Deputy Director / Assistant Director Posts were advertised on the 10th October 2018 through HRM Circular No. 58 of 2018. The selection process will commence within the first week of February 2019. 3.4 On 11 November 2018, the Department advertise 83 LSEN posts and 11 Public Service posts under HRM Vacancy Circular No.59 and 64 respectively with a closing date of 31 January 2019. The selection processes will commence in February 2019. 3.5 All other remaining posts will be advertised in a staggered fashion. The department is anticipating to finalize recruitment processes for all SMS posts by 31 March 2019.
Resolution 111/2018: Transversal Resolution: Irregular expenditure	Noting that: (a)Irregular expenditure of R9.917 billion incurred in the 2017/18 financial year was 100% due to non-compliance with SCM legislation. (b)The main areas of non-compliance were: • Procurement without a competitive bidding or quotation process • Non-compliance with procurement process requirements • Non-compliance with legislation on contract management	The Committee resolves: That Accounting Officers and Accounting Authorities submit a report by 31 January 2019 on: [1]The reasons for the irregular expenditure. [2] Who was responsible for making or permitting the irregular expenditure [3]Steps taken against officials responsible for irregular expenditure. [4]Measures put in place to prevent a recurrence. [5] An assessment of the effectiveness of the measures put in place.	Please refer to Resolution 76/2018: Department of Education: Expenditure management: Irregular expenditure

Resolution No.	Subject	Details	Response by the department
Resolution 112/2018: Transversal Resolution: Fruitless and Wasteful expenditure	Noting that: That the following departments and entities incurred fruitless and wasteful expenditure in the 2017/2018 financial year. • Agriculture and Rural Development – R1 311 000 • Education – R169 966 000 • Health – R8 949 000 • Human Settlements – R948 000 • Community Safety and Liaison – R25 000 • Co-operative Governance and Traditional Affairs – R215 000 • Social Development – R2. 825 million	The Committee resolves:- That the Accounting Officers and Accounting authorities report to the Committee by 31 January 2019 on the following: [1] The reasons for the fruitless and wasteful expenditure incurred. [2] Action taken against those officials responsible for incurring the fruitless and wasteful expenditure and steps taken to recover the monies involved. [3] Measures put in place to ensure that fruitless and wasteful expenditure does not occur in future.	• The reasons for the fruitless and wasteful expenditure incurred. • Fruitless expenditure reported for the 2017/18 financial year is R631 352. The amount quoted above is a cumulative figure. • The fruitless expenditure incurred in 2017/18 represents, in the main, interest paid on domestic accounts. Most municipalities start charging interest on the 7th of the month following the month of service. All effort is made to get invoices and process payments on time, however payments are usually disbursed after the 7th on BAS and in such instances interest is unavoidable. • The PFMA states that invoices must be paid within 30 days, however municipalities start charging interest after 7 days. • [2]Action taken against those officials responsible for incurring the fruitless and wasteful expenditure and steps taken to recover the monies involved. • No action has been taken as there is no official who deliberately or negligently caused the delays, however if there is evidence that an official was responsible for the delay, the matter is referred to internal control for investigation. • [3] Measures put in place to ensure that fruitless and wasteful expenditure does not occur in future. • Engagements have been held with municipalities to have them e-mail invoices as soon as they are generated, however internal verification processes must also be done to ensure that correct and valid amounts are paid. There is no wrongdoing that can be assigned to officials as invoices are paid within 30 days.

Resolution No.	Subject	Details	Response by the department
Resolution 113/2018: Transversal resolution: Procurement and contract management	Noting that: (a)Some of the commodities designated for local content and production were procured from suppliers who did not submit declarations on local production and content as required by the preferential procurement regulations of 2017, issued in terms of the PPPFA. (b)Some contracts were extended or modified without the approval of a properly delegated official as required by section 44 of the PFMA and treasury regulations 8.2.1 and 8.2.2. (c) The preference point system was not applied in the procurement of some goods and services above R30 000 as required by section 2(a) of the PPPFA and treasury regulations 16A6.3(b). (d)Some awards were not adjudicated by a bid adjudication committee as required by treasury regulations 16A6.1.	The Committee resolves:- That the Accounting Officers of the relevant departments and Accounting Authorities of relevant public entities report by 31 January 2019 on: [1] Monitoring and control measures which are in place to ensure that SCM requirements are complied with. [2] Disciplinary measures taken against those who appoint service providers without following SCM processes and treasury regulations.	[1] Not Applicable [2] Not Applicable
Resolution 114/2018: Transversal resolution: Payments not made within 30 days	Noting that: Payables in certain departments and public entities exceeded the required payment term of 30 days from the date of receipt of an invoice, as required by Treasury Regulation 8.2.3. (b)Most departments do not comply with the 30 days' payment policy and the amounts incurred would therefore have constituted unauthorized expenditure had the amounts due been paid in a timely manner.	The Committee resolves:- That the Accounting Officers of the relevant departments and Accounting Authorities report by 31 January 2019 on: [1] Strategy put in place to ensure that invoices are tracked and that payments are made within the required term of 30 days. [2] Steps taken against officials who are responsible for failure to pay service providers on time.	Kindly refer to Resolution 77 of 2018.

Resolution No.	Subject	Details	Response by the department
Resolution 115/2018: Transversal resolution: Consequence management	Noting that: Government employees doing business with the state. Notwithstanding the root cause of irregular expenditure and fruitless and wasteful expenditure being non-compliance with SCM Legislation, many Departments are not implementing "Consequence Management" and in some instances transgressions by officials are either not investigated at all, despite findings by the Auditor-General thereon or are not dealt with adequately.	The Committee resolves:- That the Accounting Officers of the relevant departments and Accounting Authorities report by 31 January 2019 on: [1] Investigations pertaining to transgressions by officials that have been concluded or are in progress. [2] Details of the transgressions investigated. [3] Time frames for completion of pending investigations. [4] Disciplinary steps taken. [5] Steps taken to recover monies/losses and progress thereon. [6] Criminal matters opened and progress thereon.	Irregular Expenditure The investigations for 53 employees doing business with the state during 2017/2018 financial year is complete. Disciplinary action is currently underway for 16 employees doing business with the Department and 37 employees doing business with other state institutions. It is anticipated that these cases will be finalised by 15 February 2019. The bulk of the irregular expenditure was as result of exceeding the validity period of 120 days for the NSNP tender process (which was completed in 150 days). This resulted in the extension of existing contracts. There was no loss to the Department as the services were provided. Fruitless and Wasteful Expenditure The fruitless and wasteful expenditure amounted to R631 000 for 2017/2018 financial year. This was mainly due to the interest charged on utility bills which was as a result of the late receipt of utility bills through the postal system. Therefore no individual can be held accountable as this is beyond the control of the Department.
Resolution 116/2018: Transversal Resolution: Provincial Treasury: Qualifications verification and vetting	Noting that: (a)Irregular expenditure is incurred perpetually across departments. As a result departments undertake to train their SCM and Finance in order to capacitate them in preventing future recurrence. (b)Despite the training conducted, irregular expenditure continues to be incurred. (c)There seems to be no action taken against those who are responsible for incurring irregular expenditure.	The Committee resolves:- That the Provincial Treasury submits a report to the Committee by 31 January 2019 on the following from all departments: [1] A list of SCM and Finance managers within all departments and their qualifications. [2] Proof that their qualifications were verified and that vetting was conducted on these employees to determine if they have criminal records.	Noted.

Resolution No.	Subject	Details	Response by the department
Resolution 117/2018: Transversal Resolution: Supply Chain Management	Noting that: (a) Most departments and public entities do not comply with SCM requirements. (b)Procurement is conducted without competitive bidding or quotation processes. (c)There is non-compliance with legislation, procurement requirements and contract management.	The Committee resolves:- That the Accounting Officers of departments and Accounting Authorities report by 31 January 2019 on: [1] Reasons for non-compliance. [2] Steps taken against those responsible for non-compliance with SCM requirements and steps taken to recover monies lost.	Reasons for non-compliance Instability created by the non-filling of critical SCM posts at head office and districts contributed to non-compliance with some SCM requirements, The movement of the director and chief director SCM further exacerbated the instability in the unit. [2] Steps taken against those responsible for non-compliance with SCM requirements and steps taken to recover monies lost Cases of non-compliance with SCM requirements are referred to Internal Control for investigation. Where wrongdoing is confirmed, appropriate action is taken as per Internal Control's recommendation to the Accounting Officer. These may be internal disciplinary processes and/ or criminal cases.
Resolution 118/2018: Transversal resolution: Investigations	Noting that: (a) Most departments and public entities have investigations that have been completed or are in progress. (b) Some investigations are referred to Provincial Treasury or to independent investigative firms. (c) Most investigations have been going on for a long period of time without being finalised.	The Committee resolves:- That the Accounting Officers of departments and Accounting Authorities of public entities report to the Committee by 31 January 2019 on the following: [1] Investigations which are currently underway in the departments and public entities and the deadline set for completion of these investigations. [2] Investigations which were completed in the 2016/17 and 2017/2018 financial years. [3] Steps taken to implement the recommendations contained in the reports on investigations, including the disciplinary and criminal cases initiated and recovery of monies by way of civil proceedings.	The Department currently has 81 cases of which 28 investigations are currently in-progress. Due to the lack of capacity, the Department has appointed service providers to assist with the backlog. The Department is also in process of establishing a panel of forensic investigators for a period of 3 years. It is very difficult to predict how long these investigations will take to complete but once the panel has been appointed, the backlog of cases will be allocated and is anticipated to be completed by 31 December 2019.

Resolution No.	Subject	Details	Response by the department
Resolution 120/2017: Department of Education (Vote 5): Unauthorised Expenditure of R78 839 000 incurred in 2016/17	Noting that: (a)The Department incurred over-expenditure of R78.839 million in Programme 5: Early Childhood Development for the 2016/17 financial year. (b)The over-expenditure in Programme 5 was a result of Grade R fully qualified teachers previously being paid in Programme 2. This has been corrected, whereby Grade R fully qualified teachers are being paid from Programme 5: Early Childhood Development. (c)Due to under-spending in other programmes the vote of the Department as a whole was not overspent.	The Committee resolves: That in terms of Section 34(1)(b) of the Public Finance Management Act No. 1 of 1999 the unauthorised expenditure disclosed in the 2016/2017 annual financial statements of the Department of Education amounting to R78 839 000 be authorised as a direct charge against the Provincial Revenue Fund.	Noted

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

1. KEY ACTIVITIES AND OBJECTIVE OF THE INTERNAL AUDIT

1.1 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

1.2 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.

2. SUMMARY OF WORK DONE

Internal Audit conducted the following reviews during the current financial year:

Legislated Audits:

- Performance Information

Risk Based Audits:

- Supply chain management at Districts
- Early Childhood Development
- Learner enrolment verification
- School Management
- Human Resource Management
- EPWP: Waste Management Programme
- General Accounting Controls

Follow up reviews

- Follow up reviews on previous Internal audit findings
- Follow up on Auditor General's Action plans

IT Audits:

- Network Vulnerability Assessment
- Software Licensing and Spend
- Follow up previous IT findings

3. KEY ACTIVITIES AND OBJECTIVES OF THE AUDIT COMMITTEE

3.1 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 and Administration Cluster
- Economic Sector and Infrastructure Development Cluster
- Social Protection, Community & Human Development Cluster

The Department of Education is governed by the Economic Cluster Audit & Risk Committee which is constituted by 4 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.

3.2 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 AGSA 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 AGSA.

Comment on its evaluation of the annual financial statements, the interim financial reports, the preliminary announcement of the AGSA 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 AGSA (TR 3.1.15).

AUDIT COMMITTEE MEMBERS DETAILS & PARC MEETINGS 2018/19:

Name	Qualifications	Internal or External member	If Internal, position in the Department	Date Appointed	Date Contract Renewed	Contract Review Date	No of PARC Meetings Attended
Mr S P Simelane (Acting Chairperson of PARC and Economic CARC)	CA(SA)	External	N/A	23 February 2015	31 October 2018	31 May 2021	8 of 8
Mr P Christianson (Economic CARC)	CA(SA)	External	N/A	23 February 2015	31 October 2018	31 May 2021	8 of 8
Mr V Ramphal (Economic CARC)	CA(SA)	External	N/A	23 February 2015	31 October 2018	31 May 2021	8 of 8
Ms T Njozela	MBA	External	N/A	23 February 2015	31 October 2018	31 May 2021	8 of 8
Mr D O'Connor	CA(SA)	External	N/A	23 February 2015	31 October 2018	31 May 2021	8 of 8
Ms N Sithole	CA (SA)	External	N/A	01 May 2018	-	31 May 2021	8 of 8
Mr M Tarr	MSc Agricultural Economics	External	N/A	01 May 2018	-	31 May 2021	8 of 8

AUDIT COMMITTEE MEMBERS CARC MEETINGS 2018/19: SOCIAL CLUSTER

#	Audit Committee Members	Social Cluster											
	Reporting period and Number of sessions per Cluster	Q1			Q2			Q3			Q4			Q4
		1	2	3	1	2	3	1	2	3	1	2	3	1
1	Mr Siyakhula Simelane: ***(Acting Chairperson : PARC, G&A and Eco Clusters)***	-	-	-	-	-	-	-	-	-	-	-	-	√
2	Mr Peter Christianson: ***(Acting Chairperson: Social Cluster)***	√	√	√	√	√	√	√	√	√	√	√	√	-
3	Ms Thobeka Njozela *(Member)*	√	√	√	√	√	√	√	√	√	√	√	√	-
4	Mr David O'Connor *(Member)*	√	√	-	√	√	√	√	√	√	√	√	√	-
5	Mr Vereesh Ramphal *(Member)*	-	-	-	-	-	-	-	-	-	-	-	-	X
6	Ms Niniza Sithole *(Member)*	√	√	X	√	√	√	√	√	√	√	√	√	-
7	Mr Mike Tarr *(Member)*	-	-	-	-	-	-	-	-	-	-	-	-	√

*Notes:

*CARC Sessions per quarter: Social Cluster – **3 Days**, N/A (-), Attended (√)*

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 2019.

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

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

** refers to PARC members who did not serve on the Social CARC*

3. 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:

- Learner Enrolment Verification;
- Performance Information;
- School Management and Governance;
- Supply Chain Management;

- Expenditure management – irregular expenditure;
- Staff and ex-staff debt management;
- Human Resource Management;
- General Accounting Controls;

The Committee notes the significant number of areas in which control weaknesses 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 logs is a cause for concern for the Committee.

4. 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 twenty-two (22) audit assignments for the period under review, of which sixteen (16) were finalised, one (1) was cancelled and five (5) were carried over to the next financial year with the approval of the Audit Committee.

The Committee noted with extreme concern that only 73% of the operational audit plan for the year had been completed, due to the financial and human resource limitations imposed upon PIAS. The Committee urged the management of Provincial Treasury and PIAS to urgently address the factors which had negatively impacted the performance of PIAS during the year under review in order to ensure that it continues to fulfil its mandate and add value to the department.

5. 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.

As at the 2018/19 financial year-end, the Department's risk register status was as follows:

	Risk Grouping					Total
	Critical	Major	Moderate	Minor	**Insignificant**	
Number of Identified Risks	1	9	10	0	0	20
Number of Identified Action Plans	5	39	40	0	0	84
Number of Completed Action Plans	4	7	15	0	0	26
No. of Completed Action Plans as a Percentage (%)	80%	18%	38%	n/a	n/a	31%

The Committee has, throughout the reporting period, been extremely concerned about the quality and the credibility of the Department's risk register as well as inadequate risk management committee oversight of the risk register and risk governance throughout the Department. The Committee does not believe that the risk register correctly reflects the risk environment within the Department. The low completion rate of the Department's risk mitigation as indicated in the table above is also a cause for concern and serves to confirm the Committee's unhappiness with the state of risk management in the Department.

With regard to other risk management initiatives, the Committee is equally concerned about the Department's compliance with the prescribed minimum risk management standards (particularly the poor capacitation of the risk management function and infrequent holding of risk management committee meetings), the low risk management maturity score (the Department has the lowest rating in the Social Cluster) and the low implementation of fraud prevention improvement plans. On a positive note, the Department is commended on the progress made on the implementation of business continuity management and occupational health and safety improvement plans.

In light of the above, the Committee has urged the PIAS Risk Team to intervene and actively assist the Department in developing credible risk assessments and risk registers for the Department.

The Department has been requested to reconfigure its risk management governance and to inculcate a culture of risk management through the Department – from schools through to head office. . The Department will only be able to achieve this by increasing the capacity of the risk management function to be in line with the size and complexity of the Department. The Department also needs to urgently address the fact that the 10 members of the reconfigured risk management committee have made little or no progress in completing the on-line risk management training.

6. 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 noted with concern the irregular expenditure due to the Department not complying with the validity period for the completion of the bid process in the previous financial year for the National School Nutrition Programme (NSNP).

Based on the reports of the PIAS and the Auditor General, the Committee notes with concern the numerous deficiencies identified in the usefulness and reliability of reported performance information due to the failure of the Department to implement adequate systems to collect, collate, verify and retain performance related data. The management of the department has been urged to implement the appropriate improvement strategies in order to address the identified shortcomings with immediate effect.

7. 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 around the usefulness and reliability of performance information reported, poor procurement and contract management, failure to prevent irregular and the failure to make payments within 30 days.
- Reviewed the conclusions regarding the usefulness and reliability of performance information and notes that record keeping has to be significantly improved to enable the production of accurate performance information in relation to material findings on Programme 2 – Public Ordinary Schools and Programme 5 – Early Childhood Development.

8. Forensic Investigations

During the period under review, the Committee noted that there were twenty three (23) forensic investigations from 1 April 2018 to 31 March 2019, all relating to alleged supply chain management and procurement irregularities and mismanagement of school funds and NSNP irregularities which the department has referred to the PIAS for investigation.

- Ten (10) of these investigations relating to Phase 1 were completed and thirteen (13) are in-progress.
- From the ten (10) matters completed all had disciplinary actions recommended, with three (3) matters being dealt with.
- The Committee further noted that four (4) matters are currently under criminal investigation by the South African Police Service (SAPS) and one (1) more matter is still to be registered.

The Department and the PIAS are urged to promptly finalize the outstanding investigations, and work together to implement recommendations made in the finalised investigations.

9. Auditor-General's Report

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 AG audit log and similarly the Internal Audit log. The Committee has met with the Auditor General of South Africa to discuss and evaluate the major 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. The Committee commends the Department for achieving an unqualified audit opinion.

10. 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

05 August 2019

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 2018/19 financial year the existing educator establishment comprises of **86737**.This excludes **2420** posts for the provision of substitute educators and **900** posts for the provision of Grade R educators. 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 was obtained for identified critical public service posts at schools and offices. Details of this are as follows:

- 33 Subject Advisors posts
- 102 Circuit Manager posts
- 21 SMS posts
- 33 Deputy Director: HR & Finance posts
- 66 Assistant Director: HR & Finance posts
- 92 various posts at LSEN Schools

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

Management of leave of absence

The Leave Determination was amended by DPSA and these amendments were conveyed to employees within this Department by way of HRM Circulars.

Clarity circulars were also issued regarding Utilisation of annual leave for school based public service personnel, leave for UPA, calculation of leave days for leave without pay, management of leave for shift workers, leave provisions for temporary employees and payment of leave gratuity. This has assisted in ensuring consistent implementation and reduction of audit queries.

The challenge of employees being on prolonged leave was addressed through HRM Circular No. 33 of 2018 which provided for the institution of incapacity procedures for employees who are on leave for more than 2 terms. It is expected that this will significantly reduce the compensation costs of the Department.

Movement of surplus educators:

The number of surplus educators was reduced from 978 to 695. This is largely due to the termination of services of unqualified educators which resulted in vacant posts being made available to accommodate surplus educators.

Filling of critical vacant post:

Notwithstanding the moratorium, all vacant educator posts at educational institutions were identified as being critical and consequently filled. Moreover, vacant educator promotion posts at schools were advertised in 1 bulletin resulting in the filling of 1 239 posts. The filling of educator posts at schools ensured that learners were provided with quality teaching and learning. In addition, approval was obtained for identified critical vacant public service posts at offices and schools to be filled. The processes to fill these posts are currently underway.

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 2018/19 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.

Assessment and moderation took place on quarterly basis and 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 identified employees who qualified for grade progression and payment was effected.**

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 RESOURCES 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 2018 and 31 March 2019

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	1 749 845	1 163 226	0,00	0,00	66,50	369,00
EARLY CHILDHOOD DEVELOPMENT	1 220 672	1 042 105	0,00	0,00	85,40	136,00
EXAMINATION & EDUCATION REL SERV	1 492 469	991 913	0,00	0,00	66,50	198,00
INDEPENDENT SCHOOL SUBS	84 028	0	0,00	0,00	0,00	0,00
INFRASTRUCTURE DEVELOPMENT	2 362 221	28 653	0,00	0,00	1,20	522,00
PUBLIC ORDINARY SCHOOL EDUCA	42 860 351	38 004 541	0,00	0,00	88,70	389,00
PUBLIC SPECIAL SCHOOL EDUC	1 214 051	1 039 169	0,00	0,00	85,60	334,00
Total as on Financial Systems (BAS)	50 983 637	42 269 607	0,00	0,00	82,90	362,00

Table 3.1.2 Personnel costs by salary band for the period 1 April 2018 and 31 March 2019

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)	590 711	1,39	3 886	152 010
02 Skilled (Levels 3-5)	2 745 345	6,46	11 486	239 017
03 Highly skilled production (Levels 6-8)	27 571 765	64,91	69 571	396 311
04 Highly skilled supervision (Levels 9-12)	10 865 675	25,58	17 745	612 323
05 Senior management (Levels >= 13)	59 389	0,14	49	1 212 020
11 Contract (Levels 3-5)	11 943	0,03	17	702 529
12 Contract (Levels 6-8)	8 946	0,02	24	372 750
13 Contract (Levels 9-12)	11 187	0,03	12	932 250
14 Contract (Levels >= 13)	3 486	0,01	2	1 743 000
18 Contract Other	33 575	0,08	527	63 710
19 Periodical Remuneration	37 078	0,09	3 512	10 558
20 Abnormal Appointment	535 902	1,26	9 887	54 204
TOTAL	42 475 002	100,00	116 732	363 869

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2018 and 31 March 2019

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	840 876	87,30	22 000	2,30	35 083	3,60	64 823	6,70
EARLY CHILDHOOD DEVELOPMENT	818 522	94,10	5	0,00	19 546	2,20	31 611	3,60
EXAMINATION & EDUCATION REL SERV	525 524	89,10	20 022	3,40	14 831	2,50	29 453	5,00
INFRASTRUCTURE DEVELOPMENT	20 866	94,90	0	0,00	464	2,10	654	3,00
PUBLIC ORDINARY SCHOOL EDUCA	28 045 132	90,30	2 038	0,00	1 159 489	3,70	1 838 832	5,90
PUBLIC SPECIAL SCHOOL EDUC	742 963	87,50	972	0,10	39 008	4,60	66 282	7,80
TOTAL	30 993 883	90,30	45 037	0,10	1 268 421	3,70	2 031 655	5,90

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2018 and 31 March 2019

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)	386 831	80,3	359	0,1	51 696	10,7	43 061	8,9
02 Skilled (Levels 3-5)	1 883 960	84,6	21 567	1,0	150 957	6,8	171 318	7,7
03 Highly skilled production (Levels 6-8)	20 064 787	89,9	15 080	0,1	839 291	3,8	1 388 474	6,2
04 Highly skilled supervision (Levels 9-12)	8 043 205	92,4	7 211	0,1	226 081	2,6	427 543	4,9
05 Senior management (Levels >= 13)	45 679	97,9	0	-	203	0,4	780	1,7
11 Contract (Levels 3-5)	10 111	96,4	215	2,1	83	0,8	75	0,7
12 Contract (Levels 6-8)	6 559	91,1	342	4,8	45	0,6	250	3,5
13 Contract (Levels 9-12)	9 010	96,3	147	1,6	65	0,7	134	1,4
14 Contract (Levels >= 13)	2 859	99,3	0	-	0	-	20	0,7
18 Contract Other	29 896	99,6	116	0,4	0	-	0	-
19 Periodical Remuneration	33 149	100,0	0	-	0	-	0	-
20 Abnormal Appointment	477 837	100,0	0	-	0	-	0	-
TOTAL	30 993 883	90,3	45 037	0,1	1 268 421	3,7	2 031 655	5,9

Employment and Vacancies

The tables in this section summarise the position with regard to employment and vacancies.

The following tables summarise the number of posts on the establishment, the number of employees, the vacancy rate, and whether there are any staff that are additional to the establishment.

This information is presented in terms of three key variables:

- programme
- salary band
- critical occupations (see definition in notes below).

Departments have identified critical occupations that need to be monitored. In terms of current regulations, it is possible to create a post on the establishment that can be occupied by more than one employee. Therefore, the vacancy rate reflects the percentage of posts that are not filled.

Table 3.2.1 Employment and vacancies by programme as on 31 March 2019

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
ADMINISTRATION, Permanent	4 345	3 154	27,4	536
EARLY CHILDHOOD DEVELOPMENT, Permanent	1 651	1 567	5,1	5
EXAMINATION & EDUCATION REL SERV, Permanent	1 584	1 178	25,6	-
INFRASTRUCTURE DEVELOPMENT, Permanent	60	54	10,0	-
PUBLIC ORDINARY SCHOOL EDUCA, Permanent	102 729	94 279	8,2	1 743
PUBLIC SPECIAL SCHOOL EDUC, Permanent	3 606	3 101	14,0	61
TOTAL	113 975	103 333	9,3	2 345

Table 3.2.2 Employment and vacancies by salary band as on 31 March 20ZZ

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	4 390	3 886	11,5	1
02 Skilled (Levels 3-5), Permanent	14 370	11 496	20,0	185
03 Highly Skilled Production (Levels 6-8), Permanent	74 862	69 571	7,1	1 557
04 Highly Skilled Supervision (Levels 9-12), Permanent	19 696	17 745	9,9	70
05 Senior Management (Levels >= 13), Permanent	71	49	31,0	-
11 Contract (Levels 3-5), Permanent	17	17	-	3
12 Contract (Levels 6-8), Permanent	24	24	-	6
13 Contract (Levels 9-12), Permanent	12	12	-	2
14 Contract (Levels >= 13), Permanent	2	2	-	-
TOTAL	113 975	103 333	9,3	2 345

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2019

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
ADMINISTRATIVE RELATED, Permanent	407	367	9,8	304
AGRICULTURE RELATED, Permanent	9	6	33,3	-
ARCHITECTS TOWN AND TRAFFIC PLANNERS, Permanent	4	3	25,0	-
ARCHIVISTS CURATORS AND RELATED PROFESSIONALS, Permanent	1	1	-	-
AUXILIARY AND RELATED WORKERS, Permanent	760	691	9,1	1
BOILER AND RELATED OPERATORS, Permanent	12	8	33,3	-
BUILDING AND OTHER PROPERTY CARETAKERS, Permanent	231	176	23,8	-
BUS AND HEAVY VEHICLE DRIVERS, Permanent	113	81	28,3	-
CIVIL ENGINEERING TECHNICIANS, Permanent	2	2	-	-
CLEANERS IN OFFICES WORKSHOPS HOSPITALS ETC., Permanent	3 747	3 291	12,2	-
CLIENT INFORM CLERKS(SWITCHB RECEPT INFORM CLERKS), Permanent	7	6	14,3	-
COMMUNICATION AND INFORMATION RELATED, Permanent	10	9	10,0	-
CONSERVATION LABOURERS, Permanent	6	6	-	-
EDUCATIONISTS., Permanent	3	-	100,0	-
ENGINEERING SCIENCES RELATED, Permanent	6	5	16,7	-
ENGINEERS AND RELATED PROFESSIONALS, Permanent	45	38	15,6	-
FARM HANDS AND LABOURERS, Permanent	68	61	10,3	-
FARMING FORESTRY ADVISORS AND FARM MANAGERS, Permanent	2	2	-	-
FINANCE AND ECONOMICS RELATED, Permanent	24	16	33,3	-
FINANCIAL AND RELATED PROFESSIONALS, Permanent	75	34	54,7	-
FINANCIAL CLERKS AND CREDIT CONTROLLERS, Permanent	305	248	18,7	-

FOOD SERVICES AIDS AND WAITERS, Permanent	150	128	14,7	-
FOOD SERVICES WORKERS, Permanent	1	1	-	-
GENERAL LEGAL ADMINISTRATION & REL. PROFESSIONALS, Permanent	1	1	-	-
GEOLOGISTS GEOPHYSICISTS HYDROLOGISTS & RELAT PROF, Permanent	1	1	-	-
HEAD OF DEPARTMENT/CHIEF EXECUTIVE OFFICER, Permanent	2	1	50,0	-
HEALTH SCIENCES RELATED, Permanent	1	-	100,0	-
HOUSEHOLD AND LAUNDRY WORKERS, Permanent	640	503	21,4	-
HOUSEHOLD FOOD AND LAUNDRY SERVICES RELATED, Permanent	18	18	-	-
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS, Permanent	177	89	49,7	-
HUMAN RESOURCES & ORGANISAT DEVELOPM & RELATE PROF, Permanent	67	35	47,8	-
HUMAN RESOURCES CLERKS, Permanent	748	603	19,4	206
HUMAN RESOURCES RELATED, Permanent	97	51	47,4	-
INFORMATION TECHNOLOGY RELATED, Permanent	6	6	-	-
LANGUAGE PRACTITIONERS INTERPRETERS & OTHER COMMUN, Permanent	5	5	-	-
LEGAL RELATED, Permanent	6	2	66,7	-
LIBRARIANS AND RELATED PROFESSIONALS, Permanent	7	3	57,1	-
LIBRARY MAIL AND RELATED CLERKS, Permanent	195	142	27,2	-
LIGHT VEHICLE DRIVERS, Permanent	86	61	29,1	1
LOGISTICAL SUPPORT PERSONNEL, Permanent	5	3	40,0	-
MATERIAL-RECORDING AND TRANSPORT CLERKS, Permanent	91	62	31,9	3
MESSENGERS PORTERS AND DELIVERERS, Permanent	61	29	52,5	-
MOTOR VEHICLE DRIVERS, Permanent	7	7	-	-
OCCUPATIONAL THERAPY, Permanent	2	2	-	1

OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS, Permanent	4 893	4 021	17,8	-
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS, Temporary	1	1	-	-
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS, Permanent	84	47	44,0	-
OTHER INFORMATION TECHNOLOGY PERSONNEL., Permanent	51	45	11,8	-
OTHER MACHINE OPERATORS, Permanent	3	1	66,7	-
OTHER OCCUPATIONS, Permanent	96 812	89 043	8,0	1 824
OTHER PRINTING TRADE WORKERS, Permanent	2	-	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	33	22	33,3	-
RISK MANAGEMENT AND SECURITY SERVICES, Permanent	7	5	28,6	-
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS, Permanent	222	168	24,3	2
SECURITY GUARDS, Permanent	3 515	3 079	12,4	-
SECURITY OFFICERS, Permanent	11	10	9,1	-
SENIOR MANAGERS, Permanent	71	42	40,8	-
SOCIAL SCIENCES RELATED, Permanent	4	4	-	3
SOCIAL SCIENCES SUPPLEMENTARY WORKERS, Permanent	3	1	66,7	-
SOCIAL WORK AND RELATED PROFESSIONALS, Permanent	9	9	-	-
STAFF NURSES AND PUPIL NURSES, Permanent	5	4	20,0	-
TRADE LABOURERS, Permanent	13	9	30,8	-
TOTAL	113 975	103 333	9,3	2 345

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 employees.

Filling of SMS Posts

The tables in this section provide information on employment and vacancies as it relates to members of the Senior Management Service by salary level. It also provides information on advertising and filling of SMS posts, reasons for not complying with prescribed timeframes and disciplinary steps taken.

Table 3.3.1 SMS post information as on 31 March 2019

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					
Salary Level 16	**1**	**1**	**100**	**-**	**-**
Salary Level 15	**4**	**2**	**50**	**2**	**50**
Salary Level 14	**14**	**10**	**71**	**4**	**29**
Salary Level 13	**52**	**37**	**71**	**15**	**29**
Total	**71**	**50**	**70**	**21**	**30**

Table 3.3.2 SMS post information as on 30 September 2018

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					
Salary Level 16	**1**	**1**	**100**	**-**	**-**
Salary Level 15	**4**	**2**	**50**	**2**	**50**
Salary Level 14	**14**	**10**	**71**	**4**	**29**
Salary Level 13	**52**	**37**	**71**	**15**	**29**
Total	**71**	**50**	**70**	**21**	**30**

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2018 and 31 March 2019

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					
Salary Level 16	**1**	**1**	**100**	**-**	**-**
Salary Level 15	**4**	**2**	**50**	**2**	**50**
Salary Level 14	**14**	**10**	**71**	**4**	**29**
Salary Level 13	**52**	**37**	**71**	**15**	**29**
Total	**71**	**50**	**70**	**21**	**30**

Table 3.3.4 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 2018 and 31 March 2019

Reasons for vacancies not advertised within six months

Reasons for vacancies not filled within six months

Notes

In terms of the Public Service Regulations Chapter 1, Part VII C.1A.3, departments must indicate good cause or reason for not having complied with the filling of SMS posts within the prescribed timeframes.

Table 3.3.5 Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 1 April 2018 to 31 March 2019

Reasons for vacancies not ad vertised within six months

Reasons for vacancies not filled within six months

Notes

In terms of the Public Service Regulations Chapter 1, Part VII C.1A.2, departments must indicate good cause or reason for not having complied with the filling of SMS posts within the prescribed timeframes. In the event of non-compliance with this regulation, the relevant executive authority or head of department must take appropriate disciplinary steps in terms of section 16A(1) or (2) of the Public Service Act.

Job Evaluation

Within a nationally determined framework, executing authorities may evaluate or re-evaluate any job in his or her organisation. In terms of the Regulations all vacancies on salary levels 9 and higher must be evaluated before they are filled. The following table summarises the number of jobs that were evaluated during the year under review. The table also provides statistics on the number of posts that were upgraded or downgraded.

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2018 to 31 March 2019

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
Lower Skilled (Levels1-2)							
01 Lower Skilled (Levels 1-2)	**4 390**	-	-	-	-	-	-
02 Skilled (Levels 3-5)	**14 360**	-	-	-	-	-	-
03 Highly Skilled Production (Levels 6-8)	**74 862**	-	-	-	-	-	-
04 Highly Skilled Supervision (Levels 9-12)	**19 696**	-	-	-	-	-	-
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	**541**	-	-	-	-	-	-
11 Contract (Levels 3-5)	**17**	-	-	-	-	-	-
12 Contract (Levels 6-8)	**24**	-	-	-	-	-	-
13 Contract (Levels 9-12)	**12**	-	-	-	-	-	-
14 Contract Band A	**1**	-	-	-	-	-	-
17 Contract Band D	**1**	-	-	-	-	-	-
TOTAL	**113 975**	-	-	-	-	-	-

The following table provides a summary of the number of employees whose positions were upgraded due to their post being upgraded. The number of employees might differ from the number of posts upgraded since not all employees are automatically absorbed into the new posts and some of the posts upgraded could also be vacant.

Table 3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2018 and 31 March 2019

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

Employees with a disability

The following table summarises the number of cases where remuneration bands exceeded the grade determined by job evaluation. Reasons for the deviation are provided in each case.

Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2018 and 31 March 2019

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
Total number of employees whose salaries exceeded the level determined by job evaluation				-
Percentage of total employed				-

The following table summarises the beneficiaries of the above in terms of race, gender, and disability.

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2018 and 31 March 2019

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

Employees with a disability

Notes

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**

Employment Changes

This section provides information on changes in employment over the financial year. Turnover rates provide an indication of trends in the employment profile of the department. The following tables provide a summary of turnover rates by salary band and critical occupations (see definition in notes below).

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2018 and 31 March 2019

Salary band	Number of employees at beginning of period-1 April 2018	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
01 Lower Skilled (Levels 1-2) Permanent	**4 038**	**12**	**135**	**3,3**
02 Skilled (Levels 3-5) Permanent	**12 751**	**1 229**	**1 403**	**11,0**
02 Skilled (Levels 3-5) Temporary	**2**	**-**	**1**	**50,0**
03 Highly Skilled Production (Levels 6-8) Permanent	**68 245**	**6 322**	**6 431**	**9,4**
04 Highly Skilled Supervision (Levels 9-12) Permanent	**18 248**	**54**	**1 306**	**7,2**
05 Senior Management Service Band A Permanent	**36**	**-**	**1**	**2,8**
06 Senior Management Service Band B Permanent	**10**	**-**	**-**	**-**
07 Senior Management Service Band C Permanent	**2**	**-**	**-**	**-**
08 Senior Management Service Band D Permanent	**1**	**-**	**-**	**-**
09 Other Permanent	**438**	**552**	**460**	**105,0**
11 Contract (Levels 3-5) Permanent	**23**	**159**	**157**	**682,6**
12 Contract (Levels 6-8) Permanent	**19**	**23**	**17**	**89,5**
13 Contract (Levels 9-12) Permanent	**13**	**1**	**2**	**15,4**
14 Contract Band A Permanent	**1**	**-**	**-**	**-**
15 Contract Band B Permanent	**1**	**-**	**1**	**100,0**
17 Contract Band D Permanent	**1**	**-**	**-**	**-**
TOTAL	**103 829**	**8 352**	**9 914**	**9,5**

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2018 to 31 March 2019

Critical occupation	Number of employees at beginning of period-April 2018	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
ADMINISTRATIVE RELATED Permanent	213	309	167	78,4
AGRICULTURE RELATED Permanent	7	-	-	-
ARCHITECTS TOWN AND TRAFFIC PLANNERS Permanent	4	-	-	-
ARCHIVISTS CURATORS AND RELATED PROFESSIONALS Permanent	1	-	-	-
AUXILIARY AND RELATED WORKERS Permanent	736	-	41	5,6
BOILER AND RELATED OPERATORS Permanent	10	-	-	-
BUILDING AND OTHER PROPERTY CARETAKERS Permanent	180	-	7	3,9
BUS AND HEAVY VEHICLE DRIVERS Permanent	85	-	4	4,7
CLEANERS IN OFFICES WORKSHOPS HOSPITALS ETC. Permanent	3 442	6	145	4,2
CLIENT INFORM CLERKS(SWITCHB RECEPT INFORM CLERKS) Permanent	7	-	1	14,3
COMMUNICATION AND INFORMATION RELATED Permanent	9	4	4	44,4
CONSERVATION LABOURERS Permanent	6	-	-	-
ENGINEERING SCIENCES RELATED Permanent	2	2	-	-
ENGINEERS AND RELATED PROFESSIONALS Permanent	40	1	2	5,0
FARM HANDS AND LABOURERS Permanent	65	-	4	6,2
FARMING FORESTRY ADVISORS AND FARM MANAGERS Permanent	2	-	-	-
FINANCE AND ECONOMICS RELATED Permanent	12	2	3	25,0
FINANCIAL AND RELATED PROFESSIONALS Permanent	33	3	5	15,2
FINANCIAL CLERKS AND CREDIT CONTROLLERS Permanent	249	-	5	2,0
FOOD SERVICES AIDS AND WAITERS Permanent	141	1	13	9,2
FOOD SERVICES WORKERS Permanent	1	-	-	-
GENERAL LEGAL ADMINISTRATION & REL. PROFESSIONALS Permanent	2	-	-	-
GEOLOGISTS GEOPHYSICISTS HYDROLOGISTS & RELAT PROF Permanent	1	-	-	-

HEAD OF DEPARTMENT/CHIEF EXECUTIVE OFFICER Permanent	1	-	-	-
HOUSEHOLD AND LAUNDRY WORKERS Permanent	545	2	41	7,5
HOUSEHOLD FOOD AND LAUNDRY SERVICES RELATED Permanent	20	-	-	-
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS Permanent	93	-	2	2,2
HUMAN RESOURCES & ORGANISAT DEVELOPM & RELATE PROF Permanent	38	-	3	7,9
HUMAN RESOURCES CLERKS Permanent	684	232	317	46,3
HUMAN RESOURCES RELATED Permanent	62	1	4	6,5
INFORMATION TECHNOLOGY RELATED Permanent	6	-	-	-
LANGUAGE PRACTITIONERS INTERPRETERS & OTHER COMMUN Permanent	5	-	-	-
LEGAL RELATED Permanent	3	-	1	33,3
LIBRARIANS AND RELATED PROFESSIONALS Permanent	3	-	-	-
LIBRARY MAIL AND RELATED CLERKS Permanent	150	-	5	3,3
LIGHT VEHICLE DRIVERS Permanent	64	1	3	4,7
LOGISTICAL SUPPORT PERSONNEL Permanent	5	-	2	40,0
MATERIAL-RECORDING AND TRANSPORT CLERKS Permanent	68	3	6	8,8
MESSENGERS PORTERS AND DELIVERERS Permanent	30	-	1	3,3
MOTOR VEHICLE DRIVERS Permanent	8	-	1	12,5
OCCUPATIONAL THERAPY Permanent	2	-	-	-
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS Permanent	4 189	161	312	7,4
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS Temporary	2	-	1	50,0
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS Permanent	52	-	2	3,8
OTHER INFORMATION TECHNOLOGY PERSONNEL. Permanent	47	-	2	4,3
OTHER MACHINE OPERATORS Permanent	1	-	-	-
OTHER OCCUPATIONS Permanent	89 040	7 607	8 709	9,8
PHOTOGRAPHIC LITHOGRAPHIC AND RELATED WORKERS Permanent	9	-	1	11,1
PHYSIOTHERAPY Permanent	1	-	1	100,0

PRINTING AND RELATED MACHINE OPERATORS Permanent	8	-	-	-
PROFESSIONAL NURSE Permanent	24	-	2	8,3
RISK MANAGEMENT AND SECURITY SERVICES Permanent	7	-	-	-
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS Permanent	170	9	8	4,7
SECURITY GUARDS Permanent	3 168	4	86	2,7
SECURITY OFFICERS Permanent	12	-	2	16,7
SENIOR MANAGERS Permanent	41	-	1	2,4
SOCIAL SCIENCES RELATED Permanent	1	3	-	-
SOCIAL SCIENCES SUPPLEMENTARY WORKERS Permanent	10	-	-	-
STAFF NURSES AND PUPIL NURSES Permanent	4	-	-	-
TRADE LABOURERS Permanent	8	1	-	-
TOTAL	**103 829**	**8 352**	**9 914**	**9,5**

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 employees.

The table below identifies the major reasons why staff left the department.

Table 3.5.3 Reasons why staff left the department for the period 1 April 2018 and 31 March 2019

Termination Type	Number	% of Total Resignations
01 Death, Permanent	**493**	**5**
02 Resignation, Permanent	**1 486**	**15**
03 Expiry of contract, Permanent	**6 069**	**61**
06 Discharged due to ill health, Permanent	**114**	**1**
07 Dismissal-misconduct, Permanent	**85**	**1**
09 Retirement, Permanent	**1 641**	**17**
09 Retirement, Temporary	**1**	**-**
10 Other, Permanent	**25**	**0**
TOTAL	**9 914**	**100**
Total number of employees who left as a % of total employment		9,5%

Table 3.5.4 Promotions by critical occupation for the period 1 April 2018 and 31 March 2019

Occupation	Employees 1 April 20YY	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
TOTAL					

Table 3.5.5 Promotions by salary band for the period 1 April 2018 to 31 March 2019

Salary Band	Employees 1 April 20YY	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
Lower skilled (Levels 1-2)					
Skilled (Levels3-5)					
Highly skilled production (Levels 6-8)					
Highly skilled supervision (Levels 9-12)					
Senior Management (Level 13-16)					
Total					

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 2019

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
02 – Professionals	22438	195	2 244	461	55096	563	6 030	2079	89 106
03 – Technicians and Associate Professionals	303	4	20	5	736	10	46	13	1 137
09 – Labourers and related Workers	1 736	14	72	14	2 403	27	81	46	4 393
08 – Plant and machine Operators and Assemblers	109	2	49	1	10	-	-	-	171
05 – Service shop and market Sales workers	2827	7	16	4	344	3	10	8	3 219
04 – Clerks	1 116	4	195	8	3 236	54	451	187	5 251
01 - Senior Officials and Managers	28	-	3	1	15	1	3	-	51
07 – Craft and Related Trade Workers	4	-	-	-	1	-	-	-	5
TOTAL	**28561**	**226**	**2 599**	**494**	**61841**	**658**	**6 621**	**2333**	**103 333**

Table 3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2019

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	-	-	-	2	-	-	-	3
Senior Management	25	-	3	1	13	1	3	-	46
Professionally qualified and experienced specialists and mid-management	5 846	103	1 336	230	7 573	176	1 854	628	17 746
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	16017	99	1 044	232	46423	403	4 370	1 520	70 108
Semi-skilled and discretionary decision making	5 299	17	163	21	5 426	59	321	180	11 486
Unskilled and defined decision making	1 344	7	53	10	2 378	19	70	5	3 886
Contract, Top Management	1	-	-	-	-	-	-	-	1

Contract, Senior Management	1	-	-	-	-	-	-	-	1
Contract, Professionally Qualified	11	-	-	-	1	-	-	-	12
Contract, Skilled Technical	10	-	-	-	14	-	-	-	24
Contract, Semi - Skilled	6	-	-	-	11	-	-	-	17
Total	**28561**	**226**	**2 599**	**494**	**61841**	**658**	**6 621**	**2333**	**103 333**

Table 3.6.3 Recruitment for the period 1 April 2018 to 31 March 2019

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Professionally qualified and experienced specialists and mid-management	22	-	2	3	26	-	1	-	54
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	1 856	5	84	22	4 241	36	468	159	6 871
Semi-skilled and discretionary decision making	344	-	10	4	826	1	38	9	1 232
Unskilled and defined decision making	5	-	-	-	7	-	-	-	12
Contract, Professionally Qualified	1	-	-	-	-	-	-	-	1
Contract, Skilled Technical	8	-	-	-	15	-	-	-	23
Contract, Semi - Skilled	69	-	1	-	81	1	7	-	159
Total	**2 305**	**5**	**97**	**29**	**5 196**	**38**	**514**	**168**	**8 352**
Employees with disabilities	3	-	-	-	-	-	-	-	3

Table 3.6.4 Promotions for the period 1 April 2018 to 31 March 2019

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management									
Senior Management									
Professionally qualified and experienced specialists and mid-management									
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents									
Semi-skilled and discretionary decision making									
Unskilled and defined decision making									
Total									
Employees with disabilities									

Table 3.6.5 Terminations for the period 1 April 2018 to 31 March 2019

Occupational band	Male				Female				Total
	African	**Coloured**	**Indian**	**White**	**African**	**Coloured**	**Indian**	**White**	
Top Management									
Senior Management									
Professionally qualified and experienced specialists and mid-management									
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents									
Semi-skilled and discretionary decision making									
Unskilled and defined decision making									
Total									
Employees with Disabilities									

Table 3.6.6 Disciplinary action for the period 1 April 2018 to 31 March 2019

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
DEMOTION	7	1	1	-	1	-	1	-	11
DISMISSAL	9	4	4	2	5	3	5	1	33
FINAL WRITTEN WARNING	33	8	9	1	8	2	5	-	66
NO OUTCOME	-	-	-	-	-	-	-	-	-
SUSPENDED WITHOUT PAYMENT	11	2	7	3	8	3	4	2	40
TOTAL	**60**	**15**	**21**	**6**	**22**	**8**	**15**	**3**	**150**

Table 3.6.7 Skills development for the period 1 April 2018 to 31 March 2019

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	2	-	-	-	2	-	-	-	4
Professionals	598	2	9	-	2 174	-	23	1	2807
Technicians and associate professionals	-	-	-	-	-	-	-	-	-
Clerks	258	-	20	1	337	1	-	-	617
Service and sales workers	-	-	-	-	-	-	-	-	-
Skilled agriculture and fishery workers	-	-	-	-	-	-	-	-	-
Craft and related trades workers	-	-	-	-	-	-	-	-	-
Plant and machine operators and assemblers	-	-	-	-	-	-	-	-	-
Elementary occupations	-	-	-	-	-	-	-	-	-
Total	**858**	**2**	**29**	**1**	**2 513**	**1**	**23**	**1**	**3428**
Employees with disabilities	-	-	-	-	-	-	-	-	-

Signing of Performance Agreements by SMS Members

All members of the SMS must conclude and sign performance agreements within specific timeframes. Information regarding the signing of performance agreements by SMS members, the reasons for not complying within the prescribed timeframes and disciplinary steps taken is presented here.

Table 3.7.1 Signing of Performance Agreements by SMS members as on 30 May 2018

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		1		
Salary Level 16	**1**	**01**	**01**	**100%**
Salary Level 15	**4**	**02**	**01**	**50%**
Salary Level 14	**14**	**10**	**09**	**82%**
Salary Level 13	**52**	**37**	**36**	**97%**
Total	**71**	**50**	**47**	

Notes

In the event of a National or Provincial election occurring within the first three months of a financial year all members of the SMS must conclude and sign their performance agreements for that financial year within three months following the month in which the elections took place. For example if elections took place in April, the reporting date in the heading of the table above should change to 31 July 2018.

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 March 2019

Reasons

Notes

The reporting date in the heading of this table should be aligned with that of Table 3.7.1.

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 March 2019

Reasons

Notes

The reporting date in the heading of this table should be aligned with that of Table 3.7.1.

Performance Rewards

To encourage good performance, the department has granted the following performance rewards during the year under review. The information is presented in terms of race, gender, disability, salary bands and critical occupations (see definition in notes below).

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2018 to 31 March 2019

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
Male	-	28 550	-	-	-
Female	1	61 829	-	9,53	9 530,00
Asian					
Male	-	2 595	-	-	-
Female	-	6 618	-	-	-
Coloured					
Male	-	225	-	-	-
Female	-	657	-	-	-
White					
Male	-	494	-	-	-
Female	1	2 331	-	15,85	15 851,00
Employees with a disability	-	34	-	-	-
TOTAL	2	103 333	-	25,38	12 690,00

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2018 to 31 March 2019

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
Male	-	28 550	-	-	-
Female	1	61 829	-	9,53	9 530,00
Asian					
Male	-	2 595	-	-	-
Female	-	6 618	-	-	-
Coloured					
Male	-	225	-	-	-
Female	-	657	-	-	-
White					
Male	-	494	-	-	-
Female	1	2 331	-	15,85	15 851,00
Employees with a disability	-	34	-	-	-
TOTAL	2	103 333	-	25,38	12 690,00

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2018 to 31 March 2019

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
FINANCIAL CLERKS AND CREDIT CONTROLLERS	-	248	-	-	-
HOUSEHOLD FOOD AND LAUNDRY SERVICES RELATED	-	18	-	-	-
HUMAN RESOURCES CLERKS	1	603	0,20	15,85	15 851,00
SECURITY OFFICERS	-	10	-	-	-
HOUSEHOLD AND LAUNDRY WORKERS	-	503	-	-	-
GEOLOGISTS GEOPHYSICISTS HYDROLOGISTS & RELAT PROF	-	1	-	-	-
MESSENGERS PORTERS AND DELIVERERS	-	29	-	-	-
HUMAN RESOURCES & ORGANISAT DEVELOPM & RELATE PROF	-	35	-	-	-
RISK MANAGEMENT AND SECURITY SERVICES	-	5	-	-	-
PHOTOGRAPHIC LITHOGRAPHIC AND RELATED WORKERS	-	5	-	-	-
BOILER AND RELATED OPERATORS	-	8	-	-	-
SOCIAL SCIENCES RELATED	-	4	-	-	-
FINANCE AND ECONOMICS RELATED	-	16	-	-	-
LOGISTICAL SUPPORT PERSONNEL	-	3	-	-	-
FOOD SERVICES WORKERS	-	1	-	-	-
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS	-	4 022	-	-	-
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS	-	89	-	-	-
AUXILIARY AND RELATED WORKERS	-	691	-	-	-
OTHER OCCUPATIONS	-	89 036	-	-	-
LEGAL RELATED	-	2	-	-	-
FINANCIAL AND RELATED PROFESSIONALS	-	34	-	-	-
BUILDING AND OTHER PROPERTY CARETAKERS	-	176	-	-	-

OCCUPATIONAL THERAPY	-	2	-	-	-
Rank: TEACHER	-	2	-	-	-
ARCHITECTS TOWN AND TRAFFIC PLANNERS	-	3	-	-	-
SOCIAL SCIENCES SUPPLEMENTARY WORKERS	-	1	-	-	-
ADMINISTRATIVE RELATED	-	367	-	-	-
COMMUNICATION AND INFORMATION RELATED	-	9	-	-	-
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS	-	168	-	-	-
CLEANERS IN OFFICES WORKSHOPS HOSPITALS ETC.	-	3 291	-	-	-
LIBRARY MAIL AND RELATED CLERKS	-	142	-	-	-
HUMAN RESOURCES RELATED	-	51	-	-	-
PRINTING AND RELATED MACHINE OPERATORS	-	13	-	-	-
HEAD OF DEPARTMENT/CHIEF EXECUTIVE OFFICER	-	1	-	-	-
TRADE LABOURERS	-	9	-	-	-
LANGUAGE PRACTITIONERS INTERPRETERS & OTHER COMMUN	-	5	-	-	-
SOCIAL WORK AND RELATED PROFESSIONALS	-	9	-	-	-
GENERAL LEGAL ADMINISTRATION & REL. PROFESSIONALS	-	1	-	-	-
CIVIL ENGINEERING TECHNICIANS	-	2	-	-	-
ARCHIVISTS CURATORS AND RELATED PROFESSIONALS	-	1	-	-	-
MATERIAL-RECORDING AND TRANSPORT CLERKS	-	62	-	-	-
FARM HANDS AND LABOURERS	-	61	-	-	-
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS	1	47	2,10	9,53	9 530,00
PROFESSIONAL NURSE	-	22	-	-	-
BUS AND HEAVY VEHICLE DRIVERS	-	81	-	-	-
SENIOR MANAGERS	-	42	-	-	-
FARMING FORESTRY ADVISORS AND FARM MANAGERS	-	2	-	-	-

CLIENT INFORM CLERKS(SWITCHB RECEPT INFORM CLERKS)	-	6	-	-	-
ENGINEERS AND RELATED PROFESSIONALS	-	38	-	-	-
OTHER INFORMATION TECHNOLOGY PERSONNEL.	-	45	-	-	-
LIGHT VEHICLE DRIVERS	-	61	-	-	-
ENGINEERING SCIENCES RELATED	-	5	-	-	-
MOTOR VEHICLE DRIVERS	-	7	-	-	-
SECURITY GUARDS	-	3 079	-	-	-
FOOD SERVICES AIDS AND WAITERS	-	128	-	-	-
OTHER MACHINE OPERATORS	-	1	-	-	-
CONSERVATION LABOURERS	-	6	-	-	-
INFORMATION TECHNOLOGY RELATED	-	6	-	-	-
LIBRARIANS AND RELATED PROFESSIONALS	-	3	-	-	-
AGRICULTURE RELATED	-	6	-	-	-
STAFF NURSES AND PUPIL NURSES	-	4	-	-	-
TOTAL	2	103 328	-	25,38	12 690,00

Table 3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2018 to 31 March 2019

Salary band	Beneficiary 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	**-**	**37**	**-**	**-**	**-**	
Band B	**-**	**10**	**-**	**-**	**-**	**-**
Band C	**-**	**2**	**-**	**-**	**-**	**-**
Band D	**-**	**1**	**-**	**-**	**-**	**-**
Total	**-**	**50**	**-**	**-**	**-**	**-**

Foreign Workers

The tables below summarise the employment of foreign nationals in the department in terms of salary band and major occupation.

Table 3.9.1 Foreign workers by salary band for the period 1 April 2018 to 31 March 2019

Salary band	01 April 2018		31 March 2019		**Change**	
	Number	**% of total**	**Number**	**% of total**	**Number**	**% Change**
Lower skilled	1	0	1	0,3	-	- 1,00
Highly skilled production (Lev. 6-8)	311	89	314	90,5	3,0	- 1,00
Highly skilled supervision (Lev. 9-12)	13	4	17	4,9	4,0	- 1,00
Skilled (Levels 3-5)	24	7	15	4,3	- 8,5	- 1,00
Total	**348**	**100**	**347**	**100,0**	**- 1,0**	**- 1,00**

Table 3.9.2 Foreign workers by major occupation for the period 1 April 2018 to 31 March 2019

Major occupation	01 April 2018		31 March 2019		Change	
	Number	% of total	Number	% of total	Number	% Change
Administrative office workers	3	1	2	0,6	- 1,0	- 1,00
Elementary occupations	2	1	2	0,6	-	- 1,00
Other occupations	343	99	341	98,3	- 2,0	- 1,00
Professionals and managers	-	-	1	0,3	1,0	- 1,00
Technicians and associated professionals	-	-	1	0,3	1,0	- 1,00
TOTAL	**348**	**100**	**347**	**100,0**	**- 1,0**	**- 1,00**

Leave utilisation

The Public Service Commission identified the need for careful monitoring of sick leave within the public service. The following tables provide an indication of the use of sick leave and disability leave. In both cases, the estimated cost of the leave is also provided.

Table 3.10.1 Sick leave for the period 1 January 2018 to 31 December 2018

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 13-16)	3	**100,0**	**1**	**-**	**3,0**	**13,00**
Contract (Levels 3-5)	14	64,3	8	-	2,0	**12,00**
Contract (Levels 6-8)	20	**60,0**	**8**	**-**	**3,0**	**26,00**
Contract (Levels 9-12)	24	**91,7**	**5**	**-**	**5,0**	**67,00**
Contract Other	447	58,2	184	0,5	**2,0**	**156,00**
Lower skilled (Levels 1-2)	7 281	**76,6**	**1 386**	**3,4**	**5,0**	**3 712,00**
Skilled (Levels 3-5)	23 699	**77,4**	**4 147**	**10,2**	**6,0**	**19 158,00**
Highly skilled production (Levels 6-8)	167 185	78,5	27 140	**66,8**	**6,0**	**244 894,00**
Highly skilled supervision (Levels 9-12)	46 221	**76,2**	**7 715**	**19,0**	**6,0**	**103 599,00**
Senior management (Levels 13-16)	100	**78,0**	**17**	**-**	**6,0**	**455,00**
TOTAL	**244 994**	**77,9**	**40 611**	**100,0**	**6,0**	**372 091,00**

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2018 to 31 December 2018

Salary band	Total days	% Days with Medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Contract Other	8	100,0	2	0,1	4,0	3,00
Lower skilled (Levels 1-2)	2 203	99,9	88	2,5	25,0	1 142,00
Skilled (Levels 3-5)	7 906	100,0	238	6,9	33,0	6 511,00
Highly skilled production (Levels 6-8)	119 018	99,9	2 524	73,1	47,0	175 595,00
Highly skilled supervision (Levels 9-12)	33 129	99,6	602	17,4	55,0	72 386,00
TOTAL	**162 264**	**99,9**	**3 454**	**100,0**	**47,0**	**255 637,00**

The table below summarises the utilisation of annual leave. The wage agreement concluded with trade unions in the PSCBC in 2000 requires management of annual leave to prevent high levels of accrued leave being paid at the time of termination of service.

Table 3.10.3 Annual Leave for the period 1 January 2018 to 31 December 2019

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)			
Contract (Levels 13-16)	7	1	7,0
Contract (Levels 3-5)	154	15	10,0
Contract (Levels 6-8)	237	18	13,0
Contract (Levels 9-12)	150	11	14,0
Contract Other	4 633	694	7,0
Lower skilled (Levels 1-2)	20 757	1 309	16,0
Skilled (Levels 3-5)	59 570	3 363	18,0
Highly skilled production (Levels 6-8)	27 223	1 798	15,0
Highly skilled supervision (Levels 9-12)	29 832	2 100	14,0
Senior management (Levels 13-16)	735	36	20,0
TOTAL	**143 298**	**9 345**	**15,0**

Table 3.10.4 Capped leave for the period 1 January 2018 to 31 December 2019

Salary band	Total days of capped leave taken	Number of Employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 20ZZ
Contract (Levels 13-16)	-	-	-	82
Contract (Levels 3-5)	-	-	-	-
Contract (Levels 6-8)	-	-	-	-
Contract (Levels 9-12)	-	-	-	-
Contract Other	-	-	-	-
Lower skilled (Levels 1-2)	-	-	-	16
Skilled (Levels 3-5)	219,25	51	4	49
Highly skilled production (Levels 6-8)	3 600,19	730	5	44
Highly skilled supervision (Levels 9-12)	5 089,00	855	6	61
Senior management (Levels 13-16)	-	-	-	75
TOTAL	**8 908,44**	**1 636**	**5**	**52**

The following table summarise payments made to employees as a result of leave that was not taken.

Table 3.10.5 Leave payouts estimated for the period 1 April 2018 and 31 March 2019

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
ANNUAL - DISCOUNTING WITH RESIGNATION (WORK DAYS)	**191,00**	**8**	**23 875,00**
ANNUAL - DISCOUNTING: UNUSED VACATION CREDITS (WORK DAYS)	**223,00**	**2**	**111 500,00**
ANNUAL - GRATUITY: DEATH/RETIREMENT/MEDICAL RETIREMENT(WORK	**5 185,00**	**185**	**28 027,00**
CAPPED - GRATUITY: DEATH/RETIREMENT/MEDICAL RETIREMENT(WORK	**188 137,00**	**1 662**	**113 199,00**
TOTAL	**193 736,00**		

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
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 have you designated specific staff members to promote 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.	Yes		10 Employee Health and Wellness Practitioners. Each assigned to a District.
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of the programme.	Yes		Wellness Management: Individual pscho-social wellness, Individual and Organisational Wellness, Individual Physical wellness. HIV / AIDS,TB and STIs management : TB and STIs Educational Awareness, HCT and Condom Distribution. Health and Productivity Management: Retirement Readiness Sessions, Management of absenteeism and SHERQ (OHS).
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		ELRC Health and Wellness Task Team: Mr Dolin Sign(Secretary), ,SADTU, ETU and EHW Ms HC Goba: EHW Assistant Director,Mr VB Maphumulo, Acting Director: HRCD, Mr CN Ngcobo ,Director: ER ,Mrs N. Sithole : HR, Mr J Govender: Deputy Director: Infrastructure
5. Has the department reviewed the employment policies and practices of your department 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		HIV/AIDS and TB Policy
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		Adherence to HIV/AIDS and TB Policy:Ground response to HIV,TB and STIs in Human Rights Principles and Approches
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	Yes		439 tested. 18 tested positive, 106 negative,315 not tested
8. Has the department developed measures/indicators to monitor & evaluate the impact of your health promotion programme? If so, list these measures/indicators.	Yes		Evaluation forms, Quarterly Reports

Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2018 and 31 March 2019

Subject matter	Date
-	-
-	-

Total number of Collective agreements	**None**

The following table summarises the outcome of disciplinary hearings conducted within the department for the year under review.

Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2018 and 31 March 2019

Outcomes of disciplinary hearings	**Number**	**% of total**
DEMOTION	11	7
DISMISSAL	33	28
FINAL WRITTEN WARNING	66	30
NO OUTCOME	-	-
SUSPENDED WITHOUT PAYMENT	40	35
TOTAL	150	100

Total number of Disciplinary hearings finalised	**None**

Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2018 and 31 March 2019

Type of misconduct	Number	% of total
ABSENCE WITHOUT PERMISSION(EDU)	15	12
ABSENT FROM WORK WITHOUT REASON OR PERMISSION	14	7
CARRY/KEEP FIREARM ON STATE PREMISES(EDU)	-	-
COMMIT ACT OF DISHONESTY(EDU)	7	4
COMMIT COMMON LAW/STATUTORY OFFENCE ON PREMISES	-	-
FAIL TO CARRY OUT ORDER/INSTRUCTION(EDU)	30	11
FAILS TO COMPLY WITH OR CONTRAVENES AN ACT	-	-
FALSIFIES RECORDS OR ANY DOCUMENTS	-	-
FALSIFIES RECORDS/DOCUMENTS(EDU)	13	10
IMPROPER/UNACCEPTABLE CONDUCT(EDU)	45	26
POSSESSES OR WRONGFULLY USES PROPERTY OF STATE	2	-
PREJUDICES ADMIN/DISCIPLINE OF STATE(EDU)	-	-
PREJUDICES ADMINISTRATION OF ORGANISATION OR DEPT	-	-
SERIOUSLY ASSAULTING LEARNER EMPLOYEE(EDU)	20	7
SEXUAL HARASSMENT	22	8
SEXUAL RELATIONSHIP WITH LEARNER(EDU)	5	6
SLEEPS ON DUTY(EDU)	-	-
STEALS BRIBES OR COMMITS FRAUD	-	-
THEFT BRIBERY FRAUD ACT OF CORRUPTION(EDU)	24	9
UNDER INFLUENCE OF HABIT-FORMING/STUPEFYING DRUG	-	-
TOTAL	**197**	**100**

Table 3.12.4 Grievances logged for the period 1 April 2018 and 31 March 2019

Grievances	Number	% of Total
Not resolved	113	28
Resolved	281	72
TOTAL	**394**	**100**

Table 3.12.5 Disputes logged with Councils for the period 1 April 2018 and 31 March 2019

Disputes	Number	% of Total
Number of disputes upheld	151	42
Number of disputes dismissed	27	48
Total number of disputes lodged	**178**	**100**

Table 3.12.6 Strike actions for the period 1 April 2018 and 31 March 2019

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 2018 and 31 March 2019

Number of people suspended	65
Number of people who's suspension exceeded 30 days	64
Average number of days suspended	90
Cost of suspension(R'000)	R 36 368 308,47

Skills development

This section highlights the efforts of the department with regard to skills development.

Table 3.13.1 Training needs identified for the period 1 April 2018 and 31 March 2019

Occupational category	Gender	Number of employees as at 1 April 2018	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	-	-	-	-	-
	Male	-	-	-	-	-
Professionals	Female	-	2 145	45	-	2 190
	Male	-	569	40	-	609
Technicians and associate professionals	Female	-	-	-	-	-
	Male	-	-	-	-	-
Clerks	Female	-	67	413	-	480
	Male	-	35	204	-	239
Service and sales workers	Female	-	-	-	-	-
	Male	-	-	-	-	-
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	-	-	-	-	-
	Male	-	-	-	-	-
Sub Total	**Female**	**-**	**2 212**	**458**	**-**	**2 670**
	Male	**-**	**604**	**244**	**-**	**848**
Total		**-**	**2 816**	**702**	**-**	**3 518**

Table 3.13.2 Training provided for the period 1 April 2018 and 31 March 2019

Occupational category	Gender	Number of employees as at 1 April 2018	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	-	-	2	-	2
	Male	-	-	2	-	2
Professionals	Female	-	2 149	49	-	2 198
	Male	-	569	40	-	609
Technicians and associate professionals	Female	-	-	-	-	-
	Male	-	-	-	-	-
Clerks	Female	-	201	137	-	338
	Male	-	106	173	-	279
Service and sales workers	Female	-	-	-	-	-
	Male	-	-	-	-	-
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	-	-	-	-	-
	Male	-	-	-	-	-
Sub Total	**Female**	**-**	**2 350**	**188**	**-**	**2 538**
	Male	**-**	**675**	**215**	**-**	**890**
Total		**-**	**3 025**	**403**	**-**	**3 428**

Injury on duty

The following tables provide basic information on injury on duty.

Table 3.14.1 Injury on duty for the period 1 April 2018 and 31 March 2019

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

Utilisation of Consultants

The following tables relates information on the utilisation of consultants in the department. In terms of the Public Service Regulations "consultant' means a natural or juristic person or a partnership who or which provides in terms of a specific contract on an ad hoc basis any of the following professional services to a department against remuneration received from any source:

- The rendering of expert advice;
- The drafting of proposals for the execution of specific tasks; and
- The execution of a specific task which is of a technical or intellectual nature, but excludes an employee of a department.

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2018 and 31 March 2019

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
Various	-	261	R766 p.h.
			R4.431 p. km
			R1 811 845 000

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2018 and 31 March 2019

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 2018 and 31 March 2019

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

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2018 and 31 March 2019

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

Severance Packages

Table 3.16.1 Granting of employee initiated severance packages for the period 1 April 2018 and 31 March 2019

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 skilled (Levels 1-2)	-	-	-	-
Skilled Levels 3-5)	-	-	-	-
Highly skilled production (Levels 6-8)	-	-	-	-
Highly skilled supervision(Levels 9-12)	-	-	-	-
Senior management (Levels 13-16)	-	-	-	-
Total	-	-	-	-

PART E

FINANCIAL INFORMATION:

AUDIT REPORT OF THE YEAR ENDED 31 MARCH 2019

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 171 to 271, which comprise the appropriation statement, the statement of financial position as at 31 March 2019, the statement of financial performance, statement of changes in net assets, and cash flow statement for the year then ended, as well as the 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 2019, and its financial performance and cash flows for the year then ended in accordance with the Modified Cash Standard (MCS) prescribed by the 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, 2018 (Act No. 1 of 2018) (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 this auditor's report.

4. I am independent of the department in accordance with sections 290 and 291 of the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants'* (IESBA code), parts 1 and 3 of the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants' (including International Independence Standards)* and the 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 codes.

5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of matters

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

Irregular expenditure

7. As disclosed in note 25 to the financial statements, the department incurred irregular expenditure of R1,88 billion. The majority of this expenditure (R1,60 billion; 85%) resulted mainly from the department not complying with the validity period for the completion of the bid process in the prior year for National School Nutrition Programme (NSNP). After the bid process was declared invalid, the department continued with the school feeding scheme on a month to month basis pending the finalisation of a new supply chain management process. A further amount of R214,83 million (11%) was for the local content requirements not being adhered to when procuring goods and services from designated sectors.

Impairment of receivables

8. As disclosed in note 10 to the financial statements, the department had a staff debt balance of R538,11 million made up of current and ex-employees of the department, of which R358,70 million (67%) has been provided for as impairment. This was as a result of debts owed mainly by ex-employees that had been outstanding for three or more years.

Other matter

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

Unaudited supplementary schedules

10. The supplementary information set out on pages 272 to 289 do not form part of the financial statements and is presented as additional information. I have not audited these schedules, and accordingly, I do not express an opinion thereon.

Responsibilities of the accounting officer for the financial statements

11. 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.

12. 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

13. 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.

14. 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

15. 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 material findings on the reported performance information against predetermined objectives for selected programmes presented in the annual performance report. I performed procedures to identify findings but not to gather evidence to express assurance.

16. My procedures address the reported performance information, which must be based on the approved performance planning documents of the department. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. My procedures also did not extend to any disclosures or assertions relating to 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.

17. 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 the following selected programmes presented in the annual performance report of the department for the year ended 31 March 2019:

Programmes	Pages in the annual performance report
Programme 2 – public ordinary schools	64 – 66
Programme 5 – early childhood development	71 – 72
Programme 6 – infrastructure development	73 – 77
Programme 7 – examination and education related services	78 – 80

18. 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.

19. The material findings in respect of the usefulness and reliability of the selected programmes are as follows:

Programme 2 – Public Ordinary Schools

Various indicators

20. I was unable to obtain sufficient appropriate audit evidence to support the reasons for the variances between the planned targets and the reported achievements in the annual performance report for the nineteen (19) indicators listed below. This was due to limitations placed on the scope of my work. I was unable to confirm the reported reasons for the variances by alternative means. Consequently, I was unable to determine whether any adjustments were required to the reported reasons for the variances for the following performance indicators:

Performance indicators	Planned targets	Reported actual achievements
PPM 204: Number of schools provided with media resources	700	185
PPM 205: Learner absenteeism rate	1,2%	2,36%
PPM 206: Teacher absenteeism rate	0,2%	2,5%
PPM 207: Number of learners in public ordinary schools benefiting from the "No Fee Schools" policy	1 990 795	1 974 320
PPM 208: Number of educators trained in Literacy/Language content and methodology	39 228	25 502
PPM 209: Number of educators trained in Numeracy/Mathematics content and methodology	27 478	14 873
Number of public ordinary schools with all Learner Teacher Support Materials (LTSM) and other required materials delivered by day one of the school year as ordered	5 899	5 832
Percentage of learners benefiting from no fee policy	87%	71,2%
The average hours per year spent by teachers on professional development activities	42	50
Percentage of learners in schools with at least one educator with specialist training on inclusion	10%	8%
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	1 435	1 906
Percentage of schools where allocated teaching posts are all filled	100%	73,76%
Number of learners enrolled in public ordinary schools	2 770 031	2 824 377
Number of educators employed in public ordinary schools	85 269	84 049
Number of learners with access to NSNP	2 330 421	2 313 177
Number of learners with special education needs identified in public ordinary schools	39 000	28 000
Number of qualified teachers aged 30 and below, entering the public service as teachers for the first time	1 869	1 906
Percentage of learners having access to required textbooks in all grades and in all subjects	88%	86%
Percentage of youth who obtained a National Senior Certificate from a school	80%	76,2%

21. The systems and processes to enable reliable reporting of the achievement against the indicators were not adequately designed and implemented. As a result, I was unable to obtainsufficient appropriate audit evidence for the reported achievements of the indicators listed below due to these limitations placed on the scope of my work. I was unable to confirm the reported achievements by alternative means. Consequently, I was unable to determine whether any adjustments were required to the reported achievements in the annual performance report:

Indicator descriptions	Planned targets	Reported achievements
Percentage of learners in schools with at least one educator with specialist training on inclusion	10%	8%
Number of learners eligible to benefit from learner transport	49 747	55 067
Number of learners with special education needs identified in public ordinary schools	39 000	28 000
Percentage of learners in schools with at least one teacher with specialist training on inclusion	1,8%	1,8%

22. The department did not implement the record keeping system adequately to enable reliable reporting on achievement of the eleven indicators listed below. As a result, I was unable to obtain sufficient appropriate audit evidence in some instances, while in other cases the supporting evidence provided did not agree to the reported achievements. Based on the supporting evidence that was provided, the achievement of these indicators was different to the reported achievement in the annual performance report. I was also unable to further confirm the reported achievements by alternative means. Consequently, I was unable to determine whether any further adjustments were required to the reported achievements of the indicators listed below:

Indicator descriptions	Planned targets	Reported achievements	Audited value/ limitation
PPM 205: Learner absenteeism rate	1,2%	2,36%	Limitation
PPM 206: Teacher absenteeism rate.	0,2%	2,5%	Limitation
PPM 207: Number of learners in public ordinary schools benefiting from the “No Fee Schools” policy.	1 990 795	1 974 320	Limitation
Percentage of learners benefiting from no fee policy	87%	71,2%	Limitation
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.	1 435	1 906	471
Number of learners enrolled in public ordinary schools	2 770 031	2 824 377	Limitation
Number of qualified teachers aged 30 and below, entering the public service as teachers for the first time	1 869	1 906	37
Percentage of learners who are in classes with more than 45 learners	4%	4%	Limitation
Number of learners screened through Integrated School Health Programme	141 088	100 744	40 344
Percentage of learners having access to required textbooks in all grades and in all subjects	88%	86%	Limitation
Percentage of learners who are in classes with no more than 45 learners	92%	92%	Limitation

23. I was unable to obtain sufficient appropriate audit evidence to validate the existence of systems and processes that enable reliable reporting of actual service delivery against the indicator. Due to this limitation placed on my work, I was also unable to obtain sufficient appropriate audit evidence for the reported achievements of the indicators listed below. I was also unable to validate the existence of the systems or to confirm the reported achievements by alternative means. Consequently, I was unable to determine whether any adjustments were required to the reported achievements in the annual performance report:

Indicator description	Planned targets	Reported achievements
Percentage of learners in schools with at least one educator with specialist training on inclusion	10%	8%
Number of learners eligible to benefit from learner transport	49 747	55 067
Number of learners with special education needs identified in public ordinary schools	39 000	28 000
Percentage of learners in schools with at least one teacher with specialist training on inclusion	1,8%	1,8%

24. I was unable to obtain sufficient appropriate audit evidence for the reported achievements of five of the 43 indicators relating to this programme. This was due to limitations placed on the scope of my work. I was unable to confirm the reported achievements by alternative means. Consequently, I was unable to determine whether any adjustments were required to the reported achievements in the annual performance report of the indicators listed below:

Indicator descriptions	Reported achievements
PPM 208: Number of educators trained in Literacy/Language content and methodology.	25 502
PPM 209: Number of educators trained in Numeracy/Mathematics content and methodology.	14 873
The average hours per year spent by teachers on professional development activities.	50
Percentage of learners benefitting from school nutrition programme	94%
Number of learners with access to NSNP	2 313 177

Programme 5 – Early Childhood Development

Various indicators

25. I was unable to obtain sufficient appropriate audit evidence to support the reasons for the variances between the planned targets and the reported achievements in the annual performance report for the seven indicators listed below. This was due to limitations placed on the scope of my work. I was unable to confirm the reported reasons for the variances by alternative means. Consequently, I was unable to determine whether any adjustments were required to the reported reasons for the variances for the following programme performance indicators:

Performance indicators	Planned targets	Reported actual achievements
PPM 501- Number of public schools that offer Grade R	4 010	3 941
PPM 503: Number of Grade R practitioners with NQF level 6 and above qualification each year	1 651	2 766
Number of Grade R practitioners employed in public ordinary schools	5 200	5 229
Number of learners enrolled in Grade R in public schools	250 000	191 074
Number of Grade R practitioners employed in public ordinary schools per quarter	5 200	5 229
Number of ECD practitioners trained	4 400	Nil
Percentage of learners enrolled in Pre-Grade R	30%	No data

26. The systems and processes to enable reliable reporting of the achievement against the indicator was not adequately designed and implemented. As a result, I was unable to obtain sufficient appropriate audit evidence for the reported achievement of the indicator listed below due to this limitation placed on the scope of my work. 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 in the annual performance report:

Indicator description	Planned target	Reported achievement
Percentage of learners enrolled in Pre-Grade R	30%	No data

27. The department did not implement the record keeping system adequately to enable reliable reporting on achievement of the three indicators listed below. As a result, I was unable to obtain sufficient appropriate audit evidence in some instances, while in other cases the supporting evidence provided did not agree to the reported achievements. Based on the supporting evidence that was provided, the achievement of these indicators was different to the reported achievement in the annual performance report. I was also unable to further confirm the reported achievements by alternative means. Consequently, I was unable to determine whether any further adjustments were required to the reported achievements of the indicators listed below:

Indicator descriptions	Planned targets	Reported achievements	Audited value/ limitation
PPM 502 - Percentage of Grade 1 learners who have received formal Grade R education in public ordinary and or special schools and registered independent schools or ECD sites	97,3%	97,3%	Limitation
Number of learners enrolled in Grade R in public schools	250 000	191 074	Limitation
Number of ECD practitioners trained	4 400	Nil	Limitation

28. I was unable to obtain sufficient appropriate audit evidence for the reported achievement for one of the nine indicators. This was due to limitation placed on the scope of my work. 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 in the annual performance report of the indicator listed below:

Indicator description	Planned target	Reported achievement
PPM 503: Number of Grade R practitioners with NQF level 6 and above qualification each year	1 651	2 766

Programme 6 – Infrastructure Development and Programme 7 – Examination and Education related services

29. I did not raise any material findings on the usefulness and reliability of the reported performance information for programme 6 - infrastructure development and programme 7 - examination and education related services.

Other matters

30. I draw attention to the matters below.

Achievement of planned targets

31. The annual performance report on pages 52 to 85 sets out information on the achievement of planned targets for the year and explanations are also provided for the under- or over- achievement of a significant number of targets. This information should be considered in the context of the material findings on the usefulness and reliability of the reported performance information in paragraphs 20 to 28 of this report.

Adjustment of material misstatements

32. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were on the reported performance information of programme 2 - public ordinary schools, programme 5 - early childhood development programmes, programme 6 - infrastructure development and programme 7 - exams and education related services. As management subsequently corrected only some of the misstatements, I raised material findings on the usefulness and reliability of the reported performance information for programme 2 and programme 5. Those that were not corrected are reported above.

Report on the Audit of Compliance with Legislation

Introduction and scope

33. In accordance with the PAA and the general notice issued in terms thereof, I have a responsibility to report material findings on the compliance of the department with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.

34. The material findings on compliance with specific matters in key legislation are as follows:

Expenditure management

35. Some payments were not made within 30 days or within an agreed upon period after receipt of invoices, as required by treasury regulation 8.2.3.

36. The department did not take effective and appropriate steps to prevent irregular expenditure, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1.

Consequence management

37. I was unable to obtain sufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred irregular and/or fruitless and wasteful expenditure as required by section 38(1)(h)(iii) of the PFMA.

38. I was unable to obtain sufficient appropriate audit evidence that allegations of fraud which exceeded R100 000 were reported to the South African Police Service, 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

39. 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 those selected programmes presented in the annual performance report that have been specifically reported in this auditor's report.

40. 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 thereon.

41. 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 programmes presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

42. The other information I obtained prior to the date of this auditor's report, is the foreword of the Member of Executive Council and the report of the accounting officer. The audit committee's report is expected to be made available to me after 31 July 2019.

43. If, based on the work I have performed on the other information that I obtained prior to the date of this auditor's report, I conclude that there is a material misstatement in this other information, I am required to report that fact. I have nothing to report in this regard.

44. When I do receive and read the audit committee's report, and if I conclude that there is a material misstatement, 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

45. 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.

46. Management did not adequately implement systems and reconcile the reported performance information in the annual performance report to the supporting records, and did not maintain adequate supporting evidence for variances. There was also a lack of adequate monitoring and review by management relating to compliance with applicable legislation.

Other Reports

47. I draw attention to the following engagements conducted by various parties that 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.

Performance audit

48. A performance audit on the education sector was conducted at the department during the 2018-19 financial period and covered the areas of formal learner assessment, full service schools, education information systems (SA-SAMS and LURITS interface), and school infrastructure development. The report will be issued to the Department of Basic Education in due course.

Investigations

49. Ninety-three cases relating to various allegations of mismanagement of school funds, false qualifications, employees unaccounted for, and invalid payments, were referred to the department's internal control and risk management directorate for investigation; of which 50 cases were finalised and 43 cases were still in progress.

50. Twenty-three cases were referred by the department to the shared forensic unit in the province to be investigated. These investigations related mainly to allegations of procurement irregularities and the

mismanagement of funds. Ten of these investigations had been completed and 13 were still in progress. The implementation of the recommendations of the completed investigations is complete for two cases while in progress for eight cases.

Auditor-General

Pietermaritzburg

31 July 2019

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 programmes 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 related to events or conditions that may cast significant doubt on the Department of Education's ability 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 the 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 continuing as a going concern
   - evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

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 confirm to the accounting officer that I have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on my independence and, where applicable, related safeguards.

PART E

FINANCIAL INFORMATION

TABLE OF CONTENTS

Page

Report of the Accounting Officer 173

Appropriation Statement 180

Notes to the Appropriation Statement 225

Statement of Financial Performance 228

Statement of Financial Position 229

Statement of Changes in Net Assets 231

Cash Flow Statement 232

Accounting Policies 233

Notes to the Annual Financial Statement 244

Annexures

Statement of conditional grants received 273

Statement of unconditional grants and transfers to provincial departments and municipalities 274

Annexure 1A – Statement of transfers to departmental agencies and accounts 275

Annexure 1B – Statement of transfers to non-profit institutions 276

Annexure 1C – Statement of transfers to households 277

Annexure 2A – Statement of financial guarantees issued as at 31 March 2019 278

Annexure 2B – Statement of contingent liabilities as at 31 March 2019 279

Annexure 3 – Claims recoverable 280

Annexure 4 – Inter-government payables 282

Annexure 5 – Inventory 283

Annexure 6 – Movement in capital work in progress 284

Annexure 7 – Inter-entity advances paid 285

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

Schedule – Immovable, land and sub-soil assets 288

1. Overview of the Financial Results of the Department

1.1 Departmental Receipts

Total actual revenue collected by the department amounted to R113.527 million in 2018/19, exceeding the revenue budget of R97.751 million by R15.776 million. The main reasons for the over collection can be explained as follows:

- *Transactions in financial assets and liabilities collected* were R38.892 million against a budget of R35.411 million. The over collection of R3.481 million was due to the over recovery of staff debts and previous years' expenses. In relation to previous years' expenses, the over collection relates to over payments to staff, as well as suppliers. Such occurrences are difficult to anticipate.
- *Sale of goods and services other than capital assets* which collected R74.446 million against a budget of R61.961 million resulting in an over collection of R12.485 million. This category is collected in respect of commission received on payroll deductions such as insurance premiums and garnishees, tender fees, reprinting of certificates and re-marking fees, housing and parking rental, etc. The over collection is mainly due to insurance and garnishees, remarking of exam papers and re-issuing of certificates which were higher than expected.
- *Interest, dividends and rent on land* collected were R189 thousand against a budget of R379 thousand. The under collection of R190 thousand was due to interest on overdue accounts such as litigations against the state, which includes the interest on capital amount.
- *Sale of capital assets* there was no revenue collected from this category.

1.2 DISCUSSION

The main appropriation of the Department of Education was R50.904 billion in 2018/19. During the year the department's budget was adjusted by R79.955 million. This was due to the following:

- R129.337 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 relates to unpaid March 2018 invoices in respect of procurement of cooking equipment and utensils, as well as feeding costs for March which was paid in April.
- R6.148 million was rolled-over against *Goods and services* in Programme 2 in respect of funds underspent against the Maths, Science and Technology (MST) grant. This is attributed to late receipt of invoices related to equipment and training and development under the MST grant. The department indicated that the commitments pertain to travel and subsistence costs with regard to the training of 360 educators in respect of Technical Mathematics and Technical Science in technical schools. This also includes the payment of a management fee for the installation of computer equipment in various schools.
- R1.100 million was rolled-over against *Goods and services* in Programme 4: Public Special School Education in respect of the Learners with Profound Intellectual Disabilities (LPID) grant relating to commitments for the purchase of inventory: Learner Teacher Support Materials (LTSM) toolkits for the development of fine motor skills (puzzles, crayons, beads, etc.), gross motor skills (skipping rope, jungle gyms, tennis rackets, etc.) and communication skills (textbooks, tea-sets, toy cars, bells, music instruments, etc.) for learners with intellectual disabilities.

- Additional funding of R150 million was allocated in Programme 6: Infrastructure Development against *Buildings and other fixed structures* (Refurbishment and rehabilitation: Capital) in respect of the flood disaster that occurred in the province mainly under uMlazi, Pinetown and Ugu districts, in October 2017.
- An amount of R206.630 million was reduced from Programme 2 against *Goods and services*. This relates to the learner transport function that was moved to the DOE when the 2018/19 main budget was prepared. This function now moves back to the Department of Transport (DOT) in the 2018/19 Adjustments Estimate in line with a Provincial Executive Council (PEC) resolution taken in June 2018.

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.

2018/19									
FROM					TO				
Programme	Sub-Programme	Economic Classification	Item Classification	Amount R'000	Programme	Sub-Programme	Economic Classification	Item Classification	Amount R'000
Programme 1: Administration	Corporate Services	Payment of Capital Assets	Other Machinery & Equipment	319	Programme 6: Infrastructure	Public Ordinary Schools	Payment of Capital Assets	Software & other intangible assets	319
Programme 2: Public Ordinary School Education	Public Secondary	Goods & Services	Inventory: Other supplies	5,338	Programme 1: Administration	Corporate Services	Goods & Services	Communication	5,338
Programme 2: Public Ordinary School Education	Public Secondary	Goods & Services	Consultants: Business & Advisory	25,295	Programme 6: Infrastructure	Public Ordinary Schools	Payment of Capital Assets	Buildings	25,295
				30,952					**30,952**

1.2.1.2. Shifts

There were no shifts were undertaken for the 2018/19 financial year.

1.3 Programme Expenditure

The table below reflects the budget after adjustments, as R50.983.637 billion and the expenditure of R50.343.929 billion, showing an under-spend of R639.708 million which is 1.25% of the budget. This was mainly against Programmes 2, 3, 4, 5 and 7.

Programme 1: Administration budget after appropriation of R1.749.845 billion was fully spent in the 2018/19 financial year.

		2018/19					2017/18		
	PROGRAMMES	Adjusted Appropriation	Virement	Final Appropriation	Actual Expenditure	Variance	Final Appropriation	Actual Expenditure	Variance
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
1	Administration	1 744 826	5 019	1 749 845	1 749 845	-	1 760 169	1 760 169	-
2	Public Ordinary School Education	42 890 984	(30 633)	42 860 351	42 306 857	553 494	39 936 795	40 228 039	(291 244)
3	Independent School Subsidies	84 028	-	84 028	83 021	1 007	86 038	82 980	3 058
4	Public Special School Education	1 214 051	-	1 214 051	1 195 609	18 442	1 082 809	1 124 496	(41 687)
5	Early Childhood Development	1 220 672	-	1 220 672	1 172 558	48 114	1 133 067	971 251	161 816
6	Infrastructure Development	2 336 607	25 614	2 362 221	2 374 085	(11 864)	2 680 413	2 574 788	105 625
7	Examination and Education Related Services	1 492 469	-	1 492 469	1 461 954	30 515	1 560 798	1 574 762	(13 964)
	TOTAL	**50 983 637**	**-**	**50 983 637**	**50 343 929**	**639 708**	**48 240 089**	**48 316 485**	**(76 396)**

The main expenditure movements in Programme One were as follows:

- *Compensation of employees* was underspent by R95.178 million which was due to the non-filling of posts such as Office Based Educators, Subject Advisors, Circuit Managers, Human Resources Officers and other Administrative Officers.
- *Goods and services* was overspent by R107.873 million due to higher than budgeted costs for communication, property payments such as cleaning services, fumigation, security services, domestic accounts for district offices, travel and subsistence for monitoring in various district offices as well as legal services for litigation and arbitration cases.
- *Transfers and subsidies* were underspent by R9.819 million due to household transfers that were less than anticipated. It is difficult to accurately budget for this item as the numbers exiting the system cannot be accurately predicted due to deaths etc.
- *Machinery and equipment* was underspent by R2.876 million due to internal cost containment measures that were initiated during the year as a result of spending pressures experienced by the department. The vacant posts resulted in savings of budgeted office furniture and other tools of trade such as laptops that could not be purchased.

Programme 2: Public Ordinary Schools is underspent by R553.494 million.

The main expenditure movements in Programme Two were as follows:

- *The Compensation of employees* was underspent by R393.099 million. This can be attributed mainly to the turnaround strategy and control measures that were implemented. This included the reduction of surplus educators, controls in the appointment of substitute educators, controls on the payment of overtime not exceeding 30 per cent, as well as non- payment of acting allowances. The department introduced revised procedures for the appointment of temporary and substitute educators which required school principals to provide the details of the educator on leave together with a leave form for leave of 30 days or more. The substitute educator is provided only once the leave is captured on Persal. In this way, the department ensures that all requests for substitutes are legitimate and that leave forms of absent educators are captured on Persal and monitored. Furthermore, the *Compensation of employees* was increased by R244.746 million from Programmes 1 and 5 to offset spending pressures in respect of the below inflationary cost of living adjustment budget growth during the adjustment estimates process.
- *Goods and Services* was underspent by R179.015 million mainly due to invoices being received late in March after financial closure for the payment of the managing agent service provider in respect of Learner support material. It can also be attributed to the under spend in bursaries and training and development.
- A cabinet decision was taken to transfer the function of Learner Transport back to the Department of Transport (DOT) due to many reasons, the most important of them being the lack of capacity and expertise within the Department of Education. Therefore during the budget adjustment R206 million was transferred to the DOT.
- *Transfers and subsidies to: Non-profit institutions* was underspent by R25.862 million which can be contributed to non-compliance in terms of the non-submission of Audited Financial Statements of schools and the difficulty in projecting which section 21 (c) schools will select to procure via the managing agent.

- *Transfers and subsidies to: Households* was overspent by R51.520 million due to higher than anticipated staff exit costs. It is difficult to accurately budget for this item as the number of staff exiting the system cannot be accurately predicted due to deaths etc.
- *Machinery and Equipment* was underspent by R3.134 million which can be attributed to the delay in payment for the management fees for the delivery, installation and commissioning of ICT resources and infrastructure to MST Focus Schools for the MST grant. Furthermore, for the late supply and delivery of cooking equipment and utensils for the NSNP grant.
- *Software and other intangible assets* was underspent by R3.974 million due to delays in the delivery of ICT resources for the MST grant.

Programme 3: Independent Schools Subsidies is underspent by R1.007 million as a result of claims that were not made by the qualifying schools and the fluctuation in learner numbers per quarter.

- **Programme 4:** Public Special schools are underspent by R18.442 million. The main expenditure movements in this programme were as follows:
- *Compensation of employees* was underspent by R13.923 million. This was due to the amount of R50 million from savings realized against Programme 5 being redirected to Programme 4 to offset pressures against Compensation of employees in respect of the below inflationary cost of living adjustment budget growth during the adjustment estimates process.
- *Goods and services* was underspent by R3.379 million mainly against training and development ascribed to delays in the implementation of the LPID grant activities and due to the lower than anticipated Administrative Fee costs.
- *Transfers and subsidies to: Households* was overspent by R1.943 million due to higher than anticipated staff exit costs. It is difficult to accurately budget for this item as the number of staff exiting the system cannot be accurately predicted due to deaths etc.
- *Transfers and subsidies to: Non-profit institutions* was fully spent.
- *Machinery and equipment* was underspent by R3.082 million. This was attributed to the late submission of invoices by service providers for the purchase of tools of trade and Learner support material in respect of the LPID grant.

Programme 5: Early Childhood Development was underspent by R48.114 million. The main expenditure movements in this programme were as follows:

The under-expenditure was mainly as a result of the following:

- *Compensation of employees was underspent by R28.032 million.*
- *Goods and services* was underspent by R20.424 million, mainly due to internal cost-containment measures and enforced savings implemented against various items, such as training and development, travel and subsistence, etc.
- *Transfers and subsidies to: Non-profit institutions* was underspent by R135 thousand due to non-compliance in terms of the non-submission of Audited Financial Statements of schools.
- *Transfers and subsidies to: Households* was overspent by R477 thousand due to higher than anticipated staff exit costs. It is difficult to accurately budget for this item as the number of staff exiting the system cannot be accurately predicted due to deaths etc.

Programme 6: Infrastructure Development was overspent by R11.864 million.

The overspending mainly relates to the following:

- *Compensation of employees* was underspent by R1.263 million.
- *Goods and services* was overspent by R94.677 million.
- *Building and other fixed structures* was underspent by R81.550 million.

Programme 7: Examination and Education Related Services is underspent by R30.515 million.

- *Compensation of employees* was underspent by R91.635 million due to lower than anticipated examination marker related costs.
- *Goods and services* were overspent by R54.305 million. This was mainly due to the higher than anticipated printing costs for Examinations, Travel and subsistence and Property payments costs for Professional Services including Education Centres.
- *Transfers and subsidies to: Households* was overspent by R6.684 million due to higher than anticipated staff exit costs.
- *Machinery and equipment* has a slight over-expenditure of R131 thousand against the Final Appropriation mainly due to the purchase of replacement strapping machines used for binding documents as the old machines were worn out.

1.3.1 Compensation of employees

The table below reflects the fluctuation in employee numbers during the year bearing in mind that a budgetary provision had been made for 115 635 which consist of 107 433 permanent employees and 8 202 periodic payments

COMPENSATION OF EMPLOYEES : 2018/ 2019														
		Post Approved	April 2018	May 2018	June 2018	July 2018	Aug 2018	Sept 2018	Oct 2018	Nov 2018	Dec 2018	Jan 2019	Feb 2019	Mar 2019
TOTAL	EDUC	90 057	87 508	87 596	88 065	87 741	87 874	88 061	88 506	88 829	89 379	86 612	86 756	87 533
TOTAL	SPEC	17 376	1 249	1 243	1 246	1 247	1 234	1 232	1 249	1 244	1 244	1 235	1 231	1 228
	PS		14 482	14 411	14 361	14 319	14 264	14 206	14 178	14 235	14 260	14 131	13 936	13 889
TOTAL		**107 433**	**103 239**	**103 250**	**103 672**	**103 307**	**103 372**	**103 499**	**103 933**	**104 308**	**104 883**	**101 978**	**101 923**	**102 650**
TOTAL	OTHER	8 202	5 976	6 915	6 892	7 341	7 569	7 513	8 510	8 581	8 797	8 745	9 654	9 934
GRAND TOTAL		115 635	109 215	110 165	110 564	110 648	110 941	111 012	112 443	112 889	113 680	110 723	111 577	112 584
TOTAL COST		**42 890 943**	**3 236 425**	**3 250 208**	**3 259 074**	**4 021 946**	**3 475 088**	**3 499 082**	**3 502 218**	**3 639 281**	**3 916 726**	**3 500 000**	**3 451 361**	**3 519 629**

1.3.2 Conditional Grants and Rollovers

2018-19								
Conditional Grant Name								
	Budget	**Additional Funding**	**Budget After Additional Funding**	**Year to Date Expenditure**	**% Spent to Date 31 March 2018**	**(Over)/Under Expenditure**	**Request for Roll Over**	**Surrender of funds**
Conditional Grant Name	**R'000**			**R'000**		**R'000**	**R'000**	**R'000**
National School Nutrition Programme grant	1,534,878	129,337	1,664,215	1,647,325	99%	16,890	16,890	0
EPWP Integrated Grant for Provinces	2,000	0	2,000	2,000	100%	0	0	0
Social Sector EPWP Incentive Grant for Provinces	27,004	0	27,004	27,004	100%	0	0	0
Maths, Science and Technology grant	61,203	6,148	67,351	67,015	100%	336	336	0
Learners with Profound Intellectual Disabilities grant	27,230	1,100	28,330	22,992	81%	5,338	5,338	0
Education Infrastructure grant	1,866,435	150,000	2,016,435	2,016,435	100%	0	0	0
HIV and AIDS (Life-Skills Education) grant	58,922	0	58,922	54357	92%	4,565	1,709	0
	3,577,672	**286,585**	**3,864,257**	**3,837,128**		**27,129**	**24,273**	0

- The National School Nutrition Programme (NSNP) was underspent by R16.890 million. This was in relation to the NSNP grant for unpaid March 2019 invoices. A roll-over has been requested.
- The HIV and AIDS grant was underspent by R1.709 million. This was in relation to unpaid March 2018 invoices. A roll-over has been requested.
- The Mathematics, Science and Technology (MST ICT) was underspent by R336 thousand due to late receipt of invoices related to equipment and training under the MST grant. A roll-over has been requested for the payment of outstanding close out report for the managing agent fee.
- The Learners with Profound Intellectual Disabilities (LPID) grant was underspent by R5.338 million. A roll-over has been requested from Provincial Treasury.

1.4 Unauthorised, irregular and fruitless expenditure

Unauthorised expenditure amounted to R11.864 million in Programme 6 (Infrastructure) was ascribed mainly to *Buildings and other fixed structures* for work that had accelerated on site to allow teaching and learning to continue.

Irregular expenditure for the year amounts to R2.525.236 billion as disclosed in Note 25 largely due to not following supply chain management processes. The department's fruitless and wasteful expenditure for the year amounts to R3.831 million as disclosed in Note 26. 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 be not be able to continue in the MTEF period.

1.6 Discontinued activities/activities to be discontinued

There were no discontinued activities during the year.

1.7 New or proposed activities

There were no new activities introduced or proposed.

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 25.

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 Fixed Asset Register (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

There are no events after reporting date that require reporting.

DR. EV NZAMA

HEAD OF DEPARTMENT: EDUCATION

KwaZulu-Natal Department of Education Appropriation Statement for the year-ended 31 March 2019

Appropriation per programme									
	2018/19							2017/18	
	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	1 744 826	-	5 019	1 749 845	1 749 845	-	100.0%	1 760 169	1 760 169
2.Public Ordinary School Education	42 890 984	-	(30 633)	42 860 351	42 306 857	553 494	98.7%	39 936 795	40 228 039
3.Independent School Subsidies	84 028	-	-	84 028	83 021	1 007	98.8%	86 038	82 980
4.Public Special School Education	1 214 051	-	-	1 214 051	1 195 609	18 442	98.5%	1 082 809	1 124 496
5. Early Childhood Development	1 220 672	-	-	1 220 672	1 172 558	48 114	96.1%	1 133 067	971 251
6. Infrastructure Development	2 336 607	-	25 614	2 362 221	2 374 085	(11 864)	100.5%	2 680 413	2 574 788
7. Examination and Education Related Services	1 492 469	-	-	1 492 469	1 461 954	30 515	98.0%	1 560 798	1 574 762
TOTAL (carried forward)	50 983 637	-	-	50 983 637	50 343 929	639 708	98.7%	48 240 089	**48 316 485**

	2018/19			2017/18	
	Final Appropriation	**Actual Expenditure**		**Final Appropriation**	**Actual Expenditure**
TOTAL (brought forward)	**50 983 637**	**50 343 929**		48 240 089	48 316 485
Reconciliation with statement of financial performance					
ADD					
Departmental receipts	113 527			107 964	
NRF Receipts	-			-	
Aid assistance	-			-	
Actual amounts per statement of financial performance (total revenue)	**51 097 164**			48 348 053	
ADD					
Aid assistance		-			-
Prior year unauthorised expenditure approved without funding		-			-
Actual amounts per statement of financial performance (total expenditure)		50 343 929			48 316 485

Appropriation per economic classification									
	2018/19							2017/18	
	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	**47 443 465**	**-**	**(45 844)**	**47 397 621**	**46 828 528**	**569 093**	**98.8%**	**44 373 775**	**44 505 443**
Compensation of employees	42 892 737	-	-	42 892 737	42 269 607	623 130	98.5%	39 991 963	40 061 215
Salaries and wages	36 473 902	-	342 387	36 816 289	36 272 484	543 805	98.5%	34 350 364	34 477 123
Social contributions	6 418 835	-	(342 387)	6 076 448	5 997 123	79 325	98.7%	5 641 599	5 584 092
Goods and services	4 548 728	-	(46 182)	4 502 546	4 556 583	(54 037)	101.2%	4 380 576	4 442 992
Administrative fees	9 266	-	1 598	10 864	9 187	1 677	84.6%	13 211	15 647
Advertising	4 021	-	7 550	11 571	11 571	-	100.0%	5 757	5 757
Minor assets	199	-	507	706	706	-	100.0%	21 514	1 514
Audit costs: External	9 484	-	2 551	12 035	12 035	-	100.0%	11 831	11 831
Bursaries: Employees	63 598	-	(33 770)	29 828	7 499	22 329	25.1%	62 120	62 120
Catering: Departmental activities	35 833	-	25 164	60 997	61 079	(82)	100.1%	70 157	69 310
Communication	10 165	-	25 194	35 359	36 908	(1 549)	104.4%	14 835	38 536
Computer services	73 123	-	2 054	75 177	75 177	-	100.0%	65 729	65 729
Consultants: Business and advisory services	182 784	-	23 220	206 004	246 258	(40 254)	119.5%	86 309	204 907
Infrastructure and planning services	-	-	-	-	-	-	-	-	-
Laboratory services	-	-	-	-	-	-	-	-	-
Scientific and technological services	-	-	-	-	-	-	-	-	-
Legal services	22 125	-	(500)	21 625	30 264	(8 639)	139.9%	3 685	30 883
Contractors	14 800	-	(10 528)	4 272	4 272	-	100.0%	6 214	6 214

Agency and support / outsourced services	1 573 938	-	61 846	1 635 784	1 625 728	10 056	99.4%	1 555 755	1 446 481
Entertainment	-	-	7	7	7	-	100.0%	13	13
Fleet services	32 052	-	14 332	46 384	46 384	-	100.0%	47 027	46 658
Housing	-	-	-	-	-	-	-	-	-
Inventory: Clothing material and supplies	-	-	847	847	847	-	100.0%	249	249
Inventory: Farming supplies	-	-	-	-	-	-	-	-	-
Inventory: Food and food supplies	-	-	128	128	128	-	100.0%	39	39
Inventory: Fuel, oil and gas	78 517	-	(78 509)	8	8	-	100.0%	125	125
Inventory: Learner and teacher support material	682 508	-	1 231	683 739	668 594	15 145	97.8%	789 127	705 106
Inventory: Materials and supplies	9 347	-	(2 290)	7 057	-	7 057	-	-	-
Inventory: Medical supplies	-	-	-	-	-	-	-	-	-
Inventory: Medicine	-	-	-	-	-	-	-	-	-
Medsas Inventory Interface	-	-	-	-	-	-	-	-	-
Inventory: Other supplies	276 213	-	(78 883)	197 330	197 210	120	99.9%	155 849	155 849
Consumable supplies	64 869	-	1 281	66 150	55 821	10 329	84.4%	69 019	108 458
Consumable: Stationery, printing and office supplies	40 838	-	17 051	57 889	57 889	-	100.0%	54 454	52 879
Operating leases	92 029	-	3 502	95 531	132 035	(36 504)	138.2%	104 191	104 191
Property payments	641 958	-	(24 782)	617 176	688 401	(71 225)	111.5%	617 401	680 271
Transport provided: Departmental activity	1 946	-	10 414	12 360	12 360	-	100.0%	6 251	5 935
Travel and subsistence	301 578	-	1 463	303 041	312 318	(9 277)	103.1%	320 231	347 221
Training and development	116 632	-	(35 759)	80 873	3 438	77 435	4.3%	33 254	8 746
Operating payments	178 676	-	23 630	202 306	233 762	(31 456)	115.5%	244 263	245 484
Venues and facilities	32 091	-	(7 628)	24 463	23 662	801	96.7%	20 560	21 162
Rental and hiring	138	-	2 897	3 035	3 035	-	100.0%	1 406	1 677

Interest and rent on land	2 000	-	338	2 338	2 338	-	100.0%	1 236	1 236
Interest	2 000	-	338	2 338	2 338	-	100.0%	1 236	1 236
Rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**1 754 420**	**-**	**-**	**1 754 420**	**1 778 290**	**(23 870)**	**101.4%**	**1 752 699**	**1 884 913**
Provinces and municipalities	2 287	-	(206)	2 081	2 151	(70)	103.4%	2 561	2 561
Provinces	2 287	-	(206)	2 081	2 151	(70)	103.4%	2 561	2 561
Provincial agencies and funds	2 287	-	(206)	2 081	2 151	(70)	103.4%	2 561	2 561
Departmental agencies and accounts	-	-	-	-	-	-	-	88 762	89 497
Departmental agencies and accounts	-	-	-	-	-	-	-	88 762	89 497
Non-profit institutions	1 590 406	-	-	1 590 406	1 563 401	27 005	98.3%	1 577 491	1 621 649
Households	161 727	-	206	161 933	212 738	(50 805)	131.4%	83 885	171 206
Social benefits	158 327	-	(3 567)	154 760	205 414	(50 654)	132.7%	82 018	169 339
Other transfers to households	3 400	-	3 773	7 173	7 324	(151)	102.1%	1 867	1 867
Payments for capital assets	**1 785 752**	**-**	**45 844**	**1 831 596**	**1 737 111**	**94 485**	**94.8%**	**2 081 722**	**1 894 237**
Buildings and other fixed structures	1 764 158	-	45 844	1 810 002	1 728 452	81 550	95.5%	2 056 255	1 883 004
Buildings	1 764 158	-	45 844	1 810 002	1 728 452	81 550	95.5%	2 046 255	1 883 004
Other fixed structures	-	-	-	-	-	-	-	10 000	-
Machinery and equipment	17 594	-	(1 477)	16 117	7 156	8 961	44.4%	21 729	11 095
Transport equipment	7 750	-	1 274	9 024	4 286	4 738	47.5%	12 037	9 659
Other machinery and equipment	9 844	-	(2 751)	7 093	2 870	4 223	40.5%	9 692	1 436
Software and other intangible assets	4 000	-	1 477	5 477	1 503	3 974	27.4%	3 738	138
Payments for financial assets	-	-	-	-	-	-	-	31 893	31 892
TOTAL	**50 983 637**	**-**	**-**	**50 983 637**	**50 343 929**	**639 708**	**98.7%**	**48 240 089**	**48 316 485**

Statutory Appropriation per economic classification									
	2018/19							2017/18	
	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	47 443 465	-	(45 844)	47 397 621	**46 828 528**	**569 093**	**98.8%**	**44 373 775**	**44 505 443**
Compensation of employees	42 892 737	-	-	42 892 737	42 269 607	623 130	98.5%	39 991 963	40 061 215
Goods and services	4 548 728	-	(46 182)	4 502 546	4 556 583	(54 037)	101.2%	4 380 576	4 442 992
Interest and rent on land	2 000	-	338	2 338	2 338	-	100.0%	1 236	1 236
Transfers and subsidies	1 754 420	-	-	**1 754 420**	**1 778 290**	**(23 870)**	**101.4%**	**1 752 699**	**1 884 913**
Provinces and municipalities	2 287	-	(206)	2 081	2 151	(70)	103.4%	2 561	2 561
Departmental agencies and accounts	-	-	-	-	-	-	-	88 762	89 497
Non-profit institutions	1 590 406	-	-	1 590 406	1 563 401	27 005	98.3%	1 577 491	1 621 649
Households	161 727	-	206	161 933	212 738	(50 805)	131.4%	83 885	171 206
Payments for capital assets	**1 785 752**	**-**	**45 844**	**1 831 596**	**1 737 111**	**94 485**	**94.8%**	**2 081 722**	**1 894 237**
Buildings and other fixed structures	1 764 158	-	45 844	1 810 002	1 728 452	81 550	95.5%	2 056 255	1 883 004
Machinery and equipment	17 594	-	(1 477)	16 117	7 156	8 961	44.4%	21 729	11 095
Software and other intangible assets	4 000	-	1 477	5 477	1 503	3 974	27.4%	3 738	138
Payments for financial assets	-	-	-	-	-	-	-	31 893	**31 892**

Programme 1: Administration									
2018/19	**2017/18**								
	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	17 188	-	2 667	19 855	12 484	7 371	62.9%	47 875	47 875
1.2 Corporate Services	970 979	-	30 784	1 001 763	1 052 884	(51 121)	105.1%	885 365	971 875
1.3 Education Management	690 791	-	(16 237)	674 554	650 303	24 251	96.4%	794 944	708 434
1.4 Human Resource Development	6 784	-	(3 360)	3 424	3 424	-	100.0%	1 366	1 366
1.5 Education Mgt. Information System (EMIS)	59 084	-	(8 835)	50 249	30 750	19 499	61.2%	30 619	30 619
Total for sub programmes	1 744 826	-	5 019	1 749 845	**1 749 845**	**-**	**100.0%**	**1 760 169**	**1 760 169**
Economic classification									
Current payments	**1 700 309**	**-**	**5 338**	**1 705 647**	**1 718 342**	**(12 695)**	**100.7%**	**1 678 598**	**1 699 659**
Compensation of employees	1 258 404	-	-	1 258 404	1 163 226	95 178	92.4%	1 262 213	1 151 332
Salaries and wages	1 066 532	-	(2 147)	1 064 385	995 101	69 284	93.5%	1 082 763	987 241
Social contributions	191 872	-	2 147	194 019	168 125	25 894	86.7%	179 450	164 091
Goods and services	439 905	-	5 002	444 907	552 780	(107 873)	124.2%	415 159	547 101
Administrative fees	2 885	-	(463)	2 422	2 422	-	100.0%	3 707	3 707
Advertising	4 021	-	7 157	11 178	11 178	-	100.0%	5 757	5 757
Minor assets	-	-	429	429	429	-	100.0%	1 423	1 423
Audit costs: External	9 484	-	2 278	11 762	11 762	-	100.0%	11 523	11 523
Bursaries: Employees	14 276	-	(12 937)	1 339	1 339	-	100.0%	49 630	49 630
Catering: Departmental activities	4 023	-	(1 251)	2 772	2 772	-	100.0%	1 608	1 608

Communication	8 965	-	25 710	34 675	36 224	(1 549)	104.5%	13 637	37 338
Computer services	55 603	-	4 398	60 001	60 001	-	100.0%	59 999	59 999
Consultants: Business and advisory services	-	-	6 805	6 805	6 805	-	100.0%	634	634
Laboratory services	-	-	-	-	-	-	-	-	-
Legal services	21 625	-	-	21 625	30 264	(8 639)	139.9%	3 685	30 883
Contractors	14 000	-	(11 220)	2 780	2 780	-	100.0%	1 850	1 850
Agency and support / outsourced services	3 034	-	970	4 004	4 004	-	100.0%	15 832	15 832
Entertainment	-	-	7	7	7	-	100.0%	13	13
Fleet services	31 061	-	15 312	46 373	46 373	-	100.0%	46 658	46 658
Housing	-	-	-	-	-	-	-	-	-
Inventory: Clothing material and supplies	-	-	614	614	614	-	100.0%	232	232
Inventory: Food and food supplies	-	-	54	54	54	-	100.0%	39	39
Inventory: Fuel, oil and gas	155	-	(148)	7	7	-	100.0%	81	81
Inventory: Learner and teacher support material	-	-	-	-	-	-	-	170	170
Inventory: Materials and supplies	-	-	-	-	-	-	-	-	-
Inventory: Medical supplies	-	-	-	-	-	-	-	-	-
Inventory: Other supplies	176	-	575	751	751	-	100.0%	900	900
Consumable supplies	3 103	-	(1 239)	1 864	1 864	-	100.0%	2 513	2 513
Consumable: Stationery, printing and office supplies	10 805	-	6 658	17 463	17 463	-	100.0%	13 640	13 640
Operating leases	80 989	-	(22 105)	58 884	95 388	(36 504)	162.0%	12 866	12 866
Property payments	68 457	-	(13 532)	54 925	116 106	(61 181)	211.4%	48 034	110 904
Transport provided: Departmental activity	203	-	(203)	-	-	-	-	285	285
Travel and subsistence	96 554	-	(317)	96 237	96 237	-	100.0%	105 054	123 227
Training and development	4 784	-	(4 741)	43	43	-	100.0%	187	187

Operating payments	5 702	-	(1 841)	3 861	3 861	-	100.0%	13 173	13 173
Venues and facilities	-	-	2 082	2 082	2 082	-	100.0%	1 383	1 383
Rental and hiring	-	-	1 950	1 950	1 950	-	100.0%	646	646
Interest and rent on land	2 000	-	336	2 336	2 336	-	100.0%	1 226	1 226
Interest	2 000	-	336	2 336	2 336	-	100.0%	1 226	1 226
Rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**37 185**	**-**	**-**	**37 185**	**27 366**	**9 819**	**73.6%**	**36 160**	**22 611**
Provinces and municipalities	2 287	-	(206)	2 081	2 081	-	100.0%	2 561	2 561
Provinces	2 287	-	(206)	2 081	2 081	-	100.0%	2 561	2 561
Provincial agencies and funds	2 287	-	(206)	2 081	2 081	-	100.0%	2 561	2 561
Households	34 898	-	206	35 104	25 285	9 819	72.0%	33 599	20 050
Social benefits	31 498	-	(3 567)	27 931	18 112	9 819	64.8%	31 732	18 183
Other transfers to households	3 400	-	3 773	7 173	7 173	-	100.0%	1 867	1 867
Payments for capital assets	**7 332**	**-**	**(319)**	**7 013**	**4 137**	**2 876**	**59.0%**	**13 518**	**6 007**
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Buildings	-	-	-	-	-	-	-	-	-
Other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	7 332	-	(1 477)	5 855	2 979	2 876	50.9%	13 380	5 869
Transport equipment	-	-	1 274	1 274	1 274	-	100.0%	4 657	4 657
Other machinery and equipment	7 332	-	(2 751)	4 581	1 705	2 876	37.2%	8 723	1 212
Software and other intangible assets	-	-	1 158	1 158	1 158	-	100.0%	138	138
Payments for financial assets	-	-	-	-	-	-	-	31 893	31 892
Total	**1 744 826**	**-**	**5 019**	**1 749 845**	**1 749 845**	**-**	**100.0%**	**1 760 169**	**1 760 169**

1.1 Office of the MEC									
	2018/19							2017/18	
	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	17 188	-	1 188	18 376	**11 005**	**7 371**	**59.9%**	**47 875**	**47 875**
Compensation of employees	10 462	-	-	10 462	3 091	7 371	29.5%	1 977	1 977
Goods and services	6 726	-	1 188	7 914	7 914	-	100.0%	45 898	45 898
Transfers and subsidies	**-**	**-**	**1 335**	**1 335**	**1 335**	**-**	**100.0%**	**-**	**-**
Households	-	-	1 335	1 335	1 335	-	100.0%	-	-
Payments for capital assets	**-**	**-**	**144**	**144**	**144**	**-**	**100.0%**	**-**	**-**
Machinery and equipment	-	-	144	144	144	-	100.0%	-	-

1.2 Corporate Services									
	2018/19							2017/18	
	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	952 636	-	26 705	979 341	1 033 338	(53 997)	105.5%	**869 749**	**956 259**
Compensation of employees	672 868	-	(2)	672 866	618 990	53 876	92.0%	610 456	610 456
Goods and services	277 768	-	26 378	304 146	412 019	(107 873)	135.5%	258 112	344 622
Interest and rent on land	2 000	-	329	2 329	2 329	-	100.0%	1 181	1 181
Transfers and subsidies	11 011	-	5 644	16 655	16 655	-	**100.0%**	**10 485**	**10 485**
Provinces and municipalities	2 287	-	(206)	2 081	2 081	-	100.0%	2 561	2 561
Households	8 724	-	5 850	14 574	14 574	-	100.0%	7 924	7 924
Payments for capital assets	**7 332**	**-**	**(1 565)**	**5 767**	**2 891**	**2 876**	**50.1%**	**5 131**	**5 131**
Machinery and equipment	7 332	-	(2 256)	5 076	2 200	2 876	43.3%	5 131	5 131
Software and other intangible assets	-	-	691	691	691	-	100.0%	-	-

1.3 Education Management									
	2018/19							2017/18	
	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	**664 617**	**-**	**(10 348)**	**654 269**	**639 837**	**14 432**	**97.8%**	**729 703**	**664 254**
Compensation of employees	530 238	-	-	530 238	515 806	14 432	97.3%	626 509	515 628
Goods and services	134 379	-	(10 355)	124 024	124 024	-	100.0%	103 149	148 581
Interest and rent on land	-	-	7	7	7	-	100.0%	45	45
Transfers and subsidies	**26 174**	**-**	**(6 991)**	**19 183**	**9 364**	**9 819**	**48.8%**	**25 675**	**12 126**
Households	26 174	-	(6 991)	19 183	9 364	9 819	48.8%	25 675	12 126
Payments for capital assets	**-**	**-**	**1 102**	**1 102**	**1 102**	**-**	**100.0%**	**7 673**	**162**
Machinery and equipment	-	-	635	635	635	-	100.0%	7 673	162
Software and other intangible assets	-	-	467	467	467	-	100.0%	-	-
Payments for financial assets	-	-	-	-	-	-	-	31 893	**31 892**

1.4 Human Resource Development									
	2018/19							2016/17	
	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	**6 784**	**-**	**(3 360)**	**3 424**	**3 424**	**-**	**100.0%**	**1 321**	**1 321**
Compensation of employees	-	-	2	2	2	-	100.0%	17	17
Goods and services	6 784	-	(3 362)	3 422	3 422	-	100.0%	1 304	1 304
Payments for capital assets	-	-	**-**	**-**	**-**	**-**	**-**	**45**	**45**
Machinery and equipment	-	-	-	-	-	-	-	45	45

1.5 Education Mgt. Information System (EMIS)									
2018/19								2017/18	
	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	**59 084**	**-**	**(8 847)**	**50 237**	**30 738**	**19 499**	**61.2%**	**29 950**	**29 950**
Compensation of employees	44 836	-	-	44 836	25 337	19 499	56.5%	23 254	23 254
Goods and services	14 248	-	(8 847)	5 401	5 401	-	100.0%	6 696	6 696
Transfers and subsidies	-	-	12	12	12	**-**	**100.0%**	**-**	**-**
Households	-	-	12	12	12	-	100.0%	-	-
Payments for capital assets	-	-	-	-	**-**	**-**	**-**	**669**	**669**
Machinery and equipment	-	-	-	-	-	-	-	531	531
Software and other intangible assets	-	-	-	-	-	-	-	138	138

Programme 2: Public Ordinary School Education									
	2018/19							2017/18	
	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	24 554 326	-	(306 069)	24 248 257	23 892 881	355 376	98.5%	22 456 076	22 602 301
2.2 Public Secondary Schools	16 403 285	-	275 436	16 678 721	16 568 784	109 937	99.3%	15 738 879	16 011 249
2.3 Human Resource Development	130 917	-	14 106	145 023	71 992	73 031	49.6%	87 550	87 550
2.4 School Sport, Culture and Media Services	41 886	-	(14 106)	27 780	25 362	2 418	91.3%	18 928	27 559
2.5 National School Nutrition Programme	1 664 215	-	-	1 664 215	1 647 325	16 890	99.0%	1 566 894	1 437 448
2.6 EPWP Integrated Grant for Provinces	2 000	-	-	2 000	2 025	(25)	101.3%	2 000	2 123
2.7 Social Sector EPWP Incentive Grant for Provinces	27 004	-	-	27 004	31 473	(4 469)	116.5%	4 808	4 297
2.8 Maths Science and Technology Grant	67 351	-	-	67 351	67 015	336	99.5%	61 660	55 512
Total for sub programmes	42 890 984	-	(30 633)	42 860 351	42 306 857	553 494	**98.7%**	**39 936 795**	**40 228 039**
Economic classification									
Current payments	**41 418 160**	**-**	**(30 633)**	**41 387 527**	**40 815 413**	**572 114**	**98.6%**	**38 540 088**	**38 704 290**
Compensation of employees	38 397 640	-	-	38 397 640	38 004 541	393 099	99.0%	35 804 256	35 993 428
Salaries and wages	32 610 417	-	301 729	32 912 146	32 518 816	393 330	98.8%	30 652 698	30 841 870
Social contributions	5 787 223	-	(301 729)	5 485 494	5 485 725	(231)	100.0%	5 151 558	5 151 558
Goods and services	3 020 520	-	(30 635)	2 989 885	2 810 870	179 015	94.0%	2 735 826	2 710 856
Administrative fees	1 212	-	1 657	2 869	2 869	-	100.0%	6 953	6 953
Advertising	-	-	393	393	393	-	100.0%	-	-
Minor assets	100	-	(100)	-	-	-	-	20 000	-

Audit costs: External	-	-	273	273	273	-	100.0%	308	308
Bursaries: Employees	49 322	-	(20 833)	28 489	6 160	22 329	21.6%	12 490	12 490
Catering: Departmental activities	2 678	-	14 186	16 864	16 946	(82)	100.5%	24 557	24 662
Communication	-	-	100	100	100	-	100.0%	190	190
Computer services	11 120	-	(468)	10 652	10 652	-	100.0%	-	-
Consultants: Business and advisory services	179 810	-	(1 665)	178 145	123 722	54 423	69.5%	82 864	141 015
Infrastructure and planning services	-	-	-	-	-	-	-	-	-
Laboratory services	-	-	-	-	-	-	-	-	-
Scientific and technological services	-	-	-	-	-	-	-	-	-
Legal services	500	-	(500)	-	-	-	-	-	-
Contractors	-	-	61	61	61	-	100.0%	397	397
Agency and support / outsourced services	1 569 858	-	61 620	1 631 478	1 621 422	10 056	99.4%	1 539 340	1 430 172
Entertainment	-	-	-	-	-	-	-	-	-
Fleet services	614	-	(614)	-	-	-	-	-	-
Inventory: Clothing material and supplies	-	-	62	62	62	-	100.0%	6	6
Inventory: Food and food supplies	-	-	74	74	74	-	100.0%	-	-
Inventory: Fuel, oil and gas	78 317	-	(78 316)	1	1	-	100.0%	-	-
Inventory: Learner and teacher support material	594 694	-	(400)	594 294	589 871	4 423	99.3%	703 115	703 115
Inventory: Materials and supplies	8 347	-	(1 290)	7 057	-	7 057	-	-	-
Inventory: Other supplies	251 037	-	(69 506)	181 531	181 411	120	99.9%	130 657	130 657
Consumable supplies	59 413	-	3 760	63 173	52 844	10 329	83.6%	64 966	105 511
Consumable: Stationery, printing and office supplies	3 308	-	28 548	31 856	31 856	-	100.0%	15 876	15 876
Operating leases	4 056	-	1 057	5 113	5 113	-	100.0%	4 311	4 311
Property payments	27 250	-	23 366	50 616	50 616	-	100.0%	30 550	30 550
Transport provided: Departmental activity	520	-	6 999	7 519	7 519	-	100.0%	1 989	2 723

Travel and subsistence	79 942	-	(22 148)	57 794	58 104	(310)	100.5%	51 093	56 398
Training and development	80 699	-	(8 894)	71 805	1 134	70 671	1.6%	4 559	1 430
Operating payments	14 937	-	27 707	42 644	42 645	(1)	100.0%	39 953	41 567
Venues and facilities	2 648	-	4 020	6 668	6 668	-	100.0%	1 652	2 254
Rental and hiring	138	-	216	354	354	-	100.0%	-	271
Interest and rent on land	-	-	2	2	2	-	100.0%	6	6
Interest	-	-	2	2	2	-	100.0%	6	6
Transfers and subsidies	**1 464 824**	**-**	**-**	**1 464 824**	**1 490 552**	**(25 728)**	**101.8%**	**1 375 867**	**1 519 093**
Provinces and municipalities	-	-	-	-	70	(70)	-	-	-
Provinces	-	-	-	-	70	(70)	-	-	-
Provincial agencies and funds	-	-	-	-	70	(70)	-	-	-
Non-profit institutions	1 339 820	-	-	1 339 820	1 313 958	25 862	98.1%	1 327 574	1 375 777
Households	125 004	-	-	125 004	176 524	(51 520)	141.2%	48 293	143 316
Social benefits	125 004	-	-	125 004	176 373	(51 369)	141.1%	48 293	143 316
Other transfers to households	-	-	-	-	151	(151)	-	-	-
Payments for capital assets	**8 000**	**-**	**-**	**8 000**	**892**	**7 108**	**11.2%**	**20 840**	**4 656**
Buildings and other fixed structures	-	-	-	-	-	-	-	10 000	-
Other fixed structures	-	-	-	-	-	-	-	10 000	-
Machinery and equipment	4 000	-	-	4 000	866	3 134	21.7%	7 240	4 656
Transport equipment	4 000	-	-	4 000	866	3 134	21.7%	6 840	4 462
Other machinery and equipment	-	-	-	-	-	-	-	400	194
Software and other intangible assets	4 000	-	-	4 000	26	3 974	0.7%	3 600	-
Payments for financial assets	-	-	-	-	-	-	-	-	-
Total	**42 890 984**	**-**	**(30 633)**	**42 860 351**	**42 306 857**	**553 494**	**98.7%**	**39 936 795**	**40 228 039**

2.1 Public Primary Schools									
	2018/19							2017/18	
	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	**23 654 292**	**-**	**(306 069)**	**23 348 223**	**22 956 279**	**391 944**	**98.3%**	**21 611 548**	**21 669 699**
Compensation of employees	22 996 931	-	(447 479)	22 549 452	22 157 508	391 944	98.3%	20 992 676	20 992 676
Goods and services	657 361	-	141 410	798 771	798 771	-	100.0%	618 869	677 020
Interest and rent on land	-	-	-	-	-	-	-	3	3
Transfers and subsidies	**900 034**	**-**	**-**	**900 034**	**936 602**	**(36 568)**	**104.1%**	**844 528**	**932 602**
Provinces and municipalities	-	-	-	-	70	(70)	-	-	-
Non-profit institutions	822 449	-	-	822 449	821 200	1 249	99.8%	813 111	841 314
Households	77 585	-	-	77 585	115 332	(37 747)	148.7%	31 417	91 288
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-

2.2 Public Secondary									
	2018/19							2017/18	
	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	**15 838 495**	**-**	**275 436**	**16 113 931**	**16 015 250**	**98 681**	**99.4%**	**15 207 540**	**15 444 758**
Compensation of employees	15 341 166	-	447 479	15 788 645	15 788 645	-	100.0%	14 767 322	14 963 995
Goods and services	497 329	-	(172 045)	325 284	226 603	98 681	69.7%	440 215	480 760
Interest and rent on land	-	-	2	2	2	-	100.0%	3	3
Transfers and subsidies	**564 790**	**-**	**-**	**564 790**	**553 534**	**11 256**	**98.0%**	**531 339**	**566 491**
Non-profit institutions	517 371	-	-	517 371	492 758	24 613	95.2%	514 463	514 463
Households	47 419	-	-	47 419	60 776	(13 357)	128.2%	16 876	52 028
Payments for capital assets	-	-	-	-	-	-	**-**	**-**	**-**
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-

2.3 Human Resource Development									
	2018/19							2017/18	
	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	**130 917**	**-**	**14 106**	**145 023**	**71 992**	**73 031**	**49.6%**	**87 550**	**87 550**
Compensation of employees	-	-	14 106	14 106	14 106	-	100.0%	19 227	19 227
Goods and services	130 917	-	-	130 917	57 886	73 031	44.2%	68 323	68 323

2.4 School Sport, Culture and Media Services									
	2018/19							2017/18	
	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	**41 886**	**-**	**(14 106)**	**27 780**	**24 946**	**2 834**	**89.8%**	**18 928**	**27 559**
Compensation of employees	26 839	-	(14 106)	12 733	11 114	1 619	87.3%	11 323	11 323
Goods and services	15 047	-	-	15 047	13 832	1 215	91.9%	7 605	16 236
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**-**	**-**	**-**	**-**	**416**	**(416)**	**-**	**-**	**-**
Households	-	-	-	-	416	(416)	-	-	-

2.5 National School Nutrition Programme									
	2018/19							2017/18	
	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	**1 660 215**	**-**	**-**	**1 660 215**	**1 646 459**	**13 756**	**99.2%**	**1 549 054**	**1 432 986**
Compensation of employees	3 700	-	-	3 700	-	3 700	-	6 900	-
Goods and services	1 656 515	-	-	1 656 515	1 646 459	10 056	99.4%	1 542 154	1 432 986
Interest and rent on land	-	-	-	-	-	-	-	-	-
Payments for capital assets	**4 000**	**-**	**-**	**4 000**	**866**	**3 134**	**21.7%**	**17 840**	**4 462**
Buildings and other fixed structures	-	-	-	-	-	-	-	10 000	-
Machinery and equipment	4 000	-	-	4 000	866	3 134	21.7%	7 240	4 462
Software and other intangible assets	-	-	-	-	-	-	-	600	-

2.6 EPWP Integrated Grant for Provinces									
	2018/19							2017/18	
	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	**2 000**	**-**	**-**	**2 000**	**2 025**	**(25)**	**101.3%**	**2 000**	**1 929**
Compensation of employees	2 000	-	-	2 000	2 023	(23)	101.2%	2 000	1 910
Goods and services	-	-	-	-	2	(2)	-	-	19
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**194**
Machinery and equipment	-	-	-	-	-	-	-	-	194

2.7 Social Sector EPWP Incentive Grant for Provinces									
	2018/19							2017/18	
	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	**27 004**	**-**	**-**	**27 004**	**31 473**	**(4 469)**	**116.5%**	**4 808**	**4 297**
Compensation of employees	27 004	-	-	27 004	31 145	(4 141)	115.3%	4 808	4 297
Goods and services	-	-	-	-	328	(328)	-	-	-

2.8 Maths Science and Technology Grant									
	2018/19							2017/18	
	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	**63 351**	**-**	**-**	**63 351**	**66 989**	**(3 638)**	**105.7%**	**58 660**	**35 512**
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	63 351	-	-	63 351	66 989	(3 638)	105.7%	58 660	35 512
Transfers and subsidies	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**20 000**
Non-profit institutions	-	-	-	-	-	-	-	-	20 000
Payments for capital assets	**4 000**	**-**	**-**	**4 000**	**26**	**3 974**	**0.7%**	**3 000**	**-**
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-
Software and other intangible assets	4 000	-	-	4 000	26	3 974	0.7%	3 000	-

Programme 3: Independent School Subsidies									
	2018/19							2017/18	
	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	53 761	-	-	53 761	52 957	804	98.5%	52 799	50 787
3.2 Secondary Phase	30 267	-	-	30 267	30 064	203	99.3%	33 239	32 193
Total for sub programmes	**84 028**	**-**	**-**	**84 028**	**83 021**	**1 007**	**98.8%**	**86 038**	**82 980**
Economic classification									
Current payments	-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Goods and services	-	-	-	-	-	-	-	-	-
Legal services	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**84 028**	**-**	**-**	**84 028**	**83 021**	**1 007**	**98.8%**	**86 038**	**82 980**
Non-profit institutions	84 028	-	-	84 028	83 021	1 007	98.8%	86 038	82 980
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Payments for financial assets	-	-	-	-	-	-	-	-	-
Total	**84 028**	**-**	**-**	**84 028**	**83 021**	**1 007**	**98.8%**	**86 038**	**82 980**

3.1 Primary Phase									
	2018/19							2017/18	
	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	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**53 761**	**-**	**-**	**53 761**	**52 957**	**804**	**98.5%**	**52 799**	**50 787**
Non-profit institutions	53 761	-	-	53 761	52 957	804	98.5%	52 799	50 787
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Payments for financial assets	-	-	-	-	-	-	-	-	**-**

3.2 Secondary Phase									
	2018/19							2017/18	
	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	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**30 267**	**-**	**-**	**30 267**	**30 064**	**203**	**99.3%**	**33 239**	**32 193**
Non-profit institutions	30 267	-	-	30 267	30 064	203	99.3%	33 239	32 193
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Payments for financial assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

Programme 4: Public Special School Education									
	2018/19							2017/18	
	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	1 182 330	-	457	1 182 787	1 171 385	11 402	99.0%	1 075 150	1 121 070
4.2 Human Resource Development	3 391	-	(457)	2 934	1 232	1 702	42.0%	2 101	730
4.3 Learners with Profound Intellectual Disabilities Grant	28 330	-	-	28 330	22 992	5 338	81.2%	5 558	2 696
Total for sub programmes	**1 214 051**	**-**	**-**	**1 214 051**	**1 195 609**	**18 442**	**98.5%**	**1 082 809**	**1 124 496**
Economic classification									
Current payments	**1 068 119**	**-**	**-**	**1 068 119**	**1 050 817**	**17 302**	**98.4%**	**946 356**	**988 010**
Compensation of employees	1 053 092	-	-	1 053 092	1 039 169	13 923	98.7%	935 088	980 791
Salaries and wages	898 144	-	(7 684)	890 460	876 537	13 923	98.4%	788 326	828 964
Social contributions	154 948	-	7 684	162 632	162 632	-	100.0%	146 762	151 827
Goods and services	15 027	-	-	15 027	11 648	3 379	77.5%	11 268	7 219
Administrative fees	3 410	-	(1 037)	2 373	696	1 677	29.3%	415	415
Minor assets	-	-	215	215	215	-	100.0%	-	-
Catering: Departmental activities	50	-	253	303	303	-	100.0%	245	245
Contractors	-	-	854	854	854	-	100.0%	-	-
Fleet services	-	-	-	-	-	-	-	-	-
Inventory: Learner and teacher support material	2 100	-	(1 936)	164	164	-	100.0%	-	-

Inventory: Materials and supplies	-	-	-	-	-	-	-	-	-
Inventory: Other supplies	-	-	915	915	915	-	100.0%	2 315	2 315
Consumable supplies	28	-	693	721	721	-	100.0%	5	5
Consumable: Stationery, printing and office supplies	100	-	507	607	607	-	100.0%	-	-
Operating leases	150	-	(118)	32	32	-	100.0%	-	-
Property payments	-	-	-	-	-	-	-	33	33
Transport provided: Departmental activity	-	-	-	-	-	-	-	-	-
Travel and subsistence	2 735	-	4 074	6 809	6 809	-	100.0%	4 198	4 198
Training and development	5 954	-	(4 238)	1 716	14	1 702	0.8%	4 057	8
Operating payments	500	-	(338)	162	162	-	100.0%	-	-
Venues and facilities	-	-	123	123	123	-	100.0%	-	-
Rental and hiring	-	-	33	33	33	-	100.0%	-	-
Transfers and subsidies	**139 670**	**-**	**-**	**139 670**	**141 612**	**(1 942)**	**101.4%**	**135 344**	**135 946**
Non-profit institutions	137 845	-	-	137 845	137 844	1	100.0%	133 619	133 488
Households	1 825	-	-	1 825	3 768	(1 943)	206.5%	1 725	2 458
Social benefits	1 825	-	-	1 825	3 768	(1 943)	206.5%	1 725	2 458
Other transfers to households	-	-	-	-	-	-	-	-	-
Payments for capital assets	**6 262**	**-**	**-**	**6 262**	**3 180**	**3 082**	**50.8%**	**1 109**	**540**
Machinery and equipment	6 262	-	-	6 262	3 180	3 082	50.8%	1 109	540
Transport equipment	3 750	-	-	3 750	2 146	1 604	57.2%	540	540
Other machinery and equipment	2 512	-	-	2 512	1 034	1 478	41.2%	569	-
Total	**1 214 051**	**-**	**-**	**1 214 051**	**1 195 609**	**18 442**	**98.5%**	**1 082 809**	**1 124 496**

4.1 Public Special Schools									
	2018/19							2017/18	
	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	**1 042 660**	**-**	**457**	**1 043 117**	**1 029 773**	**13 344**	**98.7%**	**939 806**	**985 124**
Compensation of Employees	1 042 355	-	-	1 042 355	1 029 011	13 344	98.7%	933 976	979 294
Goods and services	305	-	457	762	762	-	100.0%	5 830	5 830
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**139 670**	**-**	**-**	**139 670**	**141 612**	**(1 942)**	**101.4%**	**135 344**	**135 946**
Non-profit institutions	137 845	-	-	137 845	137 844	1	100.0%	133 619	133 488
Households	1 825	-	-	1 825	3 768	(1 943)	206.5%	1 725	2 458
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Machinery and equipment	-	-	-	-	-	-	-	-	-
Payments for financial assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

4.2 Human Resource Development									
	2018/19							2017/18	
	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	**3 391**	**-**	**(457)**	**2 934**	**1 232**	**1 702**	**42.0%**	**2 101**	**730**
Goods and services	3 391	-	(457)	2 934	1 232	1 702	42.0%	2 101	730

4.3 Learners with Profound Intellectual Disabilities Grant									
2018/19								2017/18	
	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	22 068	**-**	**-**	**22 068**	**19 812**	**2 256**	**89.8%**	**4 449**	**2 156**
Compensation of Employees	10 737	-	-	10 737	10 158	579	94.6%	1 112	1 497
Goods and services	11 331	-	-	11 331	9 654	1 677	85.2%	3 337	659
Payments for capital assets	**6 262**	**-**	**-**	**6 262**	**3 180**	**3 082**	**50.8%**	**1 109**	**540**
Machinery and equipment	6 262	-	-	6 262	3 180	3 082	50.8%	1 109	540

Programme 5: Early Childhood Development									
	2018/19							2017/18	
	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	1 130 578	-	(123 380)	1 007 198	1 000 254	6 944	99.3%	1 031 305	908 751
5.2 Grade R Early Childhood Development Centres	23 907	-	140 390	164 297	164 297	-	100.0%	54 098	46 588
5.3 Pre-Grade R Training	64 745	-	(17 010)	47 735	8 007	39 728	16.8%	41 575	15 912
5.4 Human Resource Development	1 442	-	-	1 442	-	1 442	-	6 089	-
Total for sub programmes	**1 220 672**	**-**	**-**	**1 220 672**	**1 172 558**	**48 114**	**96.1%**	**1 133 067**	**971 251**
Economic classification									
Current payments	**1 191 959**	**-**	**-**	**1 191 959**	**1 143 503**	**48 456**	**95.9%**	**1 102 539**	**941 579**
Compensation of employees	1 070 137	-	-	1 070 137	1 042 105	28 032	97.4%	981 572	934 359
Salaries and wages	912 703	-	62 242	974 945	954 195	20 750	97.9%	907 906	907 906
Social contributions	157 434	-	(62 242)	95 192	87 910	7 282	92.4%	73 666	26 453
Goods and services	121 822	-	-	121 822	101 398	20 424	83.2%	120 967	7 220
Administrative fees	-	-	130	130	130	-	100.0%	1	1
Bursaries: Employees	-	-	-	-	-	-	-	-	-
Catering: Departmental activities	1 111	-	(1 035)	76	76	-	100.0%	1 050	98
Communication (G&S)	-	-	-	-	-	-	-	-	-
Computer services	-	-	-	-	-	-	-	-	-

Consultants: Business and advisory services	2 974	-	18 080	21 054	21 054	-	100.0%	2 811	-
Contractors	-	-	-	-	-	-	-	1	1
Agency and support / outsourced services	70	-	(70)	-	-	-	-	106	-
Fleet services	377	-	(377)	-	-	-	-	369	-
Inventory: Clothing material and accessories	-	-	-	-	-	-	-	-	-
Inventory: Learner and teacher support material	85 714	-	2 986	88 700	77 978	10 722	87.9%	84 021	-
Inventory: Materials and supplies	-	-	-	-	-	-	-	-	-
Inventory: Other supplies	-	-	-	-	-	-	-	-	-
Consumable supplies	1 405	-	(1 405)	-	-	-	-	1 106	-
Consumable: Stationery, printing and office supplies	2 221	-	(2 221)	-	-	-	-	1 868	293
Operating leases	-	-	-	-	-	-	-	-	-
Property payments	-	-	-	-	-	-	-	-	-
Transport provided: Departmental activity	1 223	-	(1 223)	-	-	-	-	1 135	85
Travel and subsistence	4 272	-	2 147	6 419	2 154	4 265	33.6%	5 083	1 049
Training and development	22 072	-	(17 010)	5 062	-	5 062	-	22 945	5 615
Operating payments	383	-	(8)	375	-	375	-	465	72
Venues and facilities	-	-	-	-	-	-	-	-	-
Rental and hiring	-	-	6	6	6	-	100.0%	6	6
Transfers and subsidies	**28 713**	**-**	**-**	**28 713**	**29 055**	**(342)**	**101.2%**	**30 528**	**29 672**
Non-profit institutions	28 713	-	-	28 713	28 578	135	99.5%	30 260	29 404

Households	-	-	-	-	477	(477)	-	268	268
Social benefits	-	-	-	-	477	(477)	-	268	268
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Machinery and equipment	-	-	-	-	-	-	-	-	-
Other machinery and equipment	-	-	-	-	-	-	-	-	-
Total	**1 220 672**	**-**	**-**	**1 220 672**	**1 172 558**	**48 114**	**96.1%**	**1 133 067**	**971 251**

5.1 Grade R in Public Schools									
	2018/19							2017/18	
	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	1 101 865	-	**(123 380)**	**978 485**	**971 203**	**7 282**	**99.3%**	**1 000 966**	**879 268**
Compensation of Employees	1 027 020	-	(48 544)	978 476	971 194	7 282	99.3%	926 380	879 167
Goods and services	74 845	-	(74 836)	9	9	-	100.0%	74 586	101
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**28 713**	**-**	**-**	**28 713**	**29 051**	**(338)**	**101.2%**	**30 339**	**29 483**
Non-profit institutions	28 713	-	-	28 713	28 574	139	99.5%	30 260	29 404
Households	-	-	-	-	477	(477)	-	79	79
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Machinery and equipment	-	-	-	-	-	-	-	-	-

5.2 Grade R Early Childhood Development Centres									
	2018/19							2017/18	
	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	23 907	-	140 390	164 297	164 297	**-**	**100.0%**	**53 909**	**46 399**
Compensation of Employees	14 371	-	48 544	62 915	62 915	-	100.0%	44 896	44 896
Goods and services	9 536	-	91 846	101 382	101 382	-	100.0%	9 013	1 503
Transfers and subsidies	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**189**	**189**
Households	-	-	-	-	-	-	-	189	189

5.3 Pre-Grade R Training									
	2018/19							2017/18	
	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	**64 745**	**-**	**(17 010)**	**47 735**	**8 003**	**39 732**	**16.8%**	**41 575**	**15 912**
Compensation of Employees	28 746	-	-	28 746	7 996	20 750	27.8%	10 296	10 296
Goods and services	35 999	-	(17 010)	18 989	7	18 982	0.0%	31 279	5 616
Transfers and subsidies	**-**	**-**	**-**	**-**	**4**	**(4)**	**-**	**-**	**-**
Non-profit institutions	-	-	-	-	4	(4)	-	-	-

5.4 Human Resource Development									
	2018/19							2017/18	
	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	**1 442**	**-**	**-**	**1 442**	**-**	**1 442**	**-**	**6 089**	**-**
Goods and services	1 442	-	-	1 442	-	1 442	-	6 089	-

Programme 6: Infrastructure Development									
	2018/19							2017/18	
	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	85 519	-	(24 623)	60 896	59 633	1 263	97.9%	167 699	162 067
6.2 Public Ordinary School Education	2 073 386	-	63 580	2 136 966	2 150 093	(13 127)	100.6%	2 248 177	2 248 177
6.3 Public Special School Education	128 908	-	3 272	132 180	132 180	-	100.0%	117 763	115 334
6.4 Early Childhood Development	48 794	-	(16 615)	32 179	32 179	-	100.0%	146 774	49 210
Total for sub programmes	**2 336 607**	**-**	**25 614**	**2 362 221**	**2 374 085**	**(11 864)**	**100.5%**	**2 680 413**	**2 574 788**
Economic classification									
Current payments	**572 449**	**-**	**(20 549)**	**551 900**	**645 314**	**(93 414)**	**116.9%**	**634 158**	**691 722**
Compensation of employees	29 916	-	-	29 916	28 653	1 263	95.8%	28 276	22 582
Salaries and wages	29 916	-	(3 097)	26 819	25 556	1 263	95.3%	26 570	20 876
Social contributions	-	-	3 097	3 097	3 097	-	100.0%	1 706	1 706
Goods and services	542 533	-	(20 549)	521 984	616 661	(94 677)	118.1%	605 882	669 140
Advertising	-	-	-	-	-	-	-	-	-
Consultants: Business and advisory services	-	-	-	-	94 677	(94 677)	-	-	63 258
Contractors	-	-	281	281	281	-	100.0%	3 472	3 472
Inventory: Other supplies	25 000	-	(12 229)	12 771	12 771	-	100.0%	21 114	21 114

Operating leases	-	-	28 774	28 774	28 774	-	100.0%	83 233	83 233
Property payments	517 533	-	(39 896)	477 637	477 637	-	100.0%	496 176	496 176
Travel and subsistence	-	-	2 521	2 521	2 521	-	100.0%	1 868	1 868
Operating payments	-	-	-	-	-	-	-	19	19
Transfers and subsidies	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**62**
Households	-	-	-	-	-	-	-	-	62
Social benefits	-	-	-	-	-	-	-	-	62
Payments for capital assets	**1 764 158**	**-**	**46 163**	**1 810 321**	**1 728 771**	**81 550**	**95.5%**	**2 046 255**	**1 883 004**
Buildings and other fixed structures	1 764 158	-	45 844	1 810 002	1 728 452	81 550	95.5%	2 046 255	1 883 004
Buildings	1 764 158	-	45 844	1 810 002	1 728 452	81 550	95.5%	2 046 255	1 883 004
Machinery and equipment	-	-	-	-	-	-	-	-	-
Other machinery and equipment	-	-	-	-	-	-	-	-	-
Software and other intangible assets	-	-	319	319	319	-	100.0%	-	-
Total	**2 336 607**	**-**	**25 614**	**2 362 221**	**2 374 085**	**(11 864)**	**100.5%**	**2 680 413**	**2 574 788**

6.1 Administration

	2018/19							2017/18	
	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	**29 916**	**-**	**30 106**	**60 022**	**58 759**	**1 263**	**97.9%**	**117 707**	**112 013**
Compensation of employees	29 916	-	(1 189)	28 727	27 464	1 263	95.6%	28 276	22 582
Goods and services	-	-	31 295	31 295	31 295	-	100.0%	89 431	89 431
Transfers and subsidies	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**62**
Households	-	-	-	-	-	-	-	-	62
Payments for capital assets	**55 603**	**-**	**(54 729)**	**874**	**874**	**-**	**100.0%**	**49 992**	**49 992**
Buildings and other fixed structures	55 603	-	(54 729)	874	874	-	100.0%	49 992	49 992
Machinery and equipment	-	-	-	-	-	-	-	-	-

6.2 Public Ordinary School Education

	2018/19							2017/18	
	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	542 533	-	(50 681)	491 852	586 529	(94 677)	119.2%	516 451	**579 709**
Compensation of employees	-	-	1 189	1 189	1 189	-	100.0%	-	-
Goods and services	542 533	-	(51 870)	490 663	585 340	(94 677)	119.3%	516 451	579 709
Payments for capital assets	**1 530 853**	**-**	**114 261**	**1 645 114**	**1 563 564**	**81 550**	**95.0%**	**1 731 726**	**1 668 468**
Buildings and other fixed structures	1 530 853	-	113 942	1 644 795	1 563 245	81 550	95.0%	1 731 726	1 668 468
Software and other intangible assets	-	-	319	319	319	-	100.0%	-	-

6.3 Public Special School Education									
	2018/19							2017/18	
	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	-	-	**26**	**26**	**26**	**-**	**100.0%**	**-**	**-**
Goods and services	-	-	26	26	26	-	100.0%	-	-
Payments for capital assets	**128 908**	**-**	**3 246**	**132 154**	**132 154**	**-**	**100.0%**	**117 763**	**115 334**
Buildings and other fixed structures	128 908	-	3 246	132 154	132 154	-	100.0%	117 763	115 334

6.4 Early Childhood Development									
	2018/19							2017/18	
	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	**48 794**	**-**	**(16 615)**	**32 179**	**32 179**	**-**	**100.0%**	**146 774**	**49 210**
Buildings and other fixed structures	48 794	-	(16 615)	32 179	32 179	-	100.0%	146 774	49 210

Programme 7: Examination and Education Related Services									
	2018/19							2017/18	
	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	-	-	-	-	-	-	-	88 762	89 497
7.2 Professional Services	661 589	-	-	661 589	649 363	12 226	98.2%	633 883	638 474
7.3 External Examinations	771 958	-	-	771 958	758 234	13 724	98.2%	782 038	782 529
7.4 HIV and AIDS (Life-Skills) Grant	58 922	-	-	58 922	54 357	4 565	92.3%	56 115	64 262
Total for sub programmes	1 492 469	-	-	1 492 469	1 461 954	30 515	98.0%	1 560 798	**1 574 762**
Economic classification									
Current payments	**1 492 469**	**-**	**-**	**1 492 469**	**1 455 139**	**37 330**	**97.5%**	**1 472 036**	**1 480 183**
Compensation of employees	1 083 548	-	-	1 083 548	991 913	91 635	91.5%	980 558	978 723
Salaries and wages	956 190	-	(8 656)	947 534	902 279	45 255	95.2%	892 101	890 266
Social contributions	127 358	-	8 656	136 014	89 634	46 380	65.9%	88 457	88 457
Goods and services	408 921	-	-	408 921	463 226	(54 305)	113.3%	491 474	501 456
Administrative fees	1 759	-	1 311	3 070	3 070	-	100.0%	2 135	4 571
Advertising	-	-	-	-	-	-	-	-	-
Minor assets	99	-	(37)	62	62	-	100.0%	91	91
Audit costs: External	-	-	-	-	-	-	-	-	-
Bursaries: Employees	-	-	-	-	-	-	-	-	-
Catering: Departmental activities	27 971	-	13 011	40 982	40 982	-	100.0%	42 697	42 697

Communication	1 200	-	(616)	584	584	-	100.0%	1 008	1 008
Computer services	6 400	-	(1 876)	4 524	4 524	-	100.0%	5 730	5 730
Contractors	800	-	(504)	296	296	-	100.0%	494	494
Agency and support / outsourced services	976	-	(674)	302	302	-	100.0%	477	477
Entertainment	-	-	-	-	-	-	-	-	-
Fleet services	-	-	11	11	11	-	100.0%	-	-
Inventory: Clothing material and supplies	-	-	171	171	171	-	100.0%	11	11
Inventory: Fuel, oil and gas	45	-	(45)	-	-	-	-	44	44
Inventory: Learner and teacher support material	-	-	581	581	581	-	100.0%	1 821	1 821
Inventory: Materials and supplies	1 000	-	(1 000)	-	-	-	-	-	-
Inventory: Medical supplies	-	-	-	-	-	-	-	-	-
Inventory: Other supplies	-	-	1 362	1 362	1 362	-	100.0%	863	863
Consumable supplies	920	-	(528)	392	392	-	100.0%	429	429
Consumable: Stationery, printing and office supplies	24 404	-	(16 441)	7 963	7 963	-	100.0%	23 070	23 070
Operating leases	6 834	-	(4 106)	2 728	2 728	-	100.0%	3 781	3 781
Property payments	28 718	-	5 280	33 998	44 042	(10 044)	129.5%	42 608	42 608
Transport provided: Departmental activity	-	-	4 841	4 841	4 841	-	100.0%	2 842	2 842
Travel and subsistence	118 075	-	15 186	133 261	146 493	(13 232)	109.9%	152 935	160 481
Training and development	3 123	-	(876)	2 247	2 247	-	100.0%	1 506	1 506
Operating payments	157 154	-	(1 890)	155 264	187 094	(31 830)	120.5%	190 653	190 653
Venues and facilities	29 443	-	(13 853)	15 590	14 789	801	94.9%	17 525	17 525
Rental and hiring	-	-	692	692	692	-	100.0%	754	754

Interest and rent on land	-	-	-	-	-	-	-	4	4
Interest	-	-	-	-	-	-	-	4	4
Transfers and subsidies	**-**	**-**	**-**	**-**	**6 684**	**(6 684)**	**-**	**88 762**	**94 549**
Departmental agencies and accounts	-	-	-	-	-	-	-	88 762	89 497
Departmental agencies	-	-	-	-	-	-	-	88 762	89 497
Non-profit institutions	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	6 684	(6 684)	-	-	5 052
Social benefits	-	-	-	-	6 684	(6 684)	-	-	5 052
Payments for capital assets	**-**	**-**	**-**	**-**	**131**	**(131)**	**-**	**-**	**30**
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Buildings	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	131	(131)	-	-	30
Transport equipment	-	-	-	-	-	-	-	-	-
Other machinery and equipment	-	-	-	-	131	(131)	-	-	30
Total	**1 492 469**	**-**	**-**	**1 492 469**	**1 461 954**	**30 515**	**98.0%**	**1 560 798**	**1 574 762**

7.1 Payments to SETA									
	2018/19							2017/18	
	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	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**88 762**	**89 497**
Departmental agencies and accounts	-	-	-	-	-	-	-	88 762	89 497

7.2 Professional Services									
	2018/19							2017/18	
	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	661 589	-	-	**661 589**	**643 374**	**18 215**	**97.2%**	**633 883**	**633 883**
Compensation of Employees	582 047	-	-	582 047	540 556	41 491	92.9%	535 716	535 716
Goods and services	79 542	-	-	79 542	102 818	(23 276)	129.3%	98 164	98 164
Interest and rent on land	-	-	-	-	-	-	-	3	3
Transfers and subsidies	**-**	**-**	**-**	**-**	**5 989**	**(5 989)**	**-**	**-**	**4 591**
Households	-	-	-	-	5 989	(5 989)	-	-	4 591
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-

7.3 External Examinations									
	2018/19							2017/18	
	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	771 958	-	-	771 958	757 408	14 550	**98.1%**	**782 038**	**782 038**
Compensation of Employees	471 306	-	-	471 306	424 926	46 380	90.2%	419 385	419 385
Goods and services	300 652	-	-	300 652	332 482	(31 830)	110.6%	362 652	362 652
Interest and rent on land	-	-	-	-	-	-	-	1	1
Transfers and subsidies	**-**	**-**	**-**	**-**	**695**	**(695)**	**-**	**-**	**461**
Households	-	-	-	-	695	(695)	-	-	461
Payments for capital assets	**-**	**-**	**-**	**-**	**131**	**(131)**	**-**	**-**	**30**
Machinery and equipment	-	-	-	-	131	(131)	-	-	30

7.4 HIV and AIDS (Life-Skills) Grant									
	2018/19							2017/18	
	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	**58 922**	**-**	**-**	**58 922**	**54 357**	**4 565**	**92.3%**	**56 115**	**64 262**
Compensation of Employees	30 195	-	-	30 195	26 431	3 764	87.5%	25 457	23 622
Goods and services	28 727	-	-	28 727	27 926	801	97.2%	30 658	40 640
Transfers and subsidies	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Non-profit institutions	-	-	-	-	-	-	-	-	-
Payments for capital assets	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Machinery and equipment	-	-	-	-	-	-	-	-	-

KwaZulu-Natal Department of Education Notes to the Appropriation Statement for the year ended 31 March 2019

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 Amount Voted (after Virement):**

4.1 Per programme	Final Appropriation	Actual Expenditure	Variance R'000	Variance as a % of Final Appropriation
Administration	1 749 845	1 749 845	-	0.0%
Public Ordinary School Education	42 860 351	42 306 857	553 494	1.3%
A significant reduction in the numbers of employees due to staff exits and the compensation budget being increased to offset spending pressures in respect of the below inflationary cost of living adjustment. Goods and Services was underspent mainly due to invoices being received late for the payment of the managing agent in respect of LTSM. It can also be attributed to the under spend in bursaries and training and development due to cost cutting measures. NPI underspend can be attributed to non-compliance in terms of the non-submission of Audited Financial Statements of schools and the difficulty in projecting which section 21(c) schools will select to procure via the managing agent.				
Independent School Subsidies	84 028	83 021	1 007	1.2%
Underspend as a result of claims that were not made by the qualifying schools and the fluctuation in learner numbers per quarter.				
Public Special School Education	1 214 051	1 195 609	18 442	1.5%
Compensation underspend is due to the increase in funds to offset pressures in respect of the below inflationary cost of living adjustment. Goods and services underspend against training ascribed to delays in the implementation of the LPID grant activities and due to lower than anticipated administrative fee costs.				
Early Childhood Development	1 220 672	1 172 558	48 114	3.9%
Underspend is due to internal cost containment measures and enforced savings implemented against various items, such as training and travel & subsistence. NPI underspend is due to non-compliance in terms of the non-submission of Audited Financial Statements of schools.				
Infrastructure Development	2 362 221	2 374 085	(11 864)	(0.5%)
Examinations and Education Related Services	1 492 469	1 461 954	30 515	2.0%
Underspend is due to the lower than anticipated examination marker related costs.				

KwaZulu-Natal Department of Education Notes to the Appropriation Statement for the year ended 31 March 2019

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	42 892 737	42 269 607	623 130	1.5%
A significant reduction in the numbers of employees due to staff exits and the compensation budget being increased to offset spending pressures in respect of the below inflationary cost of living adjustment.				
Goods and services	4 502 546	4 556 583	(54 037)	(1.2%)
Goods and Services was underspent mainly due to invoices being received late for the payment of the managing agent in respect of LTSM. It can also be attributed to the under spend in bursaries and training and development due to cost cutting measures.				
Interest and rent on land	2 338	2 338	-	0.0%
Transfers and subsidies				
Provinces and municipalities	2 081	2 151	(70)	(3.4%)
Higher than anticipated vehicle licencing costs.				
Departmental agencies and accounts	-	-	-	0.0%
Non-profit institutions	1 590 406	1 563 401	27 005	1.7%
Non-profit institutions underspend can be contributed to non-compliance in terms of the non-submission of Audited Financial Statements of schools and the difficulty in projecting which section 21(c) schools will select to procure via the managing agent.				
Households	161 933	212 738	(50 805)	(31.4%)
Due to higher than anticipated staff exit costs. It is difficult to accurately budget for this item as the number of staff exiting the system cannot be accurately predicted due to deaths etc.				
Payments for capital assets				
Buildings and other fixed structures	1 810 002	1 728 452	81 550	4.5%
Machinery and equipment	16 117	7 156	8 961	55.6%
Underspend due to late deliveries and payment for equipment and tools of trade.				
Software and other intangible assets	5 477	1 503	3 974	72.6%
Underspend is due to the late deliveries and payment.				
Payments for financial assets	-	-	-	0.0%

KwaZulu-Natal Department of Education Notes to the Appropriation Statement for the year ended 31 March 2019

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)	1 664 215	1 647 325	16 890	1.0%
EPWP Integrated Grant For Provinces Grant	2 000	2 025	(25)	(1.3%)
Social Sector EPWP Incentive Grant For Provinces Grant	27 004	31 473	(4 469)	(16.5%)
Maths, Science and Technology Grant (MST)	67 351	67 015	336	0.5%
Learners With Profound Intellectual Disabilities (LSPID)	28 330	22 992	5 338	18.8%
HIV and Aids (Life-Skills Education) Grants (HIV/Aids)	58 922	54 357	4 565	7.7%
Education Infrastructure Grant	2 016 435	2 017 604	(1 169)	(0.1%)

NSNP *– This underspend is in relation to outstanding March 2019 invoices. A roll-over has been requested.* ***Social Sector EPWP Incentive Grant For Provinces Grant*** *- grant fully spent.* ***Maths, Science and Technology Grant (MST)*** *- This underspend is due to outstanding invoices related to the payment of managing agent fee. A roll-over has been requested.* ***Learners With Profound Intellectual Disabilities (LPID)*** *- This underspend is due to late deliveries and payment for equipment and tools of trade. A roll-over has been requested.* ***HIV and Aids (Life-Skills Education) Grants (HIV/Aids)*** *- This underspend is in relation to outstanding invoices. A roll-over has been requested.*

KwaZulu-Natal Department of Education Statement of Financial Performance for the year ended 31 March 2019

	Note	2018/19	2017/18
		R'000	R'000
REVENUE			
Annual appropriation	1	50 983 637	48 240 089
Departmental revenue	2	113 527	107 964
TOTAL REVENUE		**51 097 164**	**48 348 053**
EXPENDITURE			
Current expenditure			
Compensation of employees	3	42 269 607	40 061 215
Goods and services	4	4 556 583	4 442 992
Interest and rent on land	5	2 338	1 236
Total current expenditure		46 828 528	44 505 443
Transfers and subsidies			
Transfers and subsidies	6	1 778 290	1 884 913
Total transfers and subsidies		**1 778 290**	**1 884 913**
Expenditure for capital assets			
Tangible assets	7	1 735 608	1 894 099
Intangible assets	7	1 503	138
Total expenditure for capital assets		**1 737 111**	**1 894 237**
Unauthorised expenditure approved without funding	8	-	31 892
Payments for financial assets		-	-
TOTAL EXPENDITURE		**50 343 929**	**48 316 485**
SURPLUS FOR THE YEAR		**753 235**	**31 568**
Reconciliation of Net Surplus for the year			
Voted funds		639 708	(76 396)
Annual appropriation		612 579	(215 363)
Conditional grants		27 129	138 967
Departmental revenue and NRF Receipts	2	113 527	107 964
Aid assistance		-	-
SURPLUS FOR THE YEAR		**753 235**	**31 568**

KwaZulu-Natal Department of Education Statement of Financial Position for the year ended 31 March 2019

	Note	2018/19	2017/18
		R'000	R'000
ASSETS			
Current assets		688 061	644 219
Unauthorised expenditure	8	576 565	564 701
Cash and cash equivalents		-	-
Prepayments and advances	9	-	-
Receivables	10	111 496	79 518
Loans		-	-
Aid assistance prepayments		-	-
Aid assistance receivable		-	-
Non-current assets		564 889	498 287
Investments	11	1 792	1 686
Receivables	10	563 097	496 601
Loans		-	-
TOTAL ASSETS		**1 252 950**	**1 142 506**
LIABILITIES			
Current liabilities		986 021	909 627
Voted funds to be surrendered to the Revenue Fund	12	651 571	69 470
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	13	7 118	16 602
Bank overdraft	14	272 854	773 552
Payables	15	54 478	50 003
Aid assistance repayable		-	-
Aid assistance unutilised		-	-
Non-current liabilities			
Payables	16	1 795	1 689
TOTAL LIABILITIES		**987 816**	**911 316**
NET ASSETS		**265 134**	**231 190**

KwaZulu-Natal Department of Education Statement of Financial Position for the year ended 31 March 2019

	Note	2018/19	2017/18
		R'000	R'000
Represented by:			
Capitalisation reserve		-	-
Recoverable revenue		265 134	231 190
Retained funds		-	-
Revaluation reserves		-	-
TOTAL		**265 134**	**231 190**

KwaZulu-Natal Department of Education Statement of Changes in Net assets for the year ended 31 March 2019

	Note	2018/19	2017/18
		R'000	R'000
Capitalisation Reserves			
Opening balance		-	-
Transfers:		-	-
Movement in Equity		-	-
Movement in Operational Funds		-	-
Other movements		-	-
Closing balance		-	-
Recoverable revenue			
Opening balance		231 190	201 446
Transfers:		**33 944**	**29 744**
Irrecoverable amounts written off		-	-
Debts revised		-	-
Debts recovered (included in departmental receipts)		-	-
Debts raised		33 944	29 744
Closing balance		**265 134**	**231 190**
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		**265 134**	**231 190**

KwaZulu-Natal Department of Education Cash Flow Statement for the year ended 31 March 2019

	Note	2018/19	2017/18
		R'000	R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		51 437 160	48 090 694
Annual appropriated funds received	1.1	51 323 633	47 986 983
Departmental revenue received	2	113 338	102 447
Interest received	2.2	189	1 264
Net (increase)/decrease in working capital		(105 863)	(448 863)
Surrendered to Revenue Fund		(532 478)	(255 959)
Surrendered to RDP Fund/Donor		-	-
Current payments		(46 814 326)	(43 986 979)
Interest paid	5	(2 338)	(1 236)
Payments for financial assets		-	-
Transfers and subsidies paid		(1 778 290)	(1 884 913)
Net cash flow available from operating activities	**17**	**2 203 865**	**1 512 744**
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	7	(1 737 111)	(1 957 495)
Proceeds from sale of capital assets	2.3	-	4 253
(Increase)/decrease in loans		-	-
(Increase)/decrease in investments		(106)	(97)
(Increase)/decrease in other financial assets		-	-
Net cash flows from investing activities		**(1 737 217)**	**(1 953 339)**
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/(decrease) in net assets		33 944	29 744
Increase/(decrease) in non-current payables		106	97
Net cash flows from financing activities		34 050	29 841
Net increase/(decrease) in cash and cash equivalents		500 698	(410 754)
Cash and cash equivalents at beginning of period		(773 552)	(362 798)
Cash and cash equivalents at end of period	**14**	**(272 854)**	**(773 552)**

KwaZulu-Natal Department of Education Accounting Policies for the year ended 31 March 2019

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 comprises 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.

KwaZulu-Natal Department of Education Accounting Policies for the year ended 31 March 2019

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 effected 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 effected 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 effected 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 effected 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 effected 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 effected 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 effected 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 effected 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 effected 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.

4.6 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.

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.

7. Net assets

7.1 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.

7.2 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.

8. Related party transactions

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

9. Key management personnel

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

10. 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.

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:

	2018/19			2017/18	
	Final Appropriation	Actual Funds Received	Funds not requested/not received	Final Appropriation	Appropriation received
	R'000	R'000	R'000	R'000	R'000
Administration	1 749 845	1 749 845	-	1 760 169	1 760 169
Public Ordinary School Education	42 860 351	42 860 351	-	39 936 795	39 936 795
Independent School Subsidies	84 028	84 028	-	86 038	86 038
Public Special School Education	1 214 051	1 214 051	-	1 082 809	1 082 809
Early Childhood Development	1 220 672	1 220 672	-	1 133 067	1 133 067
Infrastructure Development	2 362 221	2 702 217	(339 996)	2 680 413	2 427 307
Examination and Education Related Services	1 492 469	1 492 469	-	1 560 798	1 560 798
Total	50 983 637	51 323 633	(339 996)	48 240 089	47 986 983

Additional budget received amounting to R 339 996 ('000) from Provincial Treasury (after adjustment estimates) in 2017/18, these funds were received in the 2018/19 financial year.

1.2 Conditional grants

	Note	2018/19	2017/18
		R'000	R'000
Total grants received	**35**	**3 864 257**	**3 690 181**
Provincial grants included in Total Grants received		**2 016 435**	**1 993 146**

KwaZulu-Natal Department of Education Notes to the Annual Financial Statements for the year ended 31 March 2019

2. Departmental revenue

	Note	2018/19	2017/18
		R'000	R'000
Tax revenue		-	-
Sales of goods and services other than capital assets			
	2.1	74 446	62 193
Interest, dividends and rent on land	2.2	189	1 264
Sales of capital assets	2.3	-	4 253
Transactions in financial assets and liabilities	2.4	38 892	40 254
Total revenue collected		113 527	107 964
Less: Own revenue included in appropriation		-	-
Departmental revenue collected		**113 527**	**107 964**

2.1 Sales of goods and services other than capital assets

	Note	2018/19	2017/18
	2	R'000	R'000
Sales of goods and services produced by the department		74 446	62 193
Sales by market establishment		1 860	1 909
Administrative fees		-	-
Other sales		72 586	60 284
Sales of scrap, waste and other used current goods		-	-
Total		**74 446**	**62 193**

2.2 Interest, dividends and rent on land

	Note	2018/19	2017/18
	2	R'000	R'000
Interest		189	1 264
Dividends		-	-
Rent on land		-	-
Total		**189**	**1 264**

2.3 Sale of capital assets

	Note	**2018/19**	**2017/18**
	2	**R'000**	**R'000**
Tangible assets		-	4 253
Buildings and other fixed structures		-	-
Machinery and equipment	30.2	-	4 253
Total		**-**	**4 253**

2.4 Transactions in financial assets and liabilities

	Note	**2018/19**	**2017/18**
	2	**R'000**	**R'000**
Loans and advances		-	-
Receivables		20 208	19 910
Forex gain		-	-
Stale cheques written back		-	-
Other Receipts including Recoverable Revenue		18 684	20 344
Gains on GFECRA		-	-
Total		**38 892**	**40 254**

3. Compensation of employees

3.1 Salaries and Wages

	Note	2018/19	2017/18
		R'000	R'000
Basic salary		30 993 883	29 340 093
Performance award		31 083	31 787
Service Based		40 154	44 829
Compensative/circumstantial		609 870	636 726
Periodic payments		8 587	8 451
Other non-pensionable allowances		4 588 907	4 415 237
Total		**36 272 484**	**34 477 123**

3.2 Social contributions

	Note	2018/19	2017/18
		R'000	R'000
Employer contributions			
Pension		3 953 155	3 682 681
Medical		2 031 655	1 889 864
UIF		1 450	687
Bargaining council		2 683	2 569
Official unions and associations		8 180	8 291
Insurance		-	-
Total		**5 997 123**	**5 584 092**
Total compensation of employees		**42 269 607**	**40 061 215**
Average number of employees		**103 335**	**105 211**

4. Goods and services

	Note	2018/19	2017/18
		R'000	R'000
Administrative fees		9 187	15 647
Advertising		11 571	5 757
Minor assets	4.1	706	1 514
Bursaries (employees)		7 499	62 120
Catering		61 079	69 310
Communication		36 908	38 536
Computer services	4.2	75 177	65 729
Consultants: Business and advisory services		246 258	204 907
Infrastructure and planning services		-	-
Legal services		30 264	30 883
Contractors		4 272	6 214
Agency and support / outsourced services		1 625 728	1 446 481
Entertainment		7	13
Audit cost – external	4.3	12 035	11 831
Fleet services		46 384	46 658
Inventory	4.4	866 787	861 368
Consumables	4.5	113 710	161 337
Operating leases		132 035	104 191
Property payments	4.6	688 401	680 271
Rental and hiring		3 035	1 677
Transport provided as part of the departmental activities		12 360	5 935
Travel and subsistence	4.7	312 318	347 221
Venues and facilities		23 662	21 162
Training and development		3 438	8 746
Other operating expenditure	4.8	233 762	245 484
Total		**4 556 583**	**4 442 992**

4.1 Minor assets

	Note	2018/19	2017/18
	4	R'000	R'000
Tangible assets			
Buildings and other fixed structures		-	-
Machinery and equipment		706	1 514
Transport assets		-	-
Intangible assets			
Software		-	-
Total		**706**	**1 514**

4.2 Computer services

	Note	2018/19	2017/18
	4	R'000	R'000
SITA computer services		60 873	59 391
External computer service providers		14 304	6 338
Total		**75 177**	**65 729**

4.3 Audit cost – External

	Note	2018/19	2017/18
	4	R'000	R'000
Regularity audits		12 035	11 831
Performance audits		-	-
Total		**12 035**	**11 831**

4.4 Inventory

	Note	2018/19	2017/18
	4	R'000	R'000
Clothing material and accessories		847	250
Farming supplies		-	-
Food and food supplies		128	39
Fuel, oil and gas		8	125
Learning, teaching and support material		668 594	705 105
Materials and supplies		-	6 346
Medical supplies		-	-
Medicine		-	-
Other supplies	4.4.1	197 210	149 503
Total		**866 787**	**861 368**

4.4.1 Other supplies

	Note	2018/19	2017/18
	4.4	R'000	R'000
Assets for distribution		195 761	149 503
Machinery and equipment		-	-
School furniture		195 761	149 503
Sports and recreation		-	-
Library material		-	-
Other assets for distribution		-	-
Other		1 449	-
Total		**197 210**	**149 503**

4.5 Consumables

	Note	2018/19	2017/18
	4	R'000	R'000
Consumable supplies		55 821	108 459
Uniform and clothing		8 452	753
Household supplies		45 289	106 413
Building material and supplies		767	317
Communication accessories		-	-
IT consumables		-	-
Other consumables		1 313	976
Stationery, printing and office supplies		57 889	52 878
Total		**113 710**	**161 337**

4.6 Property payments

	Note	2018/19	2017/18
	4	R'000	R'000
Municipal services		82 534	62 095
Property management fees		-	-
Property maintenance and repairs		482 730	500 197
Other		123 137	117 979
Total		**688 401**	**680 271**

4.7 Travel and subsistence

	Note	2018/19	2017/18
	4	R'000	R'000
Local		311 930	345 746
Foreign		388	1 475
Total		**312 318**	**347 221**

4.8 Other operating expenditure

	Note	2018/19	2017/18
	4	R'000	R'000
Professional bodies, membership and subscription fees		36 694	296
Resettlement costs		1 540	2 304
Other		195 528	242 884
Total		**233 762**	**245 484**

5. Interest and rent on land

	Note	2018/19	2017/18
		R'000	R'000
Interest paid		2 338	1 236
Total		**2 338**	**1 236**

6. Transfers and subsidies

		2018/19	2017/18
		R'000	R'000
	Note		
Provinces and municipalities	36	2 151	2 561
Departmental agencies and accounts	Annex 1A	-	89 497
Non-profit institutions	Annex 1B	1 563 401	1 621 649
Households	Annex 1C	212 738	171 206
Total		**1 778 290**	**1 884 913**

7. Expenditure for capital assets

	Note	2018/19	2017/18
		R'000	R'000
Tangible assets		**1 735 608**	**1 894 099**
Buildings and other fixed structures		1 728 452	1 883 004
Machinery and equipment	30.1	7 156	11 095
Intangible assets		**1 503**	**138**
Software	31	1 503	138
Total		**1 737 111**	**1 894 237**

7.1 Analysis of funds utilised to acquire capital assets – 2018/19

	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible assets	**1 735 608**	**-**	**1 735 608**
Buildings and other fixed structures	1 728 452	-	1 728 452
Machinery and equipment	7 156	-	7 156
Intangible assets	**1 503**	**-**	**1 503**
Software	1 503	-	1 503
Total	**1 737 111**	**-**	**1 737 111**

7.2 Analysis of funds utilised to acquire capital assets – 2017/18

	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible assets	1 894 099	-	1 894 099
Buildings and other fixed structures	1 883 004	-	1 883 004
Machinery and equipment	11 095	-	11 095
Intangible assets	**138**	**-**	**138**
Software	138	-	138
Total	**1 894 237**	**-**	**1 894 237**

8. Unauthorised expenditure

8.1 Reconciliation of unauthorised expenditure

	Note	2018/19	2017/18
		R'000	R'000
Opening balance		564 701	155 905
Prior period error		-	-
As restated		564 701	155 905
Unauthorised expenditure – discovered in current year (as restated)	12	11 864	485 862
Less: Amounts approved by Parliament/Legislature with funding		-	(45 174)
Less: Amounts approved by Parliament/Legislature without funding and written off in the Statement of Financial Performance		-	(31 892)
Current		-	(31 892)
Unauthorised expenditure awaiting authorisation / written off		**576 565**	**564 701**
Analysis of closing balance			
Unauthorised expenditure awaiting authorisation		576 565	564 701
Unauthorised expenditure approved without funding and not derecognised		-	-
Total		**576 565**	**564 701**

8.2 Analysis of unauthorised expenditure awaiting authorisation per economic classification

	2018/19	2017/18
	R'000	R'000
Current	564 701	564 701
Capital	11 864	-
Total	**576 565**	**564 701**

8.3 Analysis of unauthorised expenditure awaiting authorisation per type

	2018/19	2017/18
	R'000	R'000
Unauthorised expenditure relating to overspending of the vote or a main division within a vote	576 565	564 701
Unauthorised expenditure incurred not in accordance with the purpose of the vote or main division	-	-
Total	**576 565**	**564 701**

8.4 Details of unauthorised expenditure – current year

Incident	Disciplinary steps taken/criminal proceedings	2018/19 R'000
Programme 6	Infrastructure Development	11 864
Total		**11 864**

9. Prepayments and advances

	Note	2018/19 R'000	2017/18 R'000
Advances paid (Expensed)	9.1	-	-
Total		**-**	**-**

9.1 Advances paid (Expensed)

	Note	Balance as at 1 April 2018	Less: Received in current year	Add/Less: Other	Add: Current Year advances	Balance as at 31 March 2019
	9	R'000	R'000	R'000	R'000	R'000
Public entities		-	-	-	-	-
Total		**-**	**-**	**-**	**-**	**-**

9.2 Advances paid (Expensed)

	Note	Balance as at 1 April 2017	Less: Received in current year	Add/Less: Other	Add: Current Year advances	Balance as at 31 March 2018
	9	R'000	R'000	R'000	R'000	R'000
Public entities		-	-	-	-	-
Total		**-**	**-**	**-**	**-**	**-**

10.Receivables

		2018/19			2017/18		
		Current	Non-current	Total	Current	Non-current	Total
	Note	R'000	R'000	R'000	R'000	R'000	R'000
Claims recoverable	10.1	38 726	8 497	47 223	5 074	8 433	13 507
Staff debt	10.2	61 492	476 618	538 110	53 891	428 651	482 542
Fruitless and wasteful expenditure	10.4	-	19 924	19 924	-	19 924	19 924
Other debtors	10.3	11 278	58 058	69 336	20 553	39 593	60 146
Total		**111 496**	**563 097**	**674 593**	**79 518**	**496 601**	**576 119**

10.1 Claims recoverable

	Note	2018/19	2017/18
	10	R'000	R'000
National departments		15 626	1 943
Provincial departments		31 597	11 564
Total		**47 223**	**13 507**

10.2 Staff debt

	Note	2018/19	2017/18
	10	R'000	R'000
Staff Debt Account		536 731	482 435
Salary: Tax Debt		1 379	107
Total		**538 110**	**482 542**

10.3 Other debtors

	Note	2018/19	2017/18
	10	R'000	R'000
Advances to Public Corporations and Private Enterprises		1 095	1 095
Pension Recoverable		-	-
Debt Account: Supplier Debtors		1 992	1 838
Official Union Debt		48 908	41 526
Sal: Deduction Disall Acc:ca		290	202
Sal: Reversal Control:ca		12 407	11 154
Sal: Compliant Loan Deductions:cl		3	3
Sal: Finance Other Institution:cl		67	67
Sal: Housing:cl		17	1
Sal: Insurance Deductions:cl		1 390	1 273
Sal: Official Unions:cl		236	224
Sal: Pension Fund:cl		2 931	2 762
Sal: UIF:cl		-	1
Total		**69 336**	**60 146**

10.4 Fruitless and wasteful expenditure

	Note	2018/19	2017/18
	10	R'000	R'000
Opening balance		19 924	19 924
Less amounts recovered		-	-
Less amounts written off		-	-
Transfers from note 26 Fruitless and Wasteful Expenditure		-	-
Total		**19 924**	**19 924**

10.5 Impairment of receivables

	Note	2018/19	2017/18
		R'000	R'000
Estimate of impairment of receivables		358 703	318 497
Total		**358 703**	**318 497**

Staff debts pertaining to ex-employees that is outstanding for 3 or more years.

11 Investments

	Note	2018/19	2017/18
		R'000	R'000
Non-Current			
Securities other than shares			
JMNA Hershensohnn Funds		248	245
Robert Acutt Scholarship Fund		229	219
FL Johnsson Scholarship Fund		115	111
Harry Escombe Scholarship Fund		167	158
HA Koch Scholarship Fund		945	870
Jean Miller Memorial Prize Fund		88	83
Total		**1 792**	**1 686**
Total Non-Current		**1 792**	**1 686**

	2018/19	2017/18
	R'000	R'000
Analysis of non-current investments		
Opening balance	1 686	1 589
Additions in cash	106	97
Closing balance	**1 792**	**1 686**

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 2018/19 financial period the trusts earned R 106 243.80 (R 696 171 - from 2006/7 to 2017/18). The credit in respect of the interest is posted to the Payables-non-current - Note 16.

12 Voted funds to be surrendered to the Revenue Fund

	Note	2018/19	2017/18
		R'000	R'000
Opening balance		69 470	69 406
Prior period re-statement		-	-
As restated		69 470	69 406
Transfer from statement of financial performance (as restated)		639 708	(76 396)
Add: Unauthorised expenditure for current year	8	11 864	485 862
Voted funds not requested/not received	1.1	339 996	(253 106)
Paid during the year		(409 467)	(156 296)
Closing balance		**651 571**	**69 470**

The above closing balance consists of a 27 129 ('000) rand value to be surrendered to National Departments for unspent conditional grants and a 624 442 ('000) rand value to be surrendered to the Provincial Revenue Fund.

The Department had been further allocated a 339 996 rand value ('000) in 2017/18, which was received in the 2018/19 financial period.

13. Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund

	Note	2018/19	2017/18
		R'000	R'000
Opening balance		16 602	8 301
Prior period error		-	-
As restated		16 602	8 301
Transfer from Statement of Financial Performance (as restated)		113 527	107 964
Paid during the year		(123 011)	(99 663)
Closing balance		**7 118**	**16 602**

14. Bank Overdraft

	Note	2018/19	2017/18
		R'000	R'000
Consolidated Paymaster General Account		272 854	773 552
Total		**272 854**	**773 552**

15. Payables – current

	Note	2018/19	2017/18
		R'000	R'000
Clearing accounts	15.1	35 505	29 191
Other payables	15.2	18 973	20 812
Total		**54 478**	**50 003**

15.1 Clearing accounts

	Note	2018/19	2017/18
	15	R'000	R'000
Sal: ACB recalls		21 282	13 939
Online travel control account		-	4 193
Sal: Bargaining council		69	33
Sal: Finance institution study loans		829	829
Sal: Disallowances		-	-
Sal: Garnishee order		512	556
Sal: Income tax		10 947	7 967
Sal: Medical aid		1 865	1 674
Sal: UIF		1	-
Total		**35 505**	**29 191**

15.2 Other payables

	Note	2018/19	2017/18
	15	R'000	R'000
Salary: Pension Debt Account		855	427
Sal: GEHS refund control		18 118	20 385
Total		**18 973**	**20 812**

16. Payables – non-current

		2018/19				2017/18
		R'000	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	16.1	203	81	1 511	1 795	1 689
Total		**203**	**81**	**1 511**	**1 795**	**1 689**

16.1 Other payables

	Note	2018/19	2017/18
	16	R'000	R'000
JMNA Hershensohnn Funds		251	248
Robert Acutt Scholarship Fund		229	219
FL Johnsson Scholarship Fund		115	111
Harry Escombe Scholarship Fund		167	158
HA Koch Scholarship Fund		944	869
Jean Miller Memorial Prize Fund		88	83
Umkomaas War Memorial Prize Fund		1	1
Total		**1 795**	**1 689**

17. Net cash flow available from operating activities

	Note	2018/19 R'000	2017/18 R'000
Net surplus/(deficit) as per Statement of Financial Performance		753 235	31 568
Add back non-cash/cash movements not deemed operating activities		1 450 630	1 481 176
(Increase)/decrease in receivables – current		(98 474)	(48 771)
(Increase)/decrease in prepayments and advances		-	-
(Increase)/decrease in other current assets		-	77 066
Increase/(decrease) in payables – current		4 475	8 704
Proceeds from sale of capital assets		-	(4 253)
Proceeds from sale of investments		-	-
(Increase)/decrease in other financial assets		-	-
Expenditure on capital assets		1 737 111	1 957 495
Surrenders to Revenue Fund		(532 478)	(255 959)
Surrenders to RDP Fund/Donor		-	-
Voted funds not requested/not received		339 996	(253 106)
Own revenue included in appropriation		-	-
Other non-cash items		-	-
Net cash flow generated by operating activities		**2 203 865**	**1 512 744**

18. Reconciliation of cash and cash equivalents for cash flow purposes

	Note	2018/19 R'000	2017/18 R'000
Consolidated Paymaster General account		(272 854)	(773 552)
Total		(272 854)	(773 552)

19. Contingent liabilities and contingent assets

19.1 Contingent liabilities

		Note	2018/19 R'000	2017/18 R'000
Liable to	**Nature**			
Motor vehicle guarantees	Employees		-	-
Housing loan guarantees	Employees	Annex 2A	1 518	1 949
Other guarantees			-	-
Claims against the department		Annex 2B	1 037 904	911 462
Intergovernmental payables (unconfirmed balances)		Annex 4	117 295	196 631
Environmental rehabilitation liability			-	-
Other		Annex 2B	5 912	5 912
Total			**1 162 629**	**1 115 954**

"*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.

19.2 Contingent assets

	Note	2018/19 R'000	2017/18 R'000
Nature of contingent asset			
Termination Ex-employees (Without Reversals) and Frozen cases		5 076	5 076
Legal claims on behalf of the department		545	545
Transfers to other Departments		2 777	3 937
Disputed payments Ilembe Enterprises/NSNP		6 304	6 304
Total		**14 702**	**15 862**

20. Commitments

	Note	2018/19 R'000	2017/18 R'000
Current expenditure			
Approved and contracted		462 838	531 380
Approved but not yet contracted		5 555	-
		468 393	531 380
Capital expenditure			
Approved and contracted		2 498 788	2 873 343
Approved but not yet contracted		-	-
		2 498 788	2 873 343
Total Commitments		**2 967 181**	**3 404 723**

Capital commitments amounting to R 2 571 003 ('000) is per the Infrastructure Reporting Template developed internally by the department. This amount is inclusive of infrastructure accruals.

21. Accruals and payables not recognised

21.1 Accruals

			2018/19	2017/18
			R'000	R'000
Listed by economic classification				
	30 Days	**30+ Days**	**Total**	**Total**
Goods and services	133 866	42 163	176 029	377 883
Interest and rent on land	-	-	-	-
Transfers and subsidies	**-**	**25 169**	**25 169**	**20 884**
Capital assets	**-**	**13 892**	**13 892**	**78 039**
Other	17 106	-	17 106	24 736
Total	**150 972**	**81 224**	**232 196**	**501 542**

Listed by programme level	*Note*	2018/19	2017/18
		R'000	R'000
Administration		132 687	93 128
Public ordinary school education		77 257	285 782
Independent school subsidies		-	-
Public special school education		72	631
Early childhood development		95	288
Infrastructure development		14 071	111 413
Examination and education related services		8 014	10 300
Total		**232 196**	**501 542**

21.2 Payables not recognised

			2018/19	2017/18
			R'000	R'000
Listed by economic classification				
	30 Days	**30+ Days**	**Total**	**Total**
Goods and services	18 961	41 704	60 665	52 902
Interest and rent on land	-	-	-	19
Transfers and subsidies	-	24	24	358
Capital assets	-	63 884	63 884	-
Other	54 138	-	54 138	54 289
Total	**73 099**	**105 612**	**178 711**	107 568

Listed by programme level	*Note*	2018/19	2017/18
		R'000	R'000
Administration		23 121	43 139
Public ordinary school education		54 174	59 882
Independent school subsidies		-	-
Public special school education		203	301
Early childhood development		307	151
Infrastructure development		94 398	-
Examination and education related services		6 508	4 095
Total		**178 711**	**107 568**

	Note	2018/19	2017/18
Included in the totals are the following:		R'000	R'000
Confirmed balances with other departments	Annex 4	51 543	97 031
Confirmed balances with other government entities		-	-
Total		**51 543**	**97 031**

22. Employee benefits

	Note	2018/19	2017/18
		R'000	R'000
Leave entitlement		152 521	144 201
Service bonus (Thirteenth cheque)		1 324 135	1 230 670
Performance awards		-	-
Capped leave commitments		2 539 950	2 604 212
Other		41 430	36 878
Total		4 058 036	4 015 961

The leave entitlement and capped leave balances as disclosed above are the net of negative balances. The negative balances amount is R 784 394-50 relating to 222 cases.

23. Lease commitments

23.1 Operating leases expenditure

2018/19	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	4 327	79 274	32 255	115 856
Later than 1 year and not later than 5 years	-	17 366	171 274	5 717	194 357
Later than five years	-	-	39 475	-	39 475
Total lease commitments	**-**	**21 693**	**290 023**	**37 972**	**349 688**

2017/18	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	4 388	72 216	101 673	178 277
Later than 1 year and not later than 5 years	-	17 554	149 272	30 422	197 248
Later than five years	-	-	104 897	-	104 897
Total lease commitments	**-**	**21 942**	**326 385**	**132 095**	**480 422**

Generally the lease commitments of the Department relates 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 is no lease restrictions.

24. Accrued departmental revenue

	Note	2018/19	2017/18
		R'000	R'000
Interest, dividends and rent on land		7 417	7 417
Other		21 092	21 092
Total	**24.1**	**28 509**	**28 509**

These are funds due to the department for LTSM discounts and interest from Managing Agents.

24.1 Analysis of accrued departmental revenue

	Note	2018/19	2017/18
		R'000	R'000
Opening balance		28 509	28 509
Add: amounts recognised		-	-
Less: amounts written-off/reversed as irrecoverable		-	-
Closing balance	**24**	**28 509**	**28 509**

25. Irregular expenditure

25.1 Reconciliation of irregular expenditure

	Note	2018/19	2017/18
		R'000	R'000
Opening balance		4 726 440	3 632 146
Prior period error		-	-
As restated		4 726 440	3 632 146
Add: Irregular expenditure – relating to prior year		-	1 321
Add: Irregular expenditure – relating to current year		1 878 809	1 103 000
Less: Prior year amounts condoned		-	(764)
Less: Current year amounts condoned		(33 304)	(9 263)
Less: Amounts not condoned and not recoverable		-	-
Closing balance		**6 571 945**	**4 726 440**
Analysis of awaiting condonation per age classification			
Current year		1 845 505	1 093 737
Prior years		4 726 440	3 632 703
Total		**6 571 945**	**4 726 440**

The Department initiated the bid process for the National School Nutrition Programme (NSNP), during the current financial period. Upon finalisation and award of the bid, the unsuccessful bidders appealed to the provincial treasury Bid Tribunal Committee about the validity period of the bid process. As per the Tribunal recommendations, the department's bid process was set aside and the department was instructed to start a new bid process. In order not to negatively impact on the service delivery of feeding at schools, the department was allowed to continue using the current NSNP service providers on a month to month basis until the new bid process has been finalised.

The department has also included local content for various categories of non-compliance to supply chain processes internally and through its Implementing Agents.

25.2 Details of irregular expenditure – current year

Incident	Disciplinary steps taken/criminal proceedings	2018/19
		R'000
Goods and Services	Still being investigated	1 778 934
Payment of Capital Assets	Still being investigated	99 875
Total		**1 878 809**

25.3 Details of irregular expenditure condoned

Incident	Condoned by (condoning authority)	2018/19
		R'000
Goods and Services		33 304
Total		**33 304**

25.3 Details of irregular expenditure not recoverable (not condoned)

Incident	Not condoned by (condoning authority)	2018/19
		R'000
Total		**-**

25.2 Details of irregular expenditures under investigation (not included in main note)

Incident	2018/19
	R'000
Local content for Leaner Teacher Support Material (LTSM) to be investigated	668 594
Total	**668 594**

LTSM must be investigated to confirm if there is local content that must be treated as irregular.

26. Fruitless and wasteful expenditure

26.1 Reconciliation of fruitless and wasteful expenditure

	Note	2018/19	2017/18
		R'000	R'000
Opening balance		169 966	168 523
Prior period error		-	-
As restated		169 966	168 523
Fruitless and wasteful expenditure – relating to prior year		272	812
Fruitless and wasteful expenditure – relating to current year		13 977	631
Less: Amounts resolved		-	-
Fruitless and wasteful expenditure awaiting resolution		**184 215**	**169 966**

26.2 Analysis of awaiting resolution per economic classification

	2018/19	2017/18
	R'000	R'000
Current	184 215	169 966
Total	**184 215**	**169 966**

26.3 Analysis of Current year's fruitless and wasteful expenditure

Incident	Disciplinary steps taken/criminal proceedings	2018/19
		R'000
Goods and Services	Still being investigated	4 103
Payment of Capital Assets	Still being investigated	10 146
Total		**14 249**

27. 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 2018/19 financial period. No funds was received from the Flemish Government on behalf of the trust for 2018/19 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.

28. Key management personnel

	No. of Individuals	2018/19	2017/18
		R'000	R'000
Political office bearers	1	1 978	1 978
Officials:			
Level 15 to 16	3	5 068	5 832
Level 14 (incl. CFO if at a lower level)	11	12 573	13 668
Family members of key management personnel	22	9 348	9 984
Total		**28 967**	**31 462**

29. Provisions

	Note	2018/19	2017/18
		R'000	R'000
Provision 1 - S14 Schools Unsigned Leases		594	594
Provision 2 - Retentions for Infrastructure Projects (Capital)		80 396	87 641
Provision 3 – Legal Claims to be paid to Third Parties		19 364	10 609
Total		**100 354**	**98 844**

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.

29.1 Reconciliation of movement in provisions – 2018/19

	Provision 1	Provision 2	Provision 3	Total provisions
	R'000	R'000	R'000	R'000
Opening balance	594	87 641	10 609	98 844
Increase in provision	-	-	8 755	8 755
Settlement of provision	-	(7 245)	-	(7 245)
Closing balance	**594**	**80 396**	**19 364**	**100 354**

29.2 Reconciliation of movement in provisions – 2017/18

	Provision 1	Provision 2	Provision 3	Total provisions
	R'000	R'000	R'000	R'000
Opening balance	627	110 470	1 320	112 417
Increase in provision	-	-	9 289	9 289
Unused amount reversed	(33)	(22 829)	-	(22 862)
Closing balance	**594**	**87 641**	**10 609**	**98 844**

30. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	364 223	-	6 851	-	371 074
Transport assets	217 994	-	4 286	-	222 280
Computer equipment	113 139	-	1 552	-	114 691
Furniture and office equipment	31 128	-	891	-	32 019
Other machinery and equipment	1 962	-	122	-	2 084
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	**364 223**	**-**	**6 851**	**-**	**371 074**

30.1 Additions

ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	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	7 156	-	-	(305)	6 851
Transport assets	4 286	-	-	-	4 286
Computer equipment	1 552	-	-	-	1 552
Furniture and office equipment	1 196	-	-	(305)	891
Other machinery and equipment	122	-	-	-	122
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	**7 156**	**-**	**-**	**(305)**	**6 851**

30.2 Disposals

DISPOSALS OF MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	Sold for cash	Non-cash disposal	Total disposals	Cash Received Actual
	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	-	-	-	-
Transport assets	-	-	-	-
Computer equipment	-	-	-	-
Furniture and office equipment	-	-	-	-
Other machinery and equipment	-	-	-	-
TOTAL DISPOSAL OF MOVABLE TANGIBLE CAPITAL ASSETS	**-**	**-**	**-**	**-**

30.3 Movement for 2017/18

MOVEMENT IN TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2018

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	360 870	1 148	11 402	9 197	364 223
Transport assets	220 229	(2 697)	9 659	9 197	217 994
Computer equipment	109 578	2 802	759	-	113 139
Furniture and office equipment	29 446	780	902	-	31 128
Other machinery and equipment	1 617	263	82	-	1 962
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	**360 870**	**1 148**	**11 402**	**9 197**	**364 223**

30.3.1 Prior period error

	Note	2017/18
	30.3	R'000
Relating to prior 2017/18 and prior		1 148
Less: Adjustment to Transport Assets		(2 697)
Add: Adjustment to Computer Equipment		2 802
Add: Adjustment to Other Machinery and Equipment		780
Add: Adjustment to Furniture and Office Equipment		263
Total		**1 148**

The above adjustment to opening balances is to correct errors detected with the 2017/18 submission, namely the removal of additional duplicates and correction of incorrect disposal amounts. Assets that were recorded at R 0 in 2017/18 have been adjusted to R 1. Eleven vehicles that were not previously recorded have been added. Assets that have been verified in recent years which were not in the 2017/18 submission have been added and assets which have been disposed prior to 2018 have been removed. Finally the asset management policy has been revisited and signed whereby a list of exclusion assets were approved and have now been removed.

30.4 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2019

	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	-	-	-	58 286	-	58 286
Value adjustments	-	-	-	-	-	**-**
Additions	-	-	-	706	-	**706**
TOTAL MINOR ASSETS	-	-	-	58 992	-	**58 992**

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	42 281	-	**42 281**
Number of minor assets at cost	-	-	-	32 495	-	**32 495**
TOTAL NUMBER OF MINOR ASSETS	**-**	**-**	**-**	**74 776**	**-**	**74 776**

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2018

	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	-	106	-	56 949	-	57 055
Prior period error	-	(106)	-	(187)	-	**(293)**
Additions	-	-	-	1 524	-	**1 524**
Disposals	-	-	-	-	-	**-**
TOTAL MINOR ASSETS	**-**	**-**	**-**	**58 286**	**-**	**58 286**

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	42 281	-	42 281
Number of minor assets at cost	-	-	-	-	-	-
TOTAL NUMBER OF MINOR ASSETS	**-**	**-**	**-**	**74 337**	**-**	**74 337**

30.4.1 Prior period error

	Note	2017/18
	30.4	R'000
Nature of prior period error		
Relating to 2017/18 and prior		(293)
Less: Adjustment to Intangible assets - disposed prior to 2018		(106)
Less: Adjustment to Machinery & Equipment for received prior period now paid		(187)
Total		**(293)**

31. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	1 634	-	1 503	-	3 137
TOTAL INTANGIBLE CAPITAL ASSETS	1 634	-	1 503	-	**3 137**

31.1 Additions

ADDITIONS TO INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	Cash	Non-Cash	(Development 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	1 503	-	-	-	1 503
TOTAL ADDITIONS TO INTANGIBLE CAPITAL ASSETS	**1 503**	**-**	**-**	**-**	**1 503**

31.2 Disposals

DISPOSALS OF INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	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	**-**	**-**	**-**	**-**

31.3 Movement for 2017/18

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2018

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	1 496	-	138	-	1 634
TOTAL INTANGIBLE CAPITAL ASSETS	**1 496**	**-**	**138**	**-**	**1 634**

32. Immovable Tangible Capital Assets

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	7 484 927	-	1 261 415	-	**8 746 342**
Non-residential buildings	7 484 927	-	1 261 415	-	8 746 342
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	**7 484 927**	**-**	**1 261 415**	**-**	**8 746 342**

32.1 Additions

ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	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	**1 728 452**	**873 703**	**(1 340 740)**	**-**	**1 261 415**
Non-residential buildings	1 728 452	873 703	(1 340 740)	-	1 261 415
TOTAL ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS	**1 728 452**	**873 703**	**(1 340 740)**	**-**	**1 261 415**

32.2 Movement for 2017/18

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2018

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	**5 948 909**	**-**	**1 536 018**	**-**	**7 484 927**
Non-residential buildings	5 948 909	-	1 536 018	-	7 484 927
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	**5 948 909**	**-**	**1 536 018**	**-**	**7 484 927**

32.3 Capital Work-in-progress

CAPITAL WORK-IN-PROGRESS AS AT 31 MARCH 2019

	Note	Opening balance 1 April 2018	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2019
	Annexure 6	R'000	R'000	R'000	R'000
Buildings and other fixed structures		3 464 543	1 728 452	1 291 325	3 901 670
TOTAL		**3 464 543**	**1 728 452**	**1 291 325**	**3 901 670**

Included in the WIP amount of R1 291 325 ('000) above, are the terminated projects to the value of R29 910 ('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 contractor 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		2018/19
	Planned, Construction not started	Planned, Construction started	Total R'000
0 to 1 Year	2 238	535	1 869 552
1 to 3 Years	49	361	770 729
3 to 5 Years	48	96	1 312 713
Longer than 5 Years	41	70	43 353
Total	**2 376**	**1 062**	**3 996 347**

Accruals and payables not recognised relating to Capital WIP	Note	2018/19 R'000	2017/18 R'000
Amounts relating to progress certificates received but not paid at year end and therefore not included in capital work-in-progress		77 776	-
Total		**77 776**	**-**

CAPITAL WORK-IN-PROGRESS AS AT 31 MARCH 2018

	Note	Opening balance 1 April 2017	Prior period error	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2018
	Annexure 6	R'000	R'000	R'000	R'000	R'000
Buildings and other fixed structures		3 336 513	-	1 946 262	1 818 232	3 464 543
TOTAL		**3 336 513**	**-**	**1 946 262**	**1 818 232**	**3 464 543**

Age analysis on ongoing projects	Number of projects		2017/18
	Planned, Construction not started	Planned, Construction started	Total R'000
0 to 1 Year	2 076	287	2 112 155
1 to 3 Years	497	741	1 106 580
3 to 5 Years	88	147	210 054
Longer than 5 Years	1	39	35 754
Total	**2 662**	**1 214**	**3 464 543**

33. Agent-principal arrangements

33.1 Department acting as the principal

	2018/19	2017/18
	R'000	R'000
COEGA	28 222	27 072
IDT	45 256	22 693
Ethekwini Water	2 492	681
Umhlathuze Water	-	-
DBSA	18 707	12 812
Total	**94 677**	**63 258**

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.

34. Prior period errors

34.1 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	4	4 379 734	63 258	**4 442 992**
Tangible capital assets	7	1 957 357	(63 258)	**1 894 099**
Net effect		6 337 091	-	6 337 091

Re-statement of misallocation of implementing agent's management fees.

Other:				
Movable tangible capital assets (Machinery and Equipment)	30, 30.3	363 075	1 148	**364 223**
Movable tangible minor assets (Machinery and Equipment)	30, 30.4	55 041	(187)	**54 854**
Movable intangible minor assets (Intangible assets - Software)	30, 30.4	106	(106)	**-**
Net effect		**418 222**	**855**	**419 077**

35. STATEMENT OF CONDITIONAL GRANTS RECEIVED

NAME OF GRANT	GRANT ALLOCATION						SPENT			2017/18	
	Division of Revenue Act/ Provincial Grants	Roll Overs	DORA Adjustments	Other Adjustments	Total Available	Amount received by department	Amount spent by department	Under / (Over-spending)	% of available funds 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	R'000
Division of Revenue Act:											
National Department of Education - HIV/AIDS	58 922	-	-	-	58 922	58 922	54 357	4 565	92%	56 115	56 115
National Department of Education - National School Nutrition Programme (NSNP)	1 534 878	129 337	-	-	1 664 215	1 664 215	1 647 325	16 890	99%	1 566 894	1 437 448
EPWP Integrated Grant for Provinces	2 000	-	-	-	2 000	2 000	2 000	-	100%	2 000	2 000
EPWP Social Sector Incentive Grant for Provinces	27 004	-	-	-	27 004	27 004	27 004	-	100%	4 808	4 297
Maths, Science and Technology Grant (MST)	61 203	6 148	-	-	67 351	67 351	67 015	336	100%	61 660	55 512
Learners with Profound Intellectual Disabilities grant (LSPID)	27 230	1 100	-	-	28 330	28 330	22 992	5 338	81%	5 558	2 696
Provincial Grants:											
Education Infrastructure Grant (EI)	1 866 435	-	-	150 000	2 016 435	2 016 435	2 016 435	-	100%	2 333 142	2 333 142
Total	3 577 672	136 585	-	150 000	3 864 257	3 864 257	3 837 128	27 129		4 030 177	3 891 210

The Conditional Grants are limited to the budget amount if they are overspent (per the BAS reports) for the "Amount spent by department". **NSNP** - This underspend is in relation to outstanding March 2018 invoices. A roll-over has been requested. **Maths, Science and Technology Grant (MST)** - This underspend is due to related to the payment of managing agent fee. A roll-over has been requested. **Learners With Profound Intellectual Disabilities (LPID)** - This underspend is due to late deliveries and payment for equipment and tools of trade. A roll-over has been requested. **HIV and Aids (Life-Skills Education) Grants (HIV/Aids)** - This underspend is in relation to outstanding invoices. A roll-over has been requested.

36. STATEMENT OF CONDITIONAL/UNCONDITIONAL GRANTS AND TRANSFERS PAID TO PROVINCIAL DEPARTMENTS AND MUNICIPALITIES

	GRANT ALLOCATION				TRANSFER				2017/18
NAME OF MUNICIPALITY / PROVINCIAL DEPARTMENTS	Division of Revenue Act	Roll Overs / Shifting of Funds	Adjustments	Total Available	**Actual Transfer**	**Under / (Over-spending)**	**Funds Withheld**	**Re-allocations by National Treasury or National Department**	**Division of Revenue Act**
	R'000	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**	%	**R'000**
KwaZulu-Natal Department of Transport	2 287	-	(206)	2 081	2 151	(70)	-	-	2 561
Total	**2 287**	-	(206)	2 081	2 151	(70)	-	-	2 287

ANNEXURE 1A
STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

	TRANSFER ALLOCATION				TRANSFER		2017/18
DEPARTMENT/ AGENCY/ ACCOUNT	Adjusted Appro-priation	Roll Overs / Shifting of Funds	Adjust-ments	Total Available	Actual Transfer	% of Available funds Transferred	Appro-priation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
EDTP SETA	-	-	-	-	-		88 762
Total	-	-	-	-	-		88 762

ANNEXURE 1B
STATEMENT OF TRANSFERS TO NON-PROFIT INSTITUTIONS

	TRANSFER ALLOCATION				EXPENDITURE		2017/18
	Adjusted Appropriation Act	Roll Overs / Shifting of Funds	Adjustments	Total Available	Actual Transfer	% of Available funds transferred	Appropriation Act
NON-PROFIT INSTITUTIONS	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**	**%**	**R'000**
Transfers							
Public Ordinary School Education	1 339 820	-	-	1 339 820	1 313 958	98%	1 327 574
Independent Schools	84 028	-	-	84 028	83 021	99%	86 038
Public Special School Education	137 845	-	-	137 845	137 844	100%	133 619
Early Childhood Development	28 713	-	-	28 713	28 578	100%	30 260
Examination and Education Related Services	-	-	-	-	-	-	-
Total	**1 590 406**	**-**	**-**	**1 590 406**	**1 563 401**		**1 577 491**

ANNEXURE 1C
STATEMENT OF TRANSFERS TO HOUSEHOLDS

	TRANSFER ALLOCATION				EXPENDITURE		2017/18
	Adjusted Appropriation Act	Roll Overs / Shifting of Funds	Adjust-ments	Total Available	Actual Transfer	% of Available funds Transferred	**Appro-priation Act**
HOUSEHOLDS	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**	**%**	**R'000**
Transfers							
Employees	161 727	-	206	161 933	212 738	131%	83 885
Total	**161 727**	**-**	**206**	**161 933**	**212 738**		**83 885**

ANNEXURE 2A
STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2019 – LOCAL

Guarantor institution	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2018	Guarantees draw downs during the year	Guarantees repayments/ cancelled/ reduced/ released during the year	Revaluations due to foreign currency movements	Closing balance 31 March 2019	Revaluations due to inflation rate movements	Accrued guaranteed interest for year ended 31 March 2019
		R'000	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**
	Housing								
Standard Bank		-	1 072	-	148	-	924	-	-
FNB		-	61	-	-	-	61	-	-
Nedbank		-	-	-	-	-	-	-	-
ABSA		-	715	-	231	-	484	-	-
Ithala Limited		-	60	-	34	-	26	-	-
Green Start HL		-	41	-	18	-	23	-	-
	Subtotal	**-**	**1 949**	**-**	**431**	**-**	**1 518**	**-**	**-**
	Total	**-**	**1 949**	**-**	**431**	**-**	**1 518**	**-**	**-**

ANNEXURE 2B
STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2019

Nature of Liability	Opening Balance 1 April 2018	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing Balance 31 March 2019
	R'000	R'000	R'000	R'000	R'000
Claims against the department					
Legal Claims	911 462	126 442	-	-	1 037 904
Subtotal	911 462	126 442	-	-	1 037 904
Other					
Ithala (Utilisation of own funds to pay contractors)	5 912	-	-	-	5 912
Subtotal	**5 912**	**-**	**-**	**-**	**5 912**
TOTAL	**917 374**	**126 442**	**-**	**-**	**1 043 816**

ANNEXURE 3
CLAIMS RECOVERABLE

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2019	31/03/2018	31/03/2019	31/03/2018	31/03/2019	31/03/2018
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
Gauteng Department of Education	-	-	3 902	3 775	3 902	3 775
Gauteng Department of Infrastructure and Development	-	-	5	5	5	5
Mpumalanga Department of Education	-	-	2 424	2 282	2 424	2 282
Eastern Cape Department of Education	-	-	2 299	924	2 299	924
KZN Agriculture	-	-	99	99	99	99
KZN Department of Social Development	-	-	693	693	693	693
KZN Arts & Culture	-	-	743	743	743	743
Free State Department of Education	-	-	183	1 305	183	1 305
KZN Department of Transport	-	-	19 040	373	19 040	373
Western Cape Department of Education	-	-	250	224	250	224
National Higher Education & Training	-	-	15 328	1 504	15 328	1 504
National Department of Correctional Services	-	-	269	269	269	269
North West Department of Education	-	-	454	238	454	238
Northern Cape Department of Education	-	-	71	71	71	71
KZN Safety and Security	-	-	163	163	163	163
Limpopo Department of Education	-	-	1 271	669	1 271	669
National Water Affairs	-	-	-	78	-	78
Total c/f	**-**	**-**	**47 194**	**13 415**	**47 194**	**13 415**

ANNEXURE 3 (continued)
CLAIMS RECOVERABLE

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2019	31/03/2018	31/03/2019	31/03/2018	31/03/2019	31/03/2018
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
Total b/f	**-**	**-**	**47 194**	**13 415**	**47 194**	**13 415**
South African Police Services	-	-	9	72	9	72
National Department of Justice	-	-	20	20	20	20
Other Government Entities	-	-	-	-	-	-
Total	**-**	**-**	**47 223**	**13 507**	**47 223**	**13 507**

ANNEXURE 4
INTER-GOVERNMENT PAYABLES

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL	
	31/03/2019	31/03/2018	31/03/2019	31/03/2018	31/03/2019	31/03/2018
	R'000	R'000	R'000	R'000	R'000	R'000
DEPARTMENTS						
Current						
KwaZulu-Natal Department of Transport	1 262	274	8 162	18 004	9 424	18 278
KwaZulu-Natal Department of Public Works	46 391	73 959	108 883	177 820	155 274	251 779
Department of Justice	2 615	2 984	137	767	2 752	3 751
KZN Provincial Treasury	1 249	19 814	-	-	1 249	19 814
KwaZulu-Natal Department of Health	26	-	-	-	26	-
Department of Education - Free State	-	-	73	-	73	-
National Department of Home Affairs	-	-	40	40	40	40
Total	**51 543**	**97 031**	**117 295**	**196 631**	**168 838**	**293 662**

ANNEXURE 5
INVENTORY

Inventory	*Note*	Quantity	2018/19	Quantity	2017/18
			R'000		R'000
Opening balance		-	16 436	-	16 383
Add/(Less): Adjustments to prior year balance		-	-	-	-
Add: Additions/Purchases – Cash		-	675 420	-	721 743
Add: Additions - Non-cash		-	303	-	519
(Less): Disposals		-	-	-	-
(Less): Issues		-	(678 257)	-	(722 152)
Add/(Less): Received current, not paid (Paid current year, received prior year)		-	26	-	-
Add/(Less): Adjustments		-	(63)	-	(57)
Closing balance		**-**	**13 865**	**-**	**16 436**

No quantities have been disclosed as the inventory consists of different types of inventory and each type of inventory has a different unit of measure. 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.

ANNEXURE 6
MOVEMENT IN CAPITAL WORK IN PROGRESS

MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2019				
	Opening balance	Current Year Capital WIP	Ready for use (Asset register) / Contract terminated	**Closing balance**
	R'000	**R'000**	**R'000**	**R'000**
BUILDINGS AND OTHER FIXED STRUCTURES	3 464 543	1 728 452	(1 291 325)	3 901 670
Non-residential buildings	3 464 543	1 728 452	(1 291 325)	3 901 670
Total	3 464 543	1 728 452	(1 291 325)	3 901 670

MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2018					
	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**
BUILDINGS AND OTHER FIXED STRUCTURES	3 336 513	-	1 946 262	(1 818 232)	3 464 543
Non-residential buildings	3 336 513	-	1 946 262	(1 818 232)	3 464 543
TOTAL	**3 336 513**	**-**	**1 946 262**	**(1 818 232)**	**3 464 543**

ANNEXURE 7
INTER-ENTITY ADVANCES PAID (note 9)

ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL	
	31/03/2019	31/03/2018	31/03/2019	31/03/2018	31/03/2019	31/03/2018
	R'000	R'000	R'000	R'000	R'000	R'000
PUBLIC ENTITIES						
	-	-	-	-	-	-
Subtotal	**-**	**-**	**-**	**-**	**-**	**-**
Total	**-**	**-**	**-**	**-**	**-**	**-**

Kwa-Zulu Natal Department of Education

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.

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

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	Reflect the quality of that which is being measured against predetermined standards. Such standards should reflect the needs and expectations of affected parties while balancing economy and effectiveness. Standards could include legislated standards and industry codes.
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.