

**DEPARTMENT OF EDUCATION
PROVINCE OF MPUMALANGA
VOTE NO. 7
ANNUAL REPORT
2013/14**



CONTENTS

Part A: General Information.....	5
1. Department General Information.....	6
2. List Of Abbreviations/Acronyms	7
3. Foreword By The Minister/Mec	9
4. Report Of The Accounting Officer	10
5. Statement Of Responsibility And Confirmation Of Accuracy For The Annual Report.....	18
6. Strategic Overview	19
6.1. Vision	
6.2. Mission	
6.3. Values	
7. Legislative And Other Mandates	20
8. Organisational Structure.....	21
9. Entities Reporting To The Minister/Mec.....	21
Part B: Performance Information	23
1. Auditor General's Report: Predetermined Objectives	24
2. Overview Of Departmental Performance	24
2.1. Service Delivery Environment.....	24
2.2. Service Delivery Improvement Plan	26
2.3. Organisational Environment.....	27
2.4. Key Policy Developments And Legislative Changes	27
3. Strategic Outcome Oriented Goals	28
4. Performance Information By Programme.....	30
4.1. Programme 1: Administration	30
4.2. Programme 2: Public Ordinary Schools	33
4.3. Programme 3: Independent Schools.....	53
4.4. Programme 4: Public Special Schools	58
4.5. Programme 5: Further Education and Training	63
4.6. Programme 6: Adult Education and Training.....	68
4.7. Programme 7: Early Childhood Development.....	74
4.8. Programme 8: Infrastructure Development	78
4.9. Programme 9: Auxiliary And Associated Services.....	82

5.	Transfer Payments	86
5.1.	Transfer Payments To Public Entities	86
5.2.	Transfer Payments To All Organisations Other Than Public Entities	86
6.	Conditional Grants	87
6.1.	Conditional Grants And Earmarked Funds Paid	87
6.2.	Conditional Grants And Earmarked Funds Received	87
7.	Donor Funds	91
7.1.	Donor Funds Received	91
8.	Capital Investment	91
8.1.	Capital Investment, Maintenance And Asset Management Plan	91
Part C: Governance		105
1.	Introduction	106
2.	Risk Management	106
3.	Fraud And Corruption	107
4.	Minimising Conflict Of Interest	108
5.	Code Of Conduct	108
6.	Health Safety And Environmental Issues	108
7.	Portfolio Committees	109
8.	Scopa Resolutions	110
9.	Prior Modifications To Audit Reports	114
10.	Internal Control Unit	116
11.	Internal Audit And Audit Committees	116
12.	Audit Committee Report	117
Part D: Human Resource Management		121
1.	Introduction	122
2.	Overview Of Human Resources	122
3.	Human Resources Oversight Statistics	127
Part E: Financial Information		161
1.	Report Of The Auditor General	163
2.	Annual Financial Statements	167
3.	Annexures	222







PART A:

GENERAL INFORMATION



1. DEPARTMENT GENERAL INFORMATION

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2. LIST OF ABBREVIATIONS/ACRONYMS

ABET: Adult Basic Education and Training	MEC: Member of Executive Council
AET: Adult Education and Training	MRTT: Mpumalanga Regional Training Trust
ACE: Advanced Certificate in Education	MST: Mathematics, Science and Technology
ANA: Annual National Assessment	MTEF: Medium-Term Expenditure Framework
AGSA: Auditor-General South Africa	MTSF: Medium Term Strategic Framework
APP: Annual Performance Plan	NCS: National Curriculum Statement
BAS: Basic Accounting System	NC (V) : National Curriculum (Vocational)
BBBEE: Broad Based Black Economic Empowerment	NELDS: National Early Learning Development Standards
CAPS: Curriculum and Assessment Policy Statement	NEPA: National Education Policy Act
CEM: Council of Education Ministers	NGO: Non-Governmental Organisation
CEMIS: Central Education Management Information System	NNSSF: National Norms & Standards for School Funding
CFO: Chief Financial Officer	NPDE : National Professional Diploma in Education
CIs: Curriculum Implementers	NQF: National Qualifications Framework
CLC: Community Learning Centre	NSC: National Senior Certificate
CRDP: Comprehensive Rural Development Programme	NSNP: National School Nutrition Programme
CSIR: Council for Scientific and Industrial Research	OHSA: Occupational Health and Safety Act
CTLI: Cape Teaching and Learning Institute	OSD: Occupation Specific Dispensation
CYCC's: Child & Youth Care Centres	OVC: Orphaned and Vulnerable Children
DBE: Department of Basic Education	PALCs: Public Adult Learning Centres
DEMIS: District Education Management Information System	PGCE: Post Graduate Certificate in Education
DHET: Department of Higher Education and Training	PELRC: Provincial Educators Labour Relations Council
DCSSL: Department of Community Safety Security and Liaison	PGDS : Provincial Growth and Development Strategy
DOE: Department of Education	PFMA: Public Finance Management Act
DOH: Department of Health	PILIR: Policy on Incapacity Leave and Ill-Health Retirement
DORA: Division of Revenue Act	PMC: Provincial Management Committee
DPSA: Department of Public Service and Administration	PMDS: Performance Management and Development System
DPWRT: Department of Public Works Roads and Transport	PMU: Programme Management Unit
DSD: Department of Social Development	PPI: Programme Performance Indicator





ECD: Early Childhood Development	PPP: Public-Private Partnership
ECM : Enterprise Content Management	PPM: Programme Performance Measure
EDC: Education Development Centre	PSC: Public Service Commissioner
EE: Employment Equity	PSCBC: Public Service Co-ordinating Bargaining Council
EFA : - Education for All	QIDS-UP: Quality Improvement, Development, Support and Upliftment Programme
EHWP: Employee Health and Wellness Programme	RCL: Representative Council of Learners
EIG: Education Infrastructure Grant	REQV: Relevant Education Qualification Value
ELRC: Education Labour Relations Council	SACE: South African Council for Educators
EMIS: Education Management Information System	SADTU: South African Democratic Teachers Union
EPP: Education Provisioning Plan	SAQA: South African Qualifications Authority
EPWP: Expanded Public Works Programme	SASA: South African Schools' Act
EHWP: Employee Health and Wellness Programme	SASSA: South African Social Security Agency
FAL: First Additional Language	SBA: School Based Assessment
FET: Further Education and Training	SCM: Supply Chain Management
GET: General Education and Training	SDIP: Service Delivery Improvement Plan
HEI: Higher Education Institution	SETA: Sector Education and Training Authority
HOD: Head of Department	SGB: School Governing Body
HRD: Human Resource Development	SIAS: Strategy for Identification, Assessment, and Support
ICT: Information and Communication Technology	SITA: State Information Technology Agency
IMG: Institutional Management and Governance	SMT: School Management Team
IPMP: Infrastructure Programme Management Plan	SMME: Small Medium and Micro Enterprises
I-SAMS: Integrated School Administration and Management System	SPMDS: Staff Performance Management and Development System
IQMS: Integrated Quality Management System	TR: Treasury Regulations
KM: Knowledge Management	UNESCO: United Nations Educational, Scientific and Cultural Organization
LOGIS: Logistical Information System	WSE: Whole-School Evaluation
LOLT: Language of Learning and Teaching	WSP: Workplace Skills Plan
LSEN: Learners with Special Education Needs	
LTSM: Learning and Teaching Support Material	
MDE: Mpumalanga Department of Education	
MDG's: Millennium Development Goals	



**HON MRS MR MHAULE (MPL)
MEC FOR EDUCATION**

3. FOREWORD BY THE MEC

It is the vision of the Mpumalanga Department of Education to accelerate excellence in education delivery and thus improve the lives of learners to ensure that they have limitless opportunities in pursuance of their careers. The Department has made several strides to ensure progressive realization of universal schooling, improving quality of education and eliminating disparities amongst Mpumalanga citizens.

Significant progress has been made in establishing the foundations necessary to improve education outcomes in Mpumalanga. We are pleased to see a positive trend developing with regards to the performance of public ordinary schools in the province, particularly in the results achieved in the National Senior Certificate examinations over the last three years. However, there are also improvements to other significant indicators, e.g. increased retention rates.

This is a reflection of a maturing provincial education system responding positively to a number of sustainable improvements. It shows us that each year the Mpumalanga Department of Education and our schools are working together to improve the quality of education in Mpumalanga.

In the 2013/14 financial year, the Department has realized improvement in the following areas:

- Performance of the 2013 Grade 12 class at 77.6%
- A gradual increase in the number of learners performing at acceptable levels in Mathematics and Languages in the lower grades.
- Establishment of a Maths, Science and Technology Academy to give special focus on the skilling of Maths, Science and Technology teachers as well as programmes for learners to improve the uptake and performance in these subjects.
- Implementation of the Reviewed ECD Strategy with special focus on quality and professionalizing the ECD sector.

In the next MTSF cycle, we look forward to deepening the quality that has begun to be embedded within the education system of this province by improving, over time, the quality of teaching as well as the leadership and management of schools through providing focused development opportunities and the introduction of enhanced accountability measures. We also look forward to expanding access to technology in our schools to enhance teaching and learning practices.

I would like to extend my appreciation to all the teachers who continue to commit to the noble cause of teaching our learners because it's through their dedication, readiness and willingness that a society can be transformed; all officials of the Department who have gone an extra mile to ensure that the Department performs at its peak. My gratitude also goes to the Head of Department for always holding the fort through rough and smooth seas. Lastly, I wish to express my gratitude to all stakeholders, parents, SGBs, Unions, and all who have made education their business. We would not have come this far without your helping hand.

Sisonke Sifundzisa Sive!


**MRS MR MHAULE (MPL)
MEC FOR EDUCATION**



4. REPORT OF THE ACCOUNTING OFFICER

4.1. Overview of the operations of the department

4.1.1. Overview of the results and challenges

The Department was allocated a budget of R15,1 billion for the 2013/14 financial year. The budget was used to fund the various programmes in the Department. The funds were used efficiently and in the process the Department managed to increase Grade 12 results from 70% to 77.6% during the period under review.

The Department faced financial pressures especially on infrastructure development and provision of Learning and Teaching Support Material (LTSM) as a result of accruals and escalating construction costs.

4.1.2. Comments on significant events that have taken place during the year:

The following events took place during the 2013/14 financial year:

No	Description of the event	Venue	Date
1.	Signing of an agreement ceremony on the Maths, Science and Technology Academy	Emalahleni Municipality	23 April 2013
2.	Breakfast Meeting with Business	Steve Tshwete Municipality	26 April 2013
3.	Policy and Budget Speech	Legislature	21 May 2013
4.	Meetings with stakeholders on the MST Academy	White River Primary	06 June 2013
5.	School Governing Body Indaba	Pienaarsdam Steve Tshwete Municipality	20 June 2013
6.	Launch of the Mandela Month Activities	Hazyview Mbombela Municipality	01 July 2014
7.	Mandela day Celebration	Lundanda School Hazyview Mbombela Municipality	18 July 2013
8.	Handover of donations and painting of Evelyn Letswele House	Manyeveni Trust Mbombela Municipality	12 August 2013
9.	Meeting with Independent Schools	Lowveld High School Mbombela Municipality	19 August 2013
10.	National Teaching Awards	Ingwenyama Lodge Mbombela Municipality	05 October 2013
11.	Prayer Meetings for 2013 Final Examinations	Ngwenyama Lodge	13 to 24 October 2013
12.	MEC birthday Party with orphaned children	Gold Reef City	05 December 2013
13.	Announcement of Grade 12 results	Protea Hotel Hazyview	07 January 2014
14.	Launch of the 2014 Rhandza Xikolo Xa Wena	Maloma P School Emalahleni Municipality	13 January 2014

4.1.3. Comments on major projects

The following projects were undertaken during the 2013/14 financial year:

Project Number	Project Name	Project Description	District	Contract Amount (R'000)
PWRT/1782/11/MP	Mandlesive Secondary School	Construction of 26 classrooms, demolishing of administration block and construction of administration block, computer centre, library, laboratory, kitchen, ramps & rails, admin, 20 toilets and workshop	Ehlanzeni	18 468
PWRT/1817/11/MP	Injabulo Combined School	Construction of a Grade R centre, 9 classrooms, administration block, library, computer centre, 16 toilets, fence, electricity, water, kitchen, ramps and rails, 3 sports grounds and car park	Gert Sibande	42 661
PWRT/2006/12/MP	Thanduxolo Special School	Construction of 10 classrooms with supporting facilities, administration block, 4 workshops, 2 garages (bus and kombi) and 2 sports grounds	Nkangala	39 004
PWRT/1979/12/MP	Wolvenkop Special School	Construction of 6 classrooms with supporting facilities and 4 workshops	Nkangala	33 986
PW/484/07/MP	Ikhetelo Secondary School	Construction of 7 classrooms, computer centre, administration block, library, laboratory, economic centre, toilets and fence	Gert Sibande	13 807
PWRT/1787/12/MP	Schulzental Primary School	Substitution of 15 classrooms, administration block, computer centre, library, fence, water, Grade R facilities, 27 toilets, kitchen, 3 sports grounds and car park	Ehlanzeni	32 597
PWRT/1789/12/MP	Hlalisani Primary School	Substitution of 18 classrooms, administration block, computer centre, library, fence, water, 2 Grade R facilities, 27 toilets, kitchen, 3 sports grounds and car park	Nkangala	41 222
PWRT/1785/12/MP	Mgcobaneni Primary School	Construction of 19 classrooms, Grade R facilities, administration block, library, laboratory, computer centre, kitchen, 28 toilets, 3 sports grounds and car park	Ehlanzeni	36 403
PWRT/1489B/10/MP	Alex Benjamin Secondary School (Phase 2)	Demolition and Construction of 12 classrooms, administration block, laboratory, library, computer centre, school Hall, 18 toilets, electricity, water, kitchen, fence and 3 sports grounds	Nkangala	33 725
PWRT/1937/12/MP	Amsterdam Boarding School	Construction of 24 classrooms, administration block, laboratory, library, computer centre, school hall, 40 toilets, electricity, water, kitchen, dining hall, fence, paving, guard house, refuse area, sport field, 3 ablution including changing rooms, landscaping, ramps and rails, Grade R and 8 dormitories	Gert Sibande	218 685

4.2. Overview of the financial results of the department:

4.2.1. Departmental receipts

Departmental receipts	2013/14			2012/13		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Tax receipts	0	0	0	0	0	0
Casino taxes	0	0	0	0	0	0
Horse racing taxes	0	0	0	0	0	0
Liquor licences	0	0	0	0	0	0
Sale of goods and services other than capital assets	14 286	14 813	(527)	11 241	14 185	(2 944)
Transfers received	0	0	0	0	0	0
Fines, penalties and forfeits	0	0	0	0	0	0
Interest, dividends and rent on land	3 120	3 806	(686)	6 550	2 800	3 750
Sale of capital assets	0	693	(693)	0	592	(592)
Financial transactions in assets	5 868	10 440	(4 572)	6 840	8 334	(1 494)
Total	23 274	29 752	(6 478)	24 631	25 911	(2 892)

Collection of departmental revenue

The Departmental Revenue collected for the 2013/14 financial year amounted to R29.8 million against a budgeted collection of R23,3 million. The Department therefore over-collected by R6.5 million when compared to the budgeted collection. The better than anticipated performance was due to over-collection on items over which the Department does not have control, such as, 'Recovery on Previous Year's Expenditure', 'Interest on Bank Accounts', 'Commission on Insurance' and 'Sale of Capital Assets'.

a) Interest: Bank Accounts

The projection for this item was R3.1 million for the year. An amount of R3.8 million was received as interest from the bank where the departmental bank account is held. This amount is determined by the going interest rate paid by the bank on the credit balance of the account, the amount that the department keeps in its bank account and the period over which the amount is kept in the account. Compared to previous years, which were taken into account when projections for this item were determined, the department has relatively spent most of its funds as soon as such funds were transferred to the department. This is the reason for the item being the main contributor to the over-collection by an amount of R626,227.00

b) Departmental Debt

The projection for this item is R 504,000.00 for the year. An amount of R 1.2 million was collected on this item, resulting in an over-collection of R 670,916.00 for the year.

c) Commission Insurance

The projection for this item was R 12.4 million for the year. An amount of R 13 million was collected as commission paid to the Department for implementing deductions against employees' salaries on behalf of financial and other institutions, e.g. insurance companies. The amount received on these item increases each year based on the number of employees who have commission-earning deductions against their salaries. Most of these deductions increase annually, mainly to keep up with inflation, hence the ever-increasing collection on the item. The department over-collected by R 609 100.00.

d) Rental Residences (Government Housing)

The projection for this item was R1.7 million for the year. An amount of R 1.4 million was collected with respect to rental of government residential accommodation. When the rental on government accommodation was increased, the figures for collection for the MTEF period including the 2013/14 financial year had already been submitted; hence the seemingly high collection on this item when compared to the projections. The projections have been adjusted for the 2013/14 financial year. The department has under-collected by R 318 434.00 on this item for the year.

e) Recovery of Previous Year's Expenditure

The projection for this item was R 5.3 million for the year. An amount of R 9.2 million was collected on this item, resulting in an over-collection of R 3.9 million.

f) Sale of Capital Assets

The Department received proceeds from the auctioning of old/damaged Government Vehicles and equipment amounting to R 692,852.00 during the course of the year. An amount of R 49,370.00 was received in September 2013, R 264,149.00 was received in October 2013, R 143,248.00 was received in December 2013 and R 236,138.00 was received in March 2014.



Tariff Determination (Continuation of F)

	TARIFF REGISTER			DETERMINATION OF TARIFFS
	DESCRIPTION OF REVENUE ITEM	2012/13 FINANCIAL YEAR	2013/14 FINANCIAL YEAR	
Sales of Goods and Services other than Capital Assets	Rental	R 900	R 900	Tariff determined Nationally
	Commission(Insurance)	2.5%	2.5%	Tariff determined Nationally
	Commission(Garnishee)	5%	5%	Tariff determined Nationally
Exam certificates	National Senior Certificate	55	63	Tariff determined by Umalusi
	General Education and Training Certificate	55	63	Tariff determined by Umalusi
	National Certificate (Technical)/(Vocational); National N3 Certificate and Subject Statements	110	127	Tariff determined by Umalusi
	Application for Replacement (Duplicate) certificates for Teachers Diploma/ Subject Statements	55	63	Tariff determined by Umalusi
	Re-marking of Exam Papers	73	79	Tariff determined by Umalusi
	Re-checking of Exam Papers	14	16	Tariff determined by Umalusi
	Viewing of Exam Papers	153	157	Tariff determined by Umalusi
	Changing of surnames, ID Numbers (changed legally)	250	250	Tariff determined by Umalusi
	Confirmation of document issued prior to the certificate	20	23	Tariff determined by Umalusi
	Statement of Teachers qualifications	20	23	Tariff determined by Umalusi
	Changes/amendments to certificates	55	63	Tariff determined by Umalusi
	Letter to embassies and authentication of qualifications (work/ study abroad)	25	28	Tariff determined by Umalusi
	Standard 6,7,8,9 and 10 practical certificates.	55	63	Tariff determined by Umalusi
	Replacement of teachers certified statement/diploma	55	63	Tariff determined by Umalusi
	Verification of qualifications prior to 1992 for government organisations	20	23	Tariff determined by Umalusi
	Verification of qualifications prior to 1992 for non-government organisations	40	45	Tariff determined by Umalusi

Bad Debts Written Off (Continuation of F)

The Department has written off 1 717 irrecoverable debts amounting to R 3,5 million during the 2013/14 financial year.

4.2.2. Programme expenditure

Programme Name	2013/14			2012/13		
	Final Appropriation	Actual Expenditure	(Over)/ Under Collection	Final Appropriation	Actual Expenditure	(Over)/ Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	1 072 415	1 051 961	20 454	581 429	560 808	20 621
Public Ordinary Schools	12 220 270	12 145 020	75 250	12 385 315	12 514 416	(129 101)
Independent School Subsidies	16 000	15 338	662	12 467	12 381	86
Public Special School Education	212 561	200 947	11 614	266 855	255 882	10 973
Further Education and Training	242 236	241 163	1 073	513 881	519 844	(5 963)
Adult Basic Education and Training	138 591	137 471	1 120	137 345	137 431	(86)
Early childhood development	196 274	191 682	4 592	215 875	208 656	7 219
Infrastructure Development	761 863	713 732	48 131	0	0	0
Auxiliary and associated services	242 687	235 475	7 212	171 827	146 606	25 221
Total	15 102 897	14 932 789	170 108	14 284 994	14 356 024	(71 030)

The under expenditure reflected at the end of the financial is due to the delay in the filling of funded posts, implementation of austerity measures by the department and the non-payment of some invoices relating to NSNP,HIV/AIDS grant at year end.

4.2.3. Virements and roll overs

4.2.3.1. Virements:

An amount of R42,2 million was transferred from Programme 1: Administration to Programme 8: Infrastructure. This makes a percentage of 0,038 and 0,059 respectively which is within the Treasury Regulations benchmark.



4.2.3.2. Reason for the virement

The virement was done to accommodate the rollover request which was made to fund the Infrastructure accruals.

4.2.3.3. Request for rollover:

The following amounts were requested as rollover of unspent funds relating to 2013/14 financial year

- R19,888 million for National Schools Nutrition Programmes (NSNP)
- R93 thousand for HIV/AIDS.
- R2,178 million for PILIR
- R8,424 million for Infrastructure Projects

4.3. Unauthorized, irregular and fruitless and wasteful expenditure

4.3.1. Unauthorised expenditure

The Department did not incur any unauthorized expenditure during the period under review.

4.3.2. Irregular expenditure

The Department incurred irregular expenditure of R55.9 million as disclosed in note number 23 of the Annual Financial Statements

The Department has conducted workshops on Supply Chain Management in all the Districts and at Head Office. The workshops were aimed at assisting officials to understand and implement Supply Chain Management prescripts as required.

4.3.3. Fruitless and wasteful expenditure

The Department incurred fruitless and wasteful expenditure of R2.2 million as disclosed in note number 24 of the Annual Financial Statements. The Department has handed the cases for fruitless and wasteful expenditure to the Labour Relations Unit for further investigation and action.

Furthermore the Department will report cases of fruitless and wasteful expenditure to the Labour Relations Unit on a monthly basis to ensure that action is taken urgently so that it may serve as a deterrent.

4.4. Future plans

The Department has introduced a budget block in the financial systems to ensure that there is no over expenditure that will result in unauthorized expenditure.

Furthermore, the Department is using computer software to do data mining in order to check if there are any officials who are doing business without approval and all companies discovered through this process will be black listed through the National Treasury web site.

4.5. Public Private Partnerships

The Department did not enter into any Public Private Partnership during the period under review.

4.6 Discontinued activities / activities to be discontinued

The Adult Basic Education and Training (ABET) Unit will be transferred to the Department of Higher Education and Training during the 2015/16 financial year.

4.7. New or proposed activities

The Department will implement phase II of Ezakheni Boarding school and upgrade Shongwe Boarding school.

4.8. Supply Chain Management

4.8.1 List all unsolicited bid proposals concluded for the year under review

The Department did not award any unsolicited bid proposal during the period under review.

4.8.2. Indicate whether SCM processes and systems are in place to prevent irregular expenditure

Supply chain processes are in place to prevent irregular expenditure whereby procurement with a rand value of less than R500 000.00 per case are awarded by the Economizing Committee in the case of Head Office and District Acquisition Committee in case of Districts. It should however be noted that the systems are not yet fool proof as there were requests for approval to procure goods and services which were approved ex post facto. Furthermore some other requests were disapproved and therefore disclosed as irregular expenditure. The Department has noticed a dramatic decrease in applications for ex post facto approval of procurement of goods and services and this could be attributed to the fact that the Bid Adjudication Committee strongly condemns these kinds of actions.

The Bid Adjudication Committee will continue to play a major role in ensuring that ex post facto applications and request for deviation from normal procurement procedures are limited to a bare minimum.

4.8.3. Challenges experienced in SCM and how they were resolved

The Department is still experiencing challenges with regard to officials doing business with other departments and other spheres of government without the approval of the Executing Authority. The Department has charged the affected officials with misconduct. Furthermore the affected companies have also been restricted from doing business with government through the National Treasury website. The Department has also broadcast a message on the salary advices for the month of May 2014 to the effect that government officials are not allowed to do business or perform remunerative work without the approval of the Executing Authority.

4.9. Gifts and Donations received in kind from non-related parties

The Department did not receive any gift or donation from non-related parties.

4.10. Exemptions and deviations received from the National Treasury

The Department did not receive any exemption or deviation from the National Treasury, however, authorization was granted by the Provincial Treasury for the Department to submit the asset register in Excel format instead of LOGIS. The Provincial Treasury has indicated that uploading of the asset register onto LOGIS must be completed on or before 30 September 2014.





4.11. Events after the reporting date

An amount of R18.5 million was confirmed to be irregular on the 26 of May 2014 due to a contract awarded in contravention with Supply Chain Management, thus this was disclosed in the Annual Financial Statements on page 211

4.12. Other

There was a significant increase on accruals which resulted from completion certificates, Infrastructure related invoices and Scholar transport invoices received towards the end of the financial year.

4.13. Conclusion

The improvement of financial controls within the department has a direct correlation with the improvements in financial performance evident in this report. Challenges noted were also used as a yardstick for further improvements in the department's financial systems.

The financial statements set-out on pages 167 - 233 have been approved by the Accounting Officer.

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 the 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 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 relevant frameworks and guidelines issued by the National Treasury.
- The Accounting Officer is responsible for the preparation of the Annual Financial Statement 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 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 2014.

Yours faithfully



MRS. MOC MHLABANE
ACCOUNTING OFFICER

Date: 30 July 2014

6. STRATEGIC OVERVIEW

6.1 Vision

Accelerating Excellence in Education Delivery

6.2 Mission

The Mpumalanga Department of Education (MDE) is committed in providing excellence and quality education to the community through:

- Working together with stakeholders
- Effective teaching and learning
- Responsive curriculum
- Pro-active communication
- Good governance and effective management
- Bridging the digital divide
- Transformation
- Human resource development

We will be at the cutting edge of curriculum delivery and provide access to quality lifelong learning opportunities.

6.3 Values

Key corporate values that the MDE upholds:

- Mutual trust and respect
- Integrity
- Accountability
- Transparency
- Innovation
- Consultation
- Honesty
- Excellence
- Equity and Redress
- Dignity
- Accessibility



7. LEGISLATIVE AND OTHER MANDATES

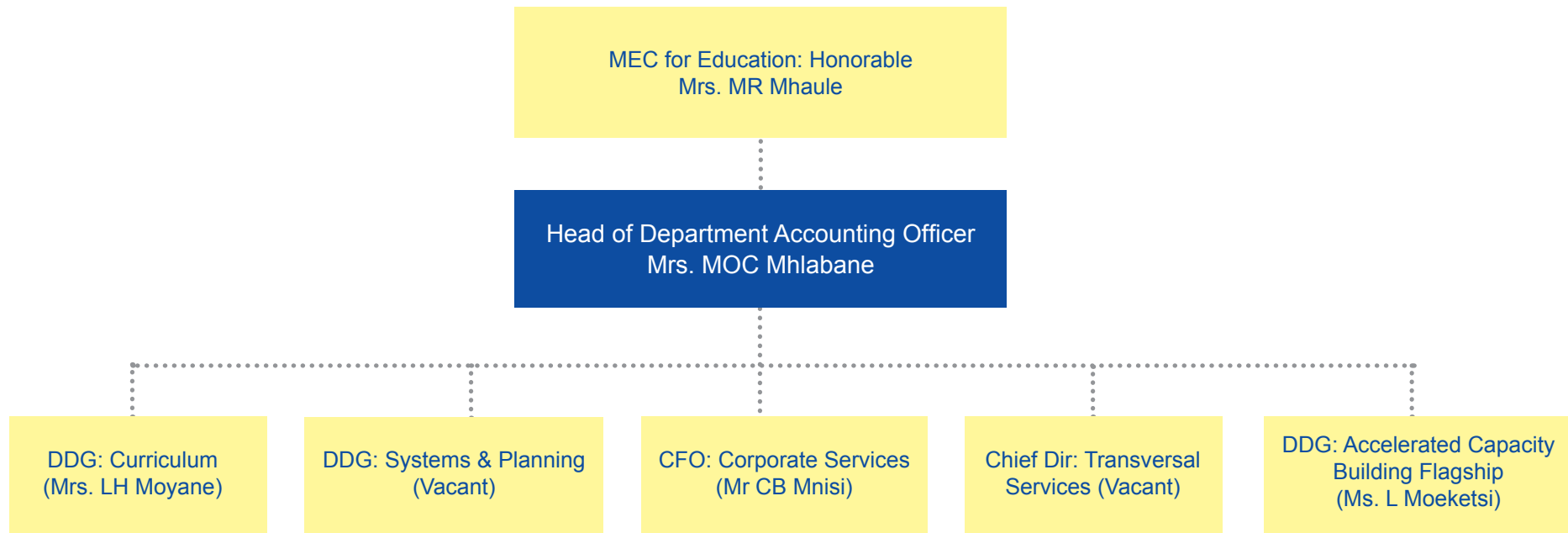
The following are the key legislative and other mandates that govern the establishment and operations of the Mpumalanga Department of Education.

Mandates	Brief Description
Constitution of the Republic of South Africa, (Act No. 108 of 1996)	This legislation 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 basic education for all with the provision that everyone has the right to basic, including adult basic education and provision of FET.
Skills Development Act (No. 97 of 1998)	Increasing the skills levels of human resources in the workplace and to support career pathing.
The Adult Education and Training (ABET) Act, 2000 as amended by Higher Education and Training laws Amendment Act 25 of 2010	To regulate adult education and training; to provide for the establishment, governance and funding of public adult learning centres; to provide for the registration of private adult learning centres, and to provide for the quality assurance and quality promotion in adult education and training.
Further education and training colleges Act 16 of 2006 as amended by Further Education and Training Colleges Amendment Act 1 of 2013	To provide for the regulation of further education and training; to provide for the establishment, governance and funding of public further education and training colleges; to provide for the employment of staff at public further education and training colleges; to provide for the registration of private further education and training colleges; to provide for the promotion of quality in further education and training; to provide for transitional arrangements and the repeal or amendment of laws; and to provide for matters connected therewith.
National Education Policy Act (No. 27 of 1996)	To provide for the determination of National Policy for Education: determines policy on salaries and principles that govern education.
South African Schools Act (No. 84 of 1996)	To provide for a uniform system, for the organisation, governance and funding of schools, to amend and repeal certain laws to schools, and to provide for matters connected therewith. It ensures that learners have the right of access to quality education without discrimination.
Mpumalanga School Education Act (No. 8 of 1995) as amended by Act No. 7 of 1998	To provide for the development of regulations and policies within the Province and it is in line with the South African Schools Act No.84. of 1996.
South African Qualifications Authority Act (No 58 of 1995)	To provide for the development and implementation of a National Qualifications Framework and for this purpose to establish the South African Qualifications Authority and to provide for matters connected therewith.
Employment of Educators Act (No. 76 of 1998)	To provide for the employment of educators by the State, for the regulation of the conditions of service, discipline, retirement and discharge of educators and for matters connected therewith.
Public Service Act, 1994	To provide for the organisation and administration of the public service of the Republic, the regulation of the conditions of employment, terms of office, discipline, retirement and discharge of members of the public service, and matters connected therewith.
General And Further Education and Training Quality Assurance Act (No. 58 Of 2001)	To provide for the establishment, composition and functioning of the General and Further Education and Training Quality Assurance Council; to provide for quality assurance in general and further education and training; to provide for control over norms and standards of curriculum and assessment; to provide for the issue of certificates at the exit points; to provide for the conduct of assessment; to repeal the South African Certification Council Act, 1986; and to provide for matters connected therewith.
Public Finance Management Act (No.1 of 1999 as amended by Act 29 of 1999)	The Public Finance and Management Act regulates the management of finances in national and provincial government. It sets out the procedures for efficient and effective management of all revenue, expenditure, assets and liabilities. It establishes the duties and responsibilities of government officials in charge of finances. The Act aims to secure transparency, accountability and sound financial management in government and public institutions.

8. ORGANISATIONAL STRUCTURE

Management structure

The members of the Senior Management Structure of the Department are as follows:



9. ENTITIES REPORTING TO THE MEC

The following entity reports to the Member of the Executive Council of the Mpumalanga Department of Education.

Name of Entity	Legislative Mandate	Financial Relationship	Nature of Operations
Mpumalanga Regional Training Trust	Skills Development Act (No. 97 of 1998) Public Finance Management Act (No.1 of 1999 as amended by Act 29 of 1999)	Transfer Payments	MRTT is mandated to develop the human resource base of the Mpumalanga Province through the provision of experiential, practical, technical, hospitality, tourism, entrepreneurship and life skills training.



[illegible]



1. AUDITOR-GENERAL'S REPORT: PREDETERMINED OBJECTIVES

The AGSA currently performs certain procedures on the performance information to provide reasonable assurance in the form of an audit conclusion. 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 163 of the Report of the Auditor-General, published as Part E: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

Overview of the service delivery environment for 2013/14

The year under review saw a number of developments and improvements in the delivery of quality education for the people of the province. MDE entered the year with a 70% pass rate at Grade 12 and reflected an improved, but still very low performance in Mathematics and Language subjects in the Annual National Assessments.

The MDE had a conducive relationship and partnership with teacher formations, learner formations and parent formations. A challenge was only experienced in the Gert Sibande District., where the disengagement continued longer than the national call. Together with these partners, MDE developed a Provincial Learner Improvement Plan which was implemented across all the grades and across the schooling system. Improvements realised in 2013/14 can be attributed to the successful implementation of this plan and its support from all stakeholders.

The Quality Learning and Teaching Campaign structures were established across all levels of the system. These structures including other partners such as the Circuit and school Patrons, Religious Leaders forum; played an active role in ensuring that the quality of education in our schools is improved. Partnerships with private business on School Leadership Development, His Royal Highness King Makhosoke II on teacher development towards literacy and numeracy improvement and other numerous partners are adding impetus to our drive for quality education delivery.

The 2013 Grade 3, 6 and 9 ANA results improved with the exception of FAL in Grade 9. Both the average scores obtained by learners and the number of learners obtaining acceptable scores improved though this was below the set target. The Grade 12 pass rate improved from 70% at the end of 2012 to 77.6% at the end of the 2013 academic year. The certification rate in Public Adult Learning Centres at the end of 2013 stood at 33%; though still below the national norm of 40%.

The MDE focussed on preparing the system for successful introduction of the Curriculum and Assessment Policy in the Senior Phase and in Grade 12. All teachers teaching these grades underwent four days of orientation training before the start of the 2014 academic year. Textbooks to enable each learner to receive a book for each subject offered were provided for Grades implementing CAPS by the 30th November 2013, well in time before the beginning of the academic year and Workbooks to support the teaching of Mathematics and Languages in Grade 1-6 and 9 were also provided to all schools. Stationery packs were provided to all learners in all public schools. Our schools also benefitted from the supply of resources from Non- Governmental Organisations, the QIDS-UP programme and through the Dinaledi and Recapitalisation of Technical Schools conditional grant. All this support and the focussed support given to grades and teachers already implementing CAPS since the beginning of 2012 ensured a conducive environment for successful implementation of the curriculum. Ensuring that all learners have a textbook for each subject remains a challenge as retrieval rates for books already in the hands of learners are still low.

To improve on the quality and security of internal assessments across the system, a Framework for the Management of Internal Assessments (Grade R-12) was developed, approved and implemented. This introduced new procedures for managing assessments and addressing challenges previously experienced with the security and quality of internal assessments. As a result, fewer challenges were reported. The assessment regime introduced assisted to drive the agenda for curriculum coverage, prepare learners for the ANA and show good assessment practices to our teachers and schools.

Our commitment towards improving the quality of Early Childhood Development is showing positive signs. ECD Practitioners were taken through accredited training leading to NQF 4 or 5 qualifications. ECD Centres were provided with indoor and outdoor teaching and learning resources. Through working together with the Departments of Social Development and Health an Integrated Plan on ECD was developed and implemented. This benefitted 165 379 learners in the age cohort 0-6 years. However, the challenge of data management in this sector still remains. The MDE is still not able to account for ECD access which is privately provided but the work done by the Department of Social Development in this regard provides a good baseline to improve upon.

The Department's infrastructure programme though progressing well is still plagued by challenges of limited funding and huge backlogs. This led to the Department slowing down some of the projects to remain within the budget. However, it was able to complete the building of the Amsterdam Boarding School and Thanduxolo Special School amongst others.

In response to the low uptake and performance in Mathematics, Science and Technology (MST) subjects, the MDE established the MST Academy following extensive consultations with all its stakeholders. It entered into partnership with BECSA which committed to donating the infrastructure for the MSTA hub. The MDE further identified and began resourcing the 100 MSTA schools and appointing relevant personnel to run the MSTA. The MSTA began its operations in January 2014.

The MDE continues to support curriculum delivery as a means to enhance learner attainment and to improve the quality of education to learners experiencing barriers to learning. The priority areas during the financial year 2013/14 entailed a focus on the pillars of implementing inclusive education; that is; human resource development, improving access (both environmental and curriculum), provision of resources including assistive technology devices. The MDE programme of upgrading facilities and providing transport modalities to special schools gained momentum during the year under review. In addition, the educators were trained on psycho-social support programs to support learner well-being and training on environmental education programme to ensure the integration of environmental education topics and concepts across all subjects. Moreover, the annual career exhibitions were held in the four districts to strengthen learner knowledge and understanding of career pathing in line with subject streams.

The reconfiguration of the education landscape saw MDE transferring the management of residential facilities in the schools of industry to the Department of Social Development. The transfer of the FETC function to the Department of Higher Education is in its final stages with MDE, only providing support services to the colleges and serving as a transferring agent for the conditional grant, while the remaining aspects of the transfer are being finalised. Processes for the transfer of the Adult Education and Training function are in their initial stages. The transfer of the Human Resource Development function from other Provincial Departments and centralisation of bursaries in the Department of Education also saw conclusion with the physical transfer of resources to the Department of Education during the year under review.

The Department has registered profound progress in Adult Education and Training in the 2013/14 Financial Year. NQF Level 4 programmes were successfully phased in at Kwaguqa Fulltime Centre. This initiative is regarded as fundamental in laying the basis for the concept of Community Colleges. It broadens the scope of offerings thus creating opportunities for the out of school youth to begin or complete their Senior Certificate. About 105 learners were recruited in this regard and 75% of which were sustained throughout the year in different subjects. The actual attendance reflects that 90% are young women beneficiaries in line with the dictates of the Millennium Development Goals (MDG) with regard to promoting gender equality and empowering women.



2.2 Service Delivery Improvement Plan

The Department developed its Service Delivery Improvement Plan (SDIP) in consultation with internal and external stakeholders spanning over a three year period. The SDIP is particularly focused on service improvement in the core programmes of the Department, which were identified for the purposes of the SDIP, to be matric and ECD performance.

Main Services and Standards

Main Services	Beneficiaries	Current/ Actual Standard of Service	Desired Standard of Service	Actual Achievement
Improvement of Matric results	Grade 12 learners in the Province	70% of learners passed Grade 12 in 2012 academic year	*76.8% of learners pass Grade 12 in 2013 academic year	77.6% of learners passed Grade 12 at the end of the 2013 academic year.
Provisioning of Grade R	5 to 6 Year old learners in the Province	81 820 learners attended Grade R in 2012 Academic year.	90 000 learners attend Grade R in the province.	86 084 learners attended Grade R in 2013 Academic year.
* The variance in the targets is due to the fact that the SDIP is a 3 year plan and the actual Departmental target for 2013 was revised to 80% while the SDIP targets remained static.				

Batho Pele arrangements with beneficiaries

Current / Actual Arrangements	Desired Arrangements	Actual Achievements
Workshops and meetings with cluster leaders.	Workshops for teachers with content challenges and cluster leaders.	Conducted intervention workshops for 4495 teachers on identified challenging content. Conducted workshops for 246 cluster teachers on quality, setting moderation and marking of assessments tasks.
Meetings with ECD officials and stakeholders	Meetings with all stakeholders to agree on EPWP grant criteria and monitoring and evaluation instruments.	Held 3 meetings with customers- FET Colleges, National Department of Public Works and ECD officials to agree on criteria for EPWP grant as well as monitoring and evaluation instruments.

Service delivery information tool

Current/ Actual Information Tools	Desired Information Tools	Actual Achievements
Intervention, exam and content guidelines for extra classes	Intervention guides and guidelines to be distributed to public secondary and independent schools	Intervention guides, and content guidelines distributed to all teachers in the 528 public secondary schools and 14 independent schools
Advocacy concept document developed	Advocacy on ECD registration, access and requirements, parental capacitation and breastfeeding	Conducted 5 ECD awareness campaigns on access, registration requirements, parental capacitation sessions and breastfeeding

Complaints mechanism

Current/ Actual Complaints Mechanism	Desired Complaints Mechanism	Actual Achievements
Departmental toll free number Circuit and District offices	All received complaints to be attended to.	No complaints received No complaints received
Emails	All received complaints to be attended to.	A complaint was raised by Ethanda Day Care Centre regarding withdrawal of funding by Department of Social Development and cancellation of stipends by the Department of Education. Upon investigation and consultation with the Department of Social Development it was discovered that there were issues of maladministration. The Department wrote to Ethanda Day Care Centre with an indication that the funding will not be reinstated until the matter stated above is resolved.
Presidential Hotline	All received complaints to be attended to.	No complaints were received

2.3. Organisational environment

The Mpumalanga Department of Education comprises of the provincial head office, district and circuit offices, including ordinary and special public schools and ECD sites. The FET colleges and Adult Community Learning Centres are reflected in this Annual Report but management of these is in a transitional stage pending finalisation of the transfer to the Department of Higher Education and Training.

The Provincial Government took a decision to establish a Maths, Science and Technology Academy through which teaching of MST would receive special attention. A new structure for the academy was then designed and approved. The processes of appointing relevant personnel commenced during the year under review. Full operationalization of the MST academy started in January 2014. The centralisation of skills development programme in the Department of Education saw the development of a new structure which has since been incorporated into the overall organogram of the Department. The structure has been filled by transferring officials from other departments in the main, and other critical vacancies hereon will be filled in the 2014/15 financial year.

2.4 Key policy developments and legislative changes

The following policies amongst others were reviewed and approved during the year under review:

2.4.1 Cellular Phone Policy

The policy sets out procedures to:

- Manage and control the utilization of cellular phone allowance within the Department;
- Provide guidelines on the determination of limits with regard to cellular phone allowance.
- Sets out clearly the categories of officials who qualify for the allowance
- Sets out the expectation of the Department from the official who claims this allowance



2.4.2 Procurement Policy

The policy sets out ethical and sound procurement practices to be followed by all employees involved in procuring of goods and services, to ensure value for money outcomes for the Department of Education within the following predetermined five procurement guidelines/pillars.

- Value for money
- Open and effective competition
- Ethics and accountability
- Accountability and reporting
- Equity and transparency

The information in the policy takes account of the role of Supply Chain Management, which has been established to provide a center of procurement excellence, and to streamline procurement at all levels within the Department. The policy represents the minimum standards that the officials are expected to achieve in their procurement activities.

2.4.3 Policy framework for the Management of internal Assessment Tasks for Grade R-12

The purpose of the policy is to provide a business process for the setting and administration of external common assessment tasks throughout the province. The policy is further meant to guide teachers, examiners, translators, moderators and editors on assessment processes. The guidelines will ensure quality of tasks, correct management and security of papers before the writing as well as marking and reporting on performance.

3. STRATEGIC OUTCOME ORIENTED GOALS

Expand Access to Quality Education

In dealing with some of the issues that impede learners from accessing quality education, the number of learners that are benefitting from the National School Nutrition Programme has been increased from 845 815 learners in 2012/13 to 882 809 learners in 2013/14 while the number of learners benefitting from the No-fee school programme has also been increased from 834 803 to 888 459. The Early Childhood Development sector has also seen a huge increase in the enrolment of learners in the 0 to 6 age cohort from 161 095 in 2012/13 to 165 379 in 2013/14, which is more than the set 5 year target of 136 000 by 2015 and also managed to inculcate Gr. R teaching and learning in 1030 public ordinary schools. The total enrolment in the province is standing at 977 417 for Gr.1-12 in 1 777 public ordinary schools (excl. Public special schools). Central to this message has been the issue of compulsory schooling particularly for learners between the ages of 7 & 15 years.

Improve Learner Performance

The performance of grade 12 learners fluctuated until 2009 followed by a steady increase reaching 77.6% in the 2013 academic year from 47.9% in 2009 examinations. In essence, this means that the Province has in the past four years improved the Grade 12 results by 29.7 basis points. The improvement of results is not only quantitative but also qualitative in that the number of learners qualifying for Bachelors programmes has increased from 6 556 in 2009 to 12 954 in 2013, qualifying for diplomas programmes has increased from 10 165 in 2009 to 16 366 in 2013, those for higher certificate programmes has improved from 9 107 from 2009 to 9 491 in 2013. The percentage of learners passing Physical Sciences has also increased from 28.9% in 2009 to 65.5% in 2013 while Maths passes have increased from 38.6% to 58.3% in 2013.

Although the sector has shown some improvement in the performance of learners in the FET phase, there are still challenges faced by primary school learners. This is evident in the low learners' scores in Annual National Assessments (ANA) that are administered annually to assess their progress particularly in Languages and Mathematics. Detailed learner performance is presented in programmes 2 & 9.

Develop Competency Levels of the Workforce and Enhanced Skills Development

CAPS training for the year under review were focused on educators in Grades 7-9 and 12 in preparation for the implementation by these Grades in the 2014 academic year. Twelve thousand and fifty four (12 054) senior phase teachers were trained on CAPS. Some educators teach more than one subject and as a result they would attend more than one subject workshop and therefore needed to be counted as such and 3 500 educators trained for Grade 12.

During the year under review, the focus of Teacher Development included the following in order to move teachers from REQV 13 to 14:

- Improve content and pedagogic knowledge of teachers
- Increase the number and expertise of Mathematics, Science and Technology practitioners/teachers in the province
- Reduce and ultimately eliminate Un-and Under-qualified teachers in the province

To achieve these milestones the relevant educators were enrolled in programmes such as ACE (subject specific), PGCE, and NPDE etc. It is also imperative to mention the impact of partnerships (with service providers and HEIs) on these milestones. Funding for these massive programmes was sourced from the Skills Development Fund, Teacher Development and MTEF allocations and other agencies and partners.

Enhance Service Delivery Systems

The enhancement of Departmental operational systems continues to be a priority for the department. Our major focus hereon has been on:

- Capacitating officials on financial management and governance related programmes; in this regard 760 officials have been trained since 2010.
- Noting that most departmental processes and transactions start at a school level, so far 1 844 school managers have been capacitated on school leadership and management focusing on instructional leadership and overall school management.
- Special focus has been given to Bohlabela District SMTs by introducing capacitation programmes in partnership with the Private Sector
- Strengthening of leave management processes from a school level, to the circuit, to the district and eventually capturing at head office. The problematic areas as identified by previous audits have seen improvement though a lot still has to be done to entrench proper systems. A detailed leave management plan will be drafted and implemented, monitored and reviewed quarterly in the 2014/15 financial year.

Accelerate Infrastructure Provisioning

In 2009/10 the department identified 253 mud and unsafe structures that were targeted for demolition and replacement. To date 222 mud and unsafe structures have been replaced. The identification of these projects has been extended to include unsafe and dilapidated structures.

The Province in 2010 adopted a boarding school strategy in rural areas in order to close small, non-viable farm schools and improve on the quality of education provision and comprehensive boarding schools have thus been constructed in Gert Sibande (Ezakheni) and Ehlanzeni (Shongwe) Districts in 2012 and a further 1 boarding school (i.e. Izimbali in Gert Sibande) was completed and another boarding school Emakhazeni in Nkangala will be completed in the 2014/15 financial year. Phase 2 of two boarding schools namely Ezakheni and Shongwe, planning and design has been completed.



4. PERFORMANCE INFORMATION BY PROGRAMME

4.1 Programme 1: Administration

Purpose: To provide overall management of the education system in accordance with the National Education Policy Act, the Public Finance Management Act and other relevant policies.

Programme 1 has the following sub-programmes:

Sub-programme 1.1: Office of the MEC

Sub-programme 1.2: Corporate Services

Sub-programme 1.3: Education Management

Sub-programme 1.4: Human Resource Development

Sub-programme 1.5: Education Management Information System (EMIS)

Strategic Objectives

Programme Name: Administration					
Strategic Objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
To strengthen financial management and governance through capacity building of 844 managers across all levels of the system by 2015	665	744	760	(16)	More focused training on risk management targeting Senior Managers
To ensure that the data collected from 1 656 public ordinary schools is reliable, relevant and accurate by 2015	1 701	1 813	*1 813	0	None
*12 Schools have since been gazetted and closed					
Figures in brackets indicate over achievement throughout the document.					

Performance Indicators

Programme / Sub-programme: Administration					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
PPM101: Number of public schools that use SA-SAMS to provide data to the national learner tracking system	1 701	1 813	*1 813	0	None
PPM102: Number of public schools that can be contacted electronically (e-mail)	772	*1 813	991	822	Delays in the appointment of the service provider as initial bidders did not meet the requirements & process had to be restarted
PPM103: Percentage of education current expenditure going towards non-personnel items	13.02%	17.34%	10.71%	6.63%	The under - spending on goods and services is as a result of the implementation of austerity measures
PPI 1.1: Number of office based officials capacitated on Public Finance Management	121	50	50	0	None
* 12 Schools have since been gazetted and closed					

Priority Plans 2013/14

Priority Plans	Achievements	Challenges/Highlights	Mitigations
Strengthen attention by all sections in the Department at all levels regarding accounting practices and disciplines and procurement matters so as to improve on the current "unqualified" audit opinion of the Auditor General.	Workshops on procurement, debt management, asset management, financial delegations, and all SCM related issues conducted to Head Office and District officials.	The Department still has challenges with officials doing business with other institutions and Departments without approval of the Executing Authority.	Disciplinary steps will be taken against affected officials.
Conduct a 10 day Snap Survey in January and an Annual Survey in July to determine the increase and decrease in learner enrolment numbers. Hold principals accountable for the inflation of learner numbers.	Both surveys were conducted and enrolments were compared to determine schools that gained or lost learners between the two survey dates.	Schools which neglected to administer their attendance registers and could therefore not account for learners that were absent on the day of head count.	Schools will be closely monitored by Circuit and District Offices for the administration of attendance registers at schools.
Ensure strict implementation of the approved LTSM policy so as to ensure that all LTSM for the 2014 academic year are delivered to schools by 15 December 2013.	LTSM Management Plan was developed in line with the National Plan and the LTSM Policy. All stationery packs were delivered by the end of August 2013 to all schools. Text books were delivered by the end of October 2013.	None	None
The Department will ensure that the BBBEE Act and Treasury Regulations are implemented in full and in the process all payments to service providers will be made within 30 days. The Department will implement an audit action plan to ensure that a clean audit is achieved by the end of the 2013/14 financial year.	All bids awarded complied with the BBBEE Act A clean audit action plan for the 2013/14 financial year was developed and implemented albeit late in the financial year.	Only 97% of the payments were made within 30 days due to cash flow challenges experienced as a result of accruals; over expenditure on infrastructure and LTSM.	To improve cash flow management so as to ensure that cash is available as and when required.
Tackle challenges relating to implementation of the Performance Management Development System (PMDS)	An average of 75.17% of employees appointed in terms of Public Service Act - including SMS members - and office-based Educators appointed in terms of the Employment of Educators Act signed Performance Agreements and Work Plans during the 2013/14 financial year. PMDS workshops were conducted for all levels of employees across the Department.	There are still employees who do not comply with the PMDS policies.	A policy directive which compels all managers to include the "Effective implementation of PMDS" as one of their KRAs/KPAs in their Performance Agreements or Work Plans has been issued.
Strengthening of performance information management systems and adherence to Treasury frameworks and Departmental policies and procedures.	Four Quarterly Performance Review Sessions conducted. The reported information was analysed and written feedback was given to managers highlighting areas that still required improvement. Performance Information sharing sessions were conducted with all districts management teams to improve the collation, compilation and quality assurance of reports and portfolio of evidence. One-on-one sessions were conducted with managers for areas that continue to be a high risk with regard to the attainment of targets.	Reporting standards are not yet at a satisfactory level in that there are delays in submissions and in certain instances the POE does not correspond to reported information.	Continuous one-on- one sessions with responsibility managers in order to institutionalise the performance information holistically and improve the quality thereof.
Evaluate the efficiencies and effectiveness of the systems of internal control, risk management and governance processes put in place by the Department to achieve strategic objectives and compliance with laws and regulations	A risk based internal audit plan was developed and approved by the Audit Committee to evaluate efficiencies and effectiveness of the systems of internal control, risk management and governance processes. All planned internal audit reviews were concluded in accordance with the approved plan.	None	None

Priority Plans	Achievements	Challenges/Highlights	Mitigations
Issuing of Principals vacancy lists at least three times per annum (June 2013, September 2013, March 2014); adjusted post provisioning to schools for the 2014 academic year by 30 September 2013; and growth posts by 15 March 2014.	Three vacancy lists advertising amongst others; vacant principal posts were issued for the year i.e. the May 2013 Open Vacancy List; the September 2013 Open Vacancy List; as well as the November Open Vacancy List. Adjusted post provisioning for schools for the 2014 academic year were issued by EMIS by 30 September 2013. Growth posts as a result of increased enrolment were issued by 15 March 2014.	None	None
Intense advocacy programmes that target all officials, from school level upwards, and involving relevant Departmental Units will be embarked upon to sensitise officials on the importance of proper leave management on a monthly basis, with various communication methods being used.	Leave and PILIR awareness campaigns were conducted in all 4 District Offices and 16 Circuit Offices. An HR management system on the auditing of leave forms before the payment of leave gratuities was developed with the assurance of SITA and has since been implemented.	There are still challenges with regards to the monthly submission of leave forms for capturing by some schools and Circuit Offices.	The submission of the monthly reports on the capturing of leave forms by all HR offices and the advocacy campaigns on the management of leave will continue to cover all circuit offices and schools..
Implement focused employee health and wellness programmes through awareness campaigns and referral system	All planned awareness campaigns focusing on HIV & AIDS Prevention Programme, Health Promotion and Wellness Management Programmes were conducted. Attended to 1 107 of EAP cases. 24 Substance dependency cases were referred for rehabilitation and 33 cases on stress, depression and mental illnesses were referred to psychologists/ psychiatrists.	Poor attendance of employees during awareness sessions. Some cases are referred at tertiary stage and not done at an initial stage cases are referred when there are complications.	Awareness campaigns will be conducted in the respective Directorates. Intensify the referral systems of cases in the respective directorates and send ongoing e-information to all employees on services offered by EHWP.

Strategy to overcome Areas of Under Performance

- Effective oversight over the implementation of Human Resource functions and responsibilities at school and circuit levels to be strengthened
- To Review HR delegations with regard to the whole leave management value chain
- Enforce compliance to prescripts by holding officials accountable for any deviations as intense training has been provided for the past three years.

Changes to Planned Targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Sub-programme Expenditure

Sub- Programme: Administration	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
Administration	R'000	R'000	R'000	R'000	R'000	R'000
Office of the MEC	9 472	5 820	3 652	6 714	5 871	843
Education Management	631 760	639 213	(7 453)	144 577	120 941	23 636
Corporate Services	409 877	389 148	20 729	405 943	405 655	288
Human Resource Development	2 500	2 491	9	3 348	3 130	218
Education Management Information Systems	18 806	15 289	3 517	20 847	25 211	(4 364)
Total	1 072 415	1 051 961	20 454	581 429	560 808	20 621

4.2 Programme 2: Public Ordinary Schools

Purpose: To provide ordinary education from Grades 1 to 12 in accordance with the South African Schools Act, 1996

Programme 2 has the following sub-programmes:

Sub-programme 2.1: Public Primary Schools

Sub-programme 2.2: Public Secondary Schools

Sub-programme 2.3: Professional Services

Sub-programme 2.4: Human Resource Development

Sub-programme 2.5: In-School Sports and Culture

Sub-programme 2.6: Conditional Grants

GRADE 12 PERFORMANCES

The table below compares the grade 12 pass rates among the various provinces from 2003 to 2013. The national pass rate of grade 12 increased from 73.9 percent in 2012 to 78.2 percent in 2013. Mpumalanga's pass rate also increased by 7.6 percentage points from 70.0 percent in 2012 to 77.6 percent in 2013. Mpumalanga's 7.6 percentage point increase was the second largest among the nine provinces following the North West. Mpumalanga improved from being the province with the lowest pass rate in 2009 to the province with the fifth highest pass rate in 2013. Mpumalanga is the most improved Province in terms of Grade 12 from 2009 to 2013 by 29.7%.

Comparative Grade 12 pass rate for South Africa and Provinces, 2003-2013

Province	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
EC	60.0%	53.5%	56.7%	59.3%	57.1%	50.6%	51.0%	58.3%	58.1%	61.6%	64.9%
FS	80.0%	78.7%	77.8%	72.2%	70.5%	71.6%	69.4%	70.7%	75.7%	81.1%	87.4%
GP	81.5%	76.8%	74.9%	78.3%	74.6%	76.3%	71.8%	78.6%	81.1%	83.9%	87.0%
KZN	77.2%	74.0%	70.5%	65.7%	63.8%	57.2%	61.1%	70.7%	68.1%	73.1%	77.4%
LP	70.0%	70.6%	64.9%	55.7%	58.0%	54.7%	48.9%	57.9%	63.9%	66.9%	71.8%
MP	58.2%	61.8%	58.6%	65.3%	60.7%	51.8%	47.9%	56.8%	64.8%	70.0%	77.6%
NW	70.5%	64.9%	63.0%	67.0%	67.2%	67.9%	67.5%	75.7%	77.8%	79.5%	87.2%
NC	90.7%	83.4%	78.9%	76.8%	70.3%	72.7%	61.3%	72.3%	68.8%	74.6%	74.5%
WC	87.1%	85.0%	84.4%	83.7%	80.0%	78.7%	75.7%	76.8%	82.9%	82.8%	85.1%
National	73.3%	70.7%	68.3%	66.6%	65.2%	62.2%	60.6%	67.8%	70.2%	73.9%	78.2%

Source: Department of Basic Education - Technical Report on the 2013 National Senior Certificate Examination

A comparison of Grade 12 pass rates among the four education districts from 2009 to 2013 is presented in the table below. The Grade 12 pass rates of all four education districts improved, with Bohlabela achieving the largest improvement from 28.2 per cent in 2009 to 72.0 per cent in 2013. Ehlanzeni (82.8 per cent) recorded the highest Grade 12 pass rate in 2013 followed by Nkangala (77.5 per cent).

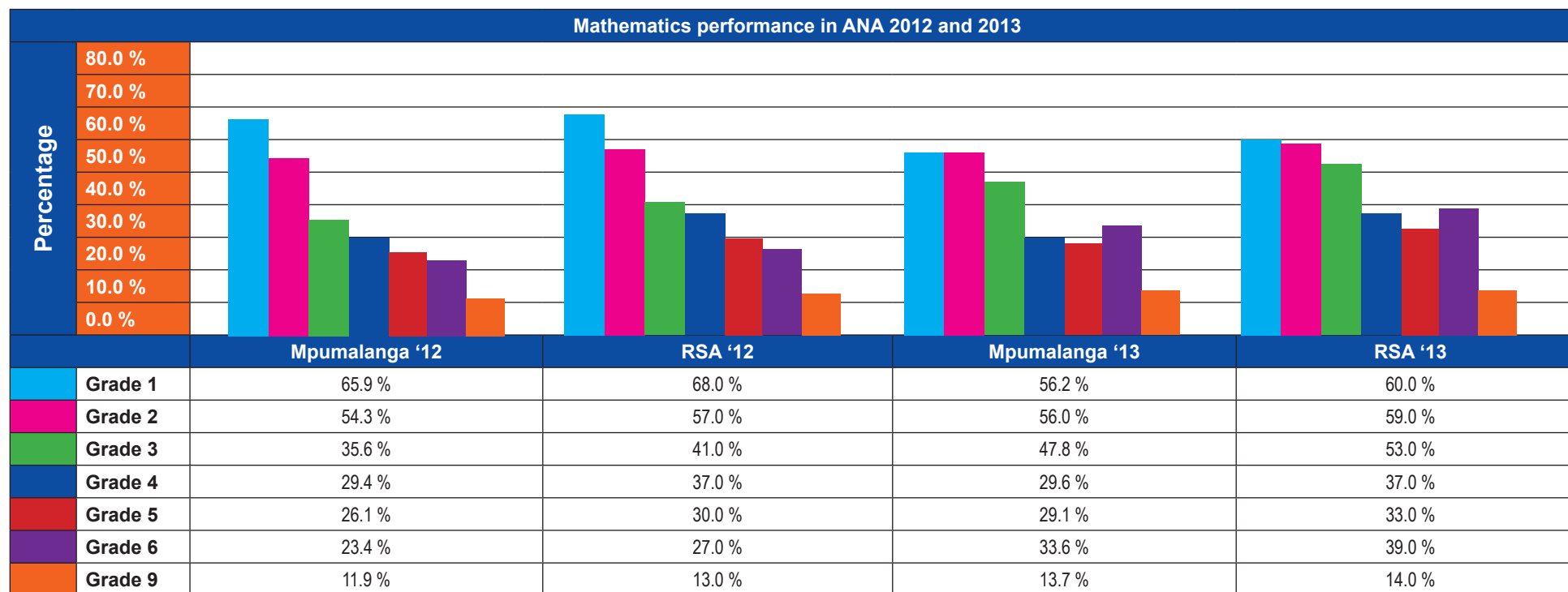
Comparative Grade 12 pass rate for Education Districts in Mpumalanga, 2009-2013

Education district	% Pass rate				
	2009	2010	2011	2012	2013
Bohlabela	28.2	40.1	52.7	62.5	72.0
Ehlanzeni	57.0	67.5	72.2	74.0	82.8
Gert Sibande	52.2	59.3	65.4	69.0	76.4
Nkangala	53.6	59.1	67.9	73.0	77.5
Province	47.9	56.8	64.8	70.0	77.6

Source: Mpumalanga Department of Education, 2013

PROVINCIAL PERFORMANCE IN THE 2013 ANNUAL NATIONAL ASSESSMENT

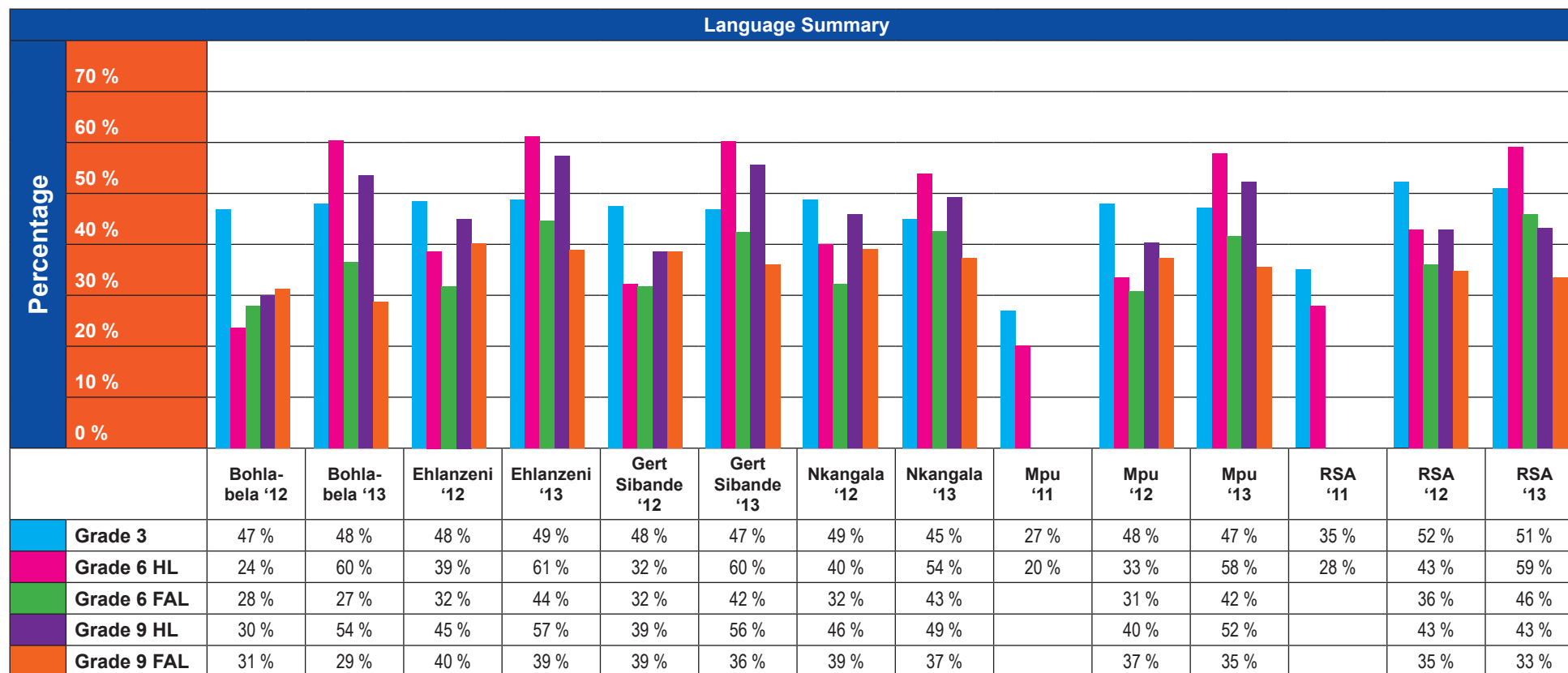
Comparison of the 2012 and 2013 Mathematics performance in ANA



- The Bohlabela education district includes schools in Bushbuckridge and Thaba Chweu Municipalities.
- The Ehlanzeni education district includes schools in Mbombela, Umjindi and Nkomazi Municipalities.

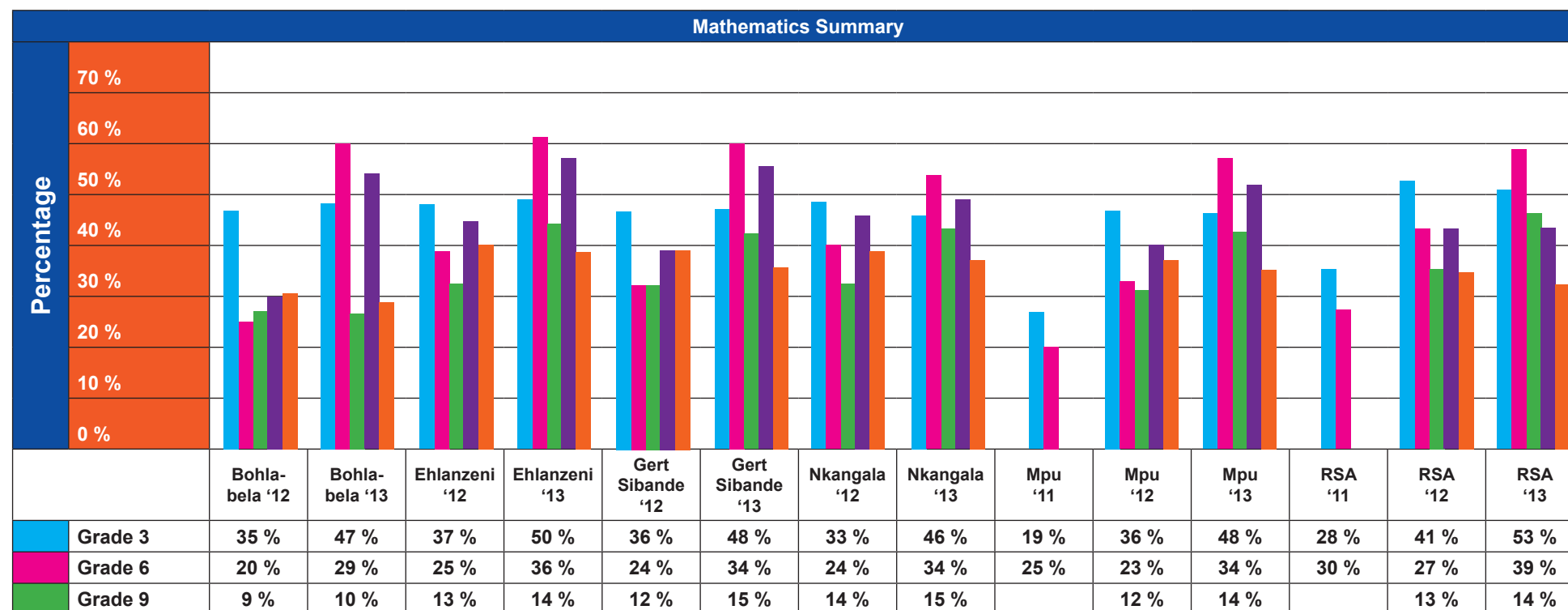


Language Summary per District / Province and National



From the summary of results, it can be noted that the performance in Home Languages is at a reasonable level of performance at an average mark of close to 50% and above, except in the case of Grade 9 Home Language. The First Additional Languages offered in Grades 4 to 6 and 9, are certainly at a lower level of performance, and given the importance of the First Additional Language as the language of learning and teaching, there is a need for a targeted programme in this area

Mathematics Summary per District / Province and National



The figure above illustrates the performance summary in Mathematics for grades 3, 6 and 9 in terms of which the performance of learners in grade 3 fairly increased from 19% in 2011 to 48% in 2013, while there is a slight improvement in grade 6 from 25% in 2011 to 34% in 2013 with a slight drop in 2012. The Annual National Assessments were not administered in 2011 for Grade 9 Mathematics, however the 2012 and 2013 results paint a very bleak and undesirable outlook which could be attributed to the poor quality of teaching and learning and internal assessments. Continuous systemic interventions will be customised to deal with the specific challenges identified.



Strategic Objectives

Strategic Objective	Learner Welfare
Objective Statement	To ensure that most vulnerable and indigent learners access and complete schooling through the provisioning of Nutrition to 782 654 and 511 759 learners benefiting from the No fee school programme by 2015.
Baseline	There are currently 623 313 learners benefiting from NSNP and 479 561 learners benefiting from the No fee school programme
Strategic Objective	Learner Performance
Objective Statement	Improve the quality of overall learner performance in Grade 12 to achieve a pass rate of 70% by 2015.
Baseline	The average percentage pass in Grade 12 in 2009 was 47.9%
Strategic Objective	Numeracy and Literacy competency levels
Objective Statement	Increase Numeracy and Literacy competency levels in Grades 3, 6 and 9 from 35% to 60% by 2015.
Baseline	Systemic Evaluation reports indicate that learners from Mpumalanga are performing at 32 – 35% which is below the National average
Strategic Objective	Increase skills base in critical subjects
Objective Statement	Increase performance in Mathematics, Physical Science and Vocational subjects (engineering, services and art) to rural schools and girl learners to 60% by 2015
Baseline	The learner performance in Mathematics, Science and Vocational subjects is to be increased from 38% to 60 % by 2015.
Strategic Objective	Teacher qualifications
Objective Statement	To upgrade educators (12 127 educators, 500 ABET educators) in order to meet REQV 14 requirements
Baseline	12 127 under qualified educators to be trained
Strategic Objective	Educator Computer Literacy
Objective Statement	To ensure that 31 605 school-based educators in public ordinary schools are computer literate by 2015
Baseline	11 025 educators will be trained
Strategic Objective	Maths and Science Educators
Objective Statement	Progressively increase the number of Maths and Science by 1 125 educators (including engineering) in the FET phase by 2015
Baseline	There are currently 2 818 educators offering Maths, Maths Literacy and Physical Sciences
Strategic Objective	Indigenous Languages
Objective Statement	To enhance and promote the use and development of African Languages in learning institutions through capacitating 1 625 educators by 2015 for teaching Languages prevalent in the Province
Baseline	Currently there are 298 educators trained on the use Indigenous Languages

Strategic Objective	Financial Management
Objective Statement	To strengthen financial management and governance through capacity building of 844 managers across all levels of the system by 2015
Baseline	There are 344 managers and officials trained on management of finances and governance
Strategic Objective	Management and Leadership of Institutions
Objective Statement	To capacitate 1 700 managers on leadership and management of institutions by 2015
Baseline	There are currently 150 managers who have a management and leadership qualification
Strategic Objective	Rural Development
Objective Statement	To merge and close 120 small and non-viable rural schools and building hostels by 2015
Baseline	There are currently 120 identified schools with enrolment of 150 and below that need to be merged or closed
Strategic Objective	ICT Connectivity
Objective Statement	To roll out VSAT broadband connectivity to 1 131 public ordinary schools by 2015
Baseline	525 Public secondary schools
Strategic Objective	Promotion of safety and security in schools
Objective Statement	Ensure that 368 schools have safety promotion systems in place to enhance security by 2015
Baseline	Currently there is 1 school that has safety promotion systems in place
Strategic Objective	Unsafe Structures
Objective Statement	Eradicate 253 mud and unsafe structures by 2015 in order to ensure conducive environment for teaching and learning
Baseline	Currently there is a total of 253 mud and unsafe structures



Strategic Objectives

Programme Name: Public Ordinary Schools					
Strategic Objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
To ensure that the most vulnerable and indigent learners access and complete schooling through the provision of nutrition to 782 654 learners.	845 815	873 957	882 809	(8 852)	During the financial year the number of learners to be fed had to increase with 8852 due to the addition of new schools and re-ranking of the following schools: Bohlabela: Acorn to Oaks Ehlanzeni: Khutsalani, Ngodini High, Vulindlela, Sitintile, KaMhola, Emjindini High Nkangala: Sozama High Therefore funds had to be redirected and reprioritised for the feeding of the additional learners.
511 759 learners benefitting from the No-fee School Programme by 2015.	834 803	843 151	888 459	(45 308)	Schools had to be re-ranked after it was discovered that some schools were incorrectly quintiled and this resulted in additional 34 schools being declared as no-fee schools.
Improve the quality of overall learner performance in Grade 12 to achieve a pass rate of 70% by 2015.	70.0%	80%	*77.6%	2.4%	Internal moderation and diagnostic reports indicate that learners have challenges with questions that require conceptual understanding, analysis and application of knowledge.
Increase Numeracy and Literacy competency levels in Grades 3, 6 and 9 from 35% to 60% by 2015.	23%	54%	41%	13%	According to the ANA diagnostic report, learners have challenges with basic concepts in Mathematics such as the four basic operations which are addition, subtraction, multiplication and division In Languages learners are still experiencing problems with grammar and poor vocabulary.
Increase performance in Mathematics, Physical Science and Vocational subjects (engineering, services and art) of rural schools and girl learners to 60% by 2015.	*61%	55.8%	61.9%	(6.1%)	The improvement is attributed to the rigorous implementation of intervention activities such as the study groups, camps for learners and Saturday and vacation classes.
To upgrade educators (12 127 educators, 500 ABET educators) in order to meet REQV 14 requirements.	6 560	9 700	7 400	2 300	Not all Unqualified educators recruited responded to register for the upgrading courses.

Programme Name: Public Ordinary Schools					
Strategic Objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
Progressively increase the number of Maths and Science educators by 1 125 (including engineering) in the FET phase by 2015.	2 527	1 125	783	342	More educators could not be covered due to budgetary constraints
To enhance and promote the use and development of African Languages at learning institutions through capacitating 1 625 educators by 2015 for teaching the Languages that are prevalent in the province.	1 183	1 425	1 446	(21)	There was a need to train more educators due to underperformance in all Languages in Grade 9
To strengthen financial management and governance through capacity building of 844 managers across all levels of the system by 2015.	665	744	760	(16)	More focused training on risk management for Senior Managers.
To capacitate 1 700 managers on leadership and management of institutions by 2015.	1 457	1 570	1 844	(274)	Over achievement is due to the need to urgently include more managers from under-performing schools
Ensure that 368 schools have safety promotion systems in place to enhance security by 2015.	1 504	1 813	1 768	45	The disengagement in Gert Sibande negatively affected the implementation of the programme
*After the February/March 2014 supplementary exam, the pass rate for Grade 12 is 80%					

Performance Indicators

Programme / Sub-programme: Public Ordinary Schools					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM201: Number of learners enrolled in public ordinary schools	972 144	971 384	977 417	(6 033)	More Grade 1 learners enrolled than anticipated
► PPM202: Number of educators employed in public ordinary schools	32 195	32 580	32,373	207	The deviation is due to educator turnover and replacement processes resulting from resignations, demises, retirements etc.
► PPM203: Number of non-educator staff employed in public ordinary schools	5 317	5 573	5 363	210	The deviation is due to staff turnover and replacement processes resulting from resignations, demises, retirements etc.
► PPM204: Number of learners in public ordinary schools benefiting from the "No Fee School" policy	834 803	843 151	888 459	(45 308)	Schools had to be re-ranked after it was discovered that some schools were incorrectly quintiled and this resulted in 34 additional schools being declared as no-fee schools.



Programme / Sub-programme: Public Ordinary Schools					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM205: Number of learners benefiting from the NSNP (quarterly)	845 815	873 957	882 809	(8 852)	The number of learners to be fed had to increase with 8 852 due to the addition of new schools and re-ranking of the following schools: Bohlabela: Acorns to Oaks Ehlanzeni: Khutsalani, Ngodini High, Vulindlela, Sitintile, KaMhola, Emjindini High Nkangala: Sozama High
► PPM206: Number of learners benefiting from scholar transport	The scholar transport programme is managed by the Department of Public Works, Roads and Transport in the Mpumalanga Province				
► PPM207: Number of learners with special education needs that are enrolled in public ordinary schools	12 738	18 304	8 545	9 759	Not all learners with Special Education needs in main stream schools are assessed by relevant specialists due to scarcity of these specialists (e.g. Occupational Therapists)
► PPM208: Number of full service schools	140	140	140	0	None
► PPM209: Number of schools visited at least once a quarter by a circuit manager	1 465	1 813	1 722	91	Lesser visits took place due to staff turnover and replacement processes resulting from resignations, demises, retirements
PPI2.1 Number of educators upgrading towards minimum qualification REQV 14 (Foundation Phase, ECD and Senior Phase)	446	353	409	(56)	Prioritisation of Maths & Science programmes for educators in the foundation & senior phases
PPI2.2 Number of educators capacitated on ACE: Maths and Sciences	180	200	283	(83)	Prioritisation of Maths & Science programmes for educators based on the analysis of the 2012 results
PPI2.3 Number of educators capacitated on the use of indigenous Languages	1 183	1 425	1 446	(21)	There was a need to train more educators due to underperformance in Grade 9 Languages
PPI2.4 Number of school managers registered for the ACE: School Leadership Programme	300	260	300	(40)	Over achievement is due to the need to urgently include more managers from under-performing schools
PPI2.5 Number of School Safety Committee members capacitated on random search, seizure and drug testing	1 504	5 508	3 775	1 733	The disengagement in Gert Sibande negatively affected the implementation of the programme, cancellation of trainings in some centres and Poor attendance

Priority Plans 2014/15

Priority Plans	Achievements	Challenges / Highlights	Mitigations
Public Primary Schools			
Develop a set of norms and standards against which minimum functionality and performance of all schools will be measured and evaluated.	A Framework for Effective Schools was developed and has been adopted by Senior management	The Framework is awaiting approval by EXCO	The Framework will be submitted to the new Administration for approval
Pilot the concept of self-managing schools in primary schools	All 45 primary schools were taken through the project inception phase activities which included: <ul style="list-style-type: none"> Profiling of needs (45 schools) for School Management Teams (SMT's), School Governing Bodies (SGB's), English Teachers and learner leaders; "Self-Managing Schools" (SMS) campaigns which included the "Reading Schools" campaign (43 schools) and SGBs with best project campaign (43 schools). SMS Exchange programmes which included ("Principals' experience exchange programme (41 school principals) on financial management; "Learner Leaders" exchange programme (29 schools) on roles they play that can positively influence learner behaviour at the school. 	Due to unrests at Emfuleni Primary School that was involving the parents and the school, the Self Managing Schools programmes were not completed. At Hlulani Primary School, the programme could not be completed due to School Management Teams challenges involving staff dissatisfactions on the appointment of the principal. The Learner Leaders experience exchange programmes could not be conducted for 18 of the schools in Gert Sibande, due to SADTU disengagements.	The visits to the outstanding affected schools will be rescheduled for the 2014/15 financial year.
5% of schools will be sampled for moderation of all Grades in order to check the extent of policy implementation. Scripts will be analysed on a quarterly basis in order to determine performance, which will in turn inform the type of interventions required	17% (305) schools were sampled for school based moderation in order to determine the extent of policy implementation. The findings indicated the sampled schools generally comply with the prescribed policies. Scripts were analysed on a quarterly basis and interventions were conducted on the following subjects: <ul style="list-style-type: none"> Mathematics on fractions, numeric and geometric patterns, graphs and probability In Languages on sentence construction, tenses, direct and indirect speeches, analysis of comprehensions and various reading methods Social Sciences on Oral History, Map work and working with sources 	There was a need to increase the number of schools to ensure the reliability and validity of the data.	None
Provide classroom-based support to educators	Classroom-based support provided to 1 231 Foundation Phase educators on lesson preparation and presentation in Home Language, First Additional Language, Mathematics and Life Skills	None	None
Strengthen provision of resources and materials in primary schools through QIDS-UP	400 computers provided for 16 schools. 150 Learner Support Assistants (LSA) appointed in 75 schools	None	None
Revitalise compulsory vibrant reading programmes in all primary schools, e.g. drop and read	220 Foundation Phase classrooms sampled and monitored on time tables focussing on methodologies, speaking and creative writing.	None	None
Work with NGOs and other partners to improve Language and Mathematics proficiency in the Foundation Phase	In partnership with Japan International co-operation Agency (JICA), 10 primary schools trained and supported in Mathematics. In partnership with Room to Read, 25 primary schools trained and supported on Reading Programmes in partnership with His Royal Highness King Makhosonke II 359 teachers have been enrolled for training on Languages and Mathematics teaching programme delivered by SANTS	None	None



Priority Plans	Achievements	Challenges / Highlights	Mitigations
Training of educators on CAPS (Grades 7 - 9)	12 054 teachers were trained on CAPS. The training covered the new curriculum content; time allocation per subject; assessment approach and teaching methodology.	None	None
Maximise the effective utilisation of workbooks	2 539 school visits were conducted to monitor the utilisation of workbooks which included monitoring of curriculum coverage, mental Mathematics activities, language structure, reading and writing.	None	None
Curriculum Implementers will conduct quarterly workshops before the beginning of each quarter to take educators through the work required to be done in a particular quarter.	Quarterly workshops were conducted for 2 252 Maths, Science and Technology educators on electricity, planet earth and beyond, data handling and geometry. 1011 Foundation and Intermediate Phase educators were empowered on preparation and presentation of lessons; assessment and moderation	None	None
Sub- Programme : Public Secondary Schools			
Develop a set of norms and standards against which minimum functionality and performance of all schools will be measured and evaluated.	A Framework for Effective Schools was developed and has been adopted by Senior Management	The Framework is awaiting approval by EXCO.	The Framework will be submitted to the new Administration for approval
Pilot the concept of self-managing schools in secondary schools	All 5 secondary schools were taken through the project inception phase activities which included: Profiling of needs (5 schools) for School Management Teams (SMTs), School Governing Bodies (SGBs) English Teachers and Learner Leaders; "Self-Managing Schools" (SMS) campaigns which included "Reading Schools" campaign (5 schools) and SGBs with best project campaign (5 schools). SMS Exchange programmes which included ("Principals' experience exchange programme (5 schools principals) on finance management; "Learner Leaders" exchange programme (5 schools) on roles they play that can positively influence learner behaviour at the school	None	None
Schools that performed below provincial average in Mathematics, Physical Sciences, Economics and Accounting (based on an analysis of the 2012 end of year results) will receive special attention.	Subjected the 284 schools that performed below the provincial average to compulsory common monthly tests. Conducted 827 school visits to monitor content coverage. Established and supported study groups in 39 centres. Organized winter and summer classes specifically for schools in this category. Conducted common externally set tests for the 11 highly enrolled subjects. Conducted the June and Trial Examinations. Provided 6000 Accounting and Economics study guides to all the 84 schools performing 50% and below. 188 (66%) schools performed above 60% in 2013 and four of these schools performed at 100%	None	None
Conduct quarterly intervention workshops for teachers in identified areas.	Conducted quarterly intervention workshops for 4 495 teachers in geometry and probability (Maths), acids and basic and electric circuits (Physical Sciences) at the beginning of each term. Conducted 57 content workshops for 1 271 teachers on stock valuation, bank reconciliation statements and balance sheet (Accounting), perfect and imperfect market (economics)	None	None

Priority Plans	Achievements	Challenges / Highlights	Mitigations
Improving the quality of assessments in the FET Phase.	Conducted workshops for 246 cluster leaders on quality, setting, moderation and marking of assessment tasks. Provided June/ half year exam papers for grade 10, 11 and 12, pre 886 moderation sessions conducted to assist teachers with the setting and moderation of quality tasks. Moderation sessions conducted in April and August for the 11 highly enrolled subjects for the June and November question papers. The quality of the papers improved hence the improvement in learner performance.	None	None
Strengthening accountability of school managers.	Quarterly Review sessions held with Principals. One on one conferences held with principals of underperforming schools.	None	None
Implementing effective intervention programmes on effective curriculum delivery.	Conducted 99 radio lessons on identified topics in the 11 high enrolment subjects, conducted content workshops, established and supported study groups. Conducted cluster moderation, organised camps for learners. Conducted the Dial a Tutor programme assisting learners with challenging content and advising on exam approach for the ten highly enrolled subjects. • Conducted Winter and Spring Classes in 46 centres for all the 84 schools performing below 50%. • Conducted 1 928 school support visits to all category of schools and 598 school support visits for underperforming schools to monitor content coverage, lesson preparation, teaching methodology and assessment. The programme was effective since the provincial performance improved.	None	None
A Maths and Sciences Academy will be established in Emalahleni. In the 2013/14 financial year, the focus on will be on the following: Appointment of personnel for the central office (Hub) of the Academy and its operations	A Maths and Sciences Academy established in Emalahleni and is operational. Appointed personnel for the central office (Hub) of the Academy. 15 of the posts have been filled and the remaining posts are in the process of being filled. Only three posts remained vacant.	None The three vacant posts are due to the unavailability of suitably qualified applicants for the technical and research programmes	None Posts were re-advertised and interviews were conducted for research programmes and the process of filling the Technology CES post is underway.
Linking 100 schools to the Hub utilising video and SMART technologies. This includes cabling of the 46 Dinaledi schools; the other 54 schools will receive a minimum resource pack that will enable them to participate in the programme.	Linked 100 schools for live broadcasting of lessons utilising video and SMART technologies. Minimum resource package provided to the other 54 schools. All the 46 Dinaledi schools were provided with 3G cards.	None	None





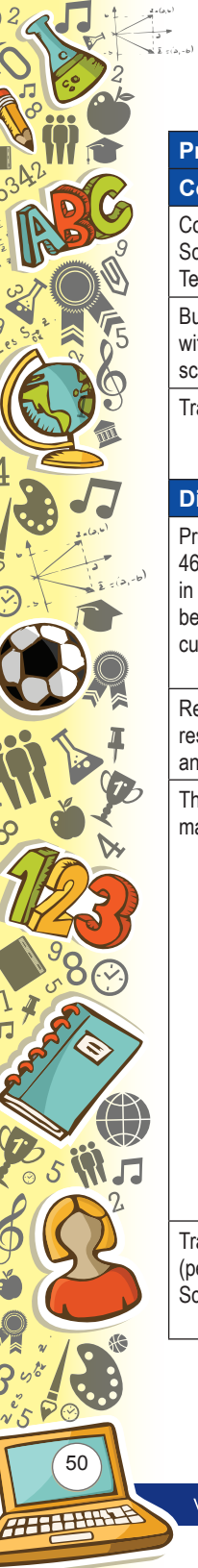
Priority Plans	Achievements	Challenges / Highlights	Mitigations
Auditing the qualifications of educators in these schools	Audited the qualification of Mathematics teachers in the 100 schools and these were the findings: Number of qualified Mathematics & Mathematics Literacy Educators in the Province (Teaching and non-teaching added together) – 2 094 and 1 130 Number of educators that are qualified and that are teaching Mathematics and Maths Literacy– 1 597 and 757 Number of teachers that are qualified to teach Mathematics and Maths Literacy but are not teaching Mathematics – 497 and 373 Number of qualified Physical Science Educators in the Province (Teaching and non-teaching added) - 1 325 Number of educators that are qualified and that are teaching Physical Science - 866 Number of teachers that are qualified to teach Physical Science but are not teaching Physical Science - 459	None	None
Giving focussed in-service training to teachers in Maths, Sciences and Technical subjects	In-service training conducted for 570 teachers in the MST academy schools.	None	None
Assisting teachers of satellite schools in teaching the subjects effectively in order to improve the participation and performance of learners.	Assisted 570 teachers of satellite schools in teaching the subjects effectively through workshops and provision of annual teaching plans and common assessment tasks.	None	None
Inclusive Education			
Conduct career exhibitions organized per district for Grades 11 and 12.	Four Career Exhibitions held. 33 195 learners attended Career Exhibitions at Gert Sibande, Bohlabela, Nkangala and Ehlanzeni Districts.	None	None
Train educators on environmental education guidelines	454 educators trained on environmental education guidelines	None	None
Convene a provincial Teacher's Environmental Conference	Provincial Teacher Environment Conference held. 203 teachers and other stakeholders attended	None	None
Train officials on therapeutic techniques.	184 (164 educators and 20 officials) trained on therapeutic techniques	None	None
Teacher Development, School Management and Governance			
Support: educators registered at the University of Limpopo for senior phase Maths and Sciences in January 2012; and Foundation Phase teachers at North West University registered in Literacy and Numeracy.	Supported and monitored 96 educators registered at the University of Limpopo for senior phase Maths and Sciences since January 2012; and 223 Foundation Phase teachers at North West University registered in Literacy and Numeracy.	10 Educators dropped out from the Maths and Science programme.	The 10 educators who failed to finish courses at the University of Limpopo signed contracts to pay back tuition fees. The process to recover the money from the affected teachers has started.
Recapitalization and revitalization of Education Development Centres for their optimal functionality	The 2013-2016 EDC business plan was approved and the following resources were procured: 19 Data projectors, 8 interactive whiteboards, 16 pull Down Screens, 16 Tripod stands, 800 Safety goggles, 80 Fire extinguishers, 100 computers, 16 laptops	Delays in the installation of alarm systems as the Department had to prioritise installation in exam storage areas	Installation will continue in the new Financial Year
Advocate World Teachers' Day and conduct four district-based celebrations	World Teachers day advocacy conducted in all four districts and celebrations conducted at Circuit level.	None	None



Priority Plans	Achievements	Challenges / Highlights	Mitigations
Teacher Development, School Management and Governance			
Schools will be monitored on School Governance and Policy implementation	200 schools were monitored and supported on School Governance and Policy Development implementation, 60% of these schools were found to be in compliance	40% of the schools have one or more of the following challenges: <ul style="list-style-type: none"> • Some do not comply with SGB policies • Some schools have not amended their policies; hence they are as good as operating without policies. • In some schools no proper documentation is kept on financial management. 	Schools have been supported thus: <ul style="list-style-type: none"> • Schools were given pro-forma policies to formulate their own policies. • Schools were trained on how to formulate policies. • Where there is poor management of finances, principals were advised on how to improve their financial management practices.
As a lead Department, co-ordinate successful implementation of the Integrated School Safety Strategy	5 Meetings of Integrated School Safety Strategy held with Provincial Departments: The Departments compiled the Integrated School Safety Plan for 2013/2014. This plan was implemented in provincial schools by the Departments. The Departments also submitted quarterly reports during these meetings. Safety challenges experienced by schools were also discussed during these meetings	None	None
Establish and support School Safety Committees in all schools	School Safety Committees were established in 1 768 schools	None	None
Compile and analyse information on school safety; and refer it to other participating Departments	Information on school safety from 44 schools was compiled, analysed and referred to relevant Departments participating in the Integrated School Safety Strategy. It was found that some schools that are situated next to busy roads, had no Scholar Patrols, Scholar Patrol Teams and Equipment in place and these matters were referred to the Department of Community Safety Security and Liaison so that they can be prioritized for the Programme on Road Safety. Some schools experienced challenges with the development of policies and Code of Conduct of Learners that and these schools will be prioritised within the school governance programme	None	None
Ensure that schools have Safety Policies that they implement	133 Schools monitored and supported in the development and implementation of safety policies.	None	None
Develop and implement safety programmes to promote a conducive environment for teaching and learning	700 drug testing devices and 350 metal detectors procured and delivered to 350 schools. Alarm system procured in 30 schools. Random search and seizure conducted in 37 schools.	Alarm systems could not be installed, as the installation of security systems in exam storage facilities had to be prioritised	Will be prioritised in the next financial year

Priority Plans	Achievements	Challenges / Highlights	Mitigations
Conditional Grants: NSNP			
The budget for the 2013/14 financial year is R496, 661 million and targets 873 957 learners in quintile 1-3 primary schools (including Grade R) and secondary schools. These learners will be provided with hot meals for 191 days, which includes the period during which they write exams.	882 809 learners in quintile 1-3 primary schools (including Grade R) as well as secondary schools provided with meals for 191 days as per approved business plan of 2013/14	During the financial year the number of learners to be fed had to be increased with 8 852 due to the addition of new schools and re-ranking of the following schools: Bohlabela: Acorn to Oaks Ehlanzeni: Khutsalani, Ngodini High, Vulindlela, Sitintile, KaMhola, Emjindini High Nkangala: Sozama High Therefore funds had to be redirected and reprioritised for the feeding of the additional learners	To analyse performance trends over the years and consider all factors which include re-ranking of schools, construction of new schools and closure of non-viable schools in order to set realistic targets.
601 532 primary school learners, ranging from Grade R to 7, as well as 271 280 secondary school learners, will participate in the programme and will be provided with hot meals. The programme will also reach 1 145 learners in special schools	612 202 primary school learners ranging from Grade R to 7 as well as 269 272 learners in secondary schools were provided with hot meals. The programme also covered 1 335 learners in special schools.		
Two provisioning models will be used to supply food to schools. Twenty-seven circuits will be provided through the service providers model for schools outside the CRDP municipalities; whereas the 40 circuits in CRDP municipalities will be provisioned through another model	34 service providers have been appointed in the non CRDP municipalities, and they are collectively servicing 27 circuits. The model used is that service providers source both dry and perishables from any source and deliver to schools. The second model for the 17 service providers appointed in the 8 CRDP municipalities which are collectively servicing 41 circuits compels service providers to procure their fresh produce from the 8 secondary co-operatives within those Municipalities. An addendum to this effect has been signed between the two parties.	None	None
R56,085 million has been set aside as transfer funds for payment of honoraria for food handlers. R20,7 million will be spent on cooking fuel and R6 million will be transferred to primary schools for the procurement of cooking equipment and utensils (re-ranked secondary schools will also be provided for)	R53 101 million transferred to schools for the payment of honoraria; R15, 457 million transferred for the procurement of cooking fuel to 1 673 schools. R6 million transferred to 478 schools for the procurement of cooking/ equipment and utensils.	Funds to be transferred to schools for the payment of honoraria were based on the previous year's learner enrolment. During the financial year the number of learners to be fed had to be increased with 8852 due to the addition of new schools and re-ranking of the following schools: Bohlabela: Acorn to Oaks Ehlanzeni: Khutsalani, Ngodini High, Vulindlela, Sitintile, KaMhola, Emjindini High Nkangala: Sozama High Therefore funds had to be redirected and reprioritised for the feeding of the additional learners	To analyse performance trends over the years and consider all factors which include re-ranking of schools, construction of new schools and closure of non-viable schools in order to set realistic targets.
Vegetable gardens will be established and maintained in schools that benefit from the NSNP	270 new gardens established and 630 gardens maintained.	Seasonal changes, lack of water as well as fencing makes it difficult for schools to maintain their gardens. 773 schools do not have gardens with crops, due to the challenges stated above.	Schools linked with other Departments or NGOs, e.g. Department of Water Affairs.
Through the Expanded Public Works Programme Incentive Grant, gardeners will be contracted in CRDP wards to assist with the establishment and maintenance of school gardens	717 gardeners were contracted to establish vegetable gardens in schools located in the eight CRDP municipalities,	None	None





Priority Plans	Achievements	Challenges / Highlights	Mitigations
Conditional Grants: Technical High Schools			
Construction and Refurbishment of Technical High Schools workshops in Elukhanyisweni and Highveld Technical.	3 Workshops refurbished & 1 new built (4) (Elukhanyisweni)	Construction was affected by the Budget Relief Strategy that was implemented during financial year 2013/14 to prevent over expenditure.	Implementation to commence in the 2014/15 financial year
Buy and install new machinery and equipment consistent with technical subjects that are offered in technical schools for 15 schools	Bought and installed new machinery and equipment consistent with technical subjects that are offered in technical schools for 15 schools. Installed alarms systems to secure the resources in 7 schools	None	None
Train and up-skill teachers at technical schools	Trained and up-skilled 38 teachers from technical high schools on workshop safety, 16 teachers on electrical technology and 12 teachers on mechanical technology	None	None
Dinaledi Schools			
Provide support and training for a minimum of 46 Maths, 46 Sciences and 46 English educators and 46 principals in Dinaledi schools. The main focus of the training will be: content knowledge and practical work for educators; curriculum management for SMTs	Provided support and training for 58 Maths, 47 Physical Sciences, 45 Life Sciences and 49 English FAL educators and 63 principals and SMT members from 45 Dinaledi schools. The teacher's workshops focused on the discussion of past final exam papers and the principal's workshop focused on managing implementation of the grant framework, bullying and development of subject improvement plans	None	None
Resourcing 46 schools with Sciences equipment, ICT resources (computers, laptops, smart boards, software and other IT related items)	Procured and delivered LCD TV sets, digital cameras, laptops, sound systems, wireless microphones for 45 schools.	None	None
The six schools that performed below 60% will receive maximum support and attention to push them over	The six schools that performed below 60% were visited for curriculum support and provided with study guides for Mathematics and physical Sciences namely: Maths Performance: AD Nkosi – 68.6% Lindile – 53.7% Ndlela – 69.1% Elangwane – 64.9% Zacheus Malaza – 91.2% Makhosana Manzini – 100% Physics performance: AD Nkosi – 63.2% Lindile – 36,7% Ndlela – 44,6% Elangwane – 58,8% Zacheus Malaza – 88,6% Makhosana Manzini – 90,0%	None	None
Training and support will be provided to 100 learners (per school), who will be participating in the Maths and Sciences Olympiads	Training material provided to 22 schools to support at least 100 learners enrolled for the Maths and Science Olympiads. Material contains past Olympiad papers and answers as well as tips on problem solving and on how to answer multiple choice questions	None	None

Priority Plans	Achievements	Challenges / Highlights	Mitigations
Dinaledi Schools			
Support girl learners with the aim of increasing participation and performance in Maths and Physical Sciences.	Supported 404 grade 9 girl learners by organising camps for grade 9 girl learners in each of the four Districts, with the aim of increasing participation and performance in Maths and Physical Sciences.	None	None
Streamline the curriculum in Dinaledi schools to ensure that all learners take Mathematics instead of mathematical literacy.	The curriculum in Dinaledi schools has been streamlined to ensure that all learners take Mathematics instead of Mathematical Literacy. Dinaledi schools are part of the 100 MST academy schools and all these schools are expected to offer Mathematics and Physical Sciences to all learners from grade 10 in 2016. The phasing out of Mathematical Literacy has started with the schools admitting in 2014, only those grade 8 learners who will take Mathematics and Physical Sciences in grade 10 in 2016.	None	None
CRDP			
All learners in the eight CRDP municipalities will be fed through the NSNP in 1130 schools (primary and secondary) for 191 days, benefiting 512 988 learners	513 434 learners in 1132 primary and secondary schools provided with meals for 191 days	During the financial year the number of learners to be fed had to increase due to the addition of new schools and re-ranking of schools.	To analyse performance trends over the years and consider all factors which include re-ranking of schools, construction of new schools and closure of non-viable schools in order to set realistic targets.
Construction of additional education facilities and renovation of schools in the eight municipalities will be undertaken.	Additions and renovations were achieved in the following schools: Additions-(Khangela Motloun, Ikhethelo, and Wolvenkop & Thanduxolo Special Schools) Refurbishments& Renovations – (Masizakhe, Molapolama, Mareleng Phase1, Dumphries, Shatleng, Mzilikazi, Bombani, Mafemane Nxumalo, Orhovelani)	Maintenance plan was never correctly implemented, due to the unforeseen disasters that resulted in budget overrun.	Implementation to commence in the 2014/15 financial year. 3 Year Maintenance Plan to be finalized (10 year plan under development).
The Department will be conducting Whole School Evaluations in one primary and one secondary school per CRDP Municipality	Eighteen (18) [11 primary and 7 secondary] schools from the CRDP Municipalities were evaluated. The 18 schools were further supported on School Self Evaluation (SSE) with a focus on the implementation of the School Improvement Plan (SIP) and budgeting thereof.	None	None
ECD practitioners at NQF levels 4 and 5 will be trained by accredited service providers in all the eight CRDP municipalities. Training of 400 child-minders will also be prioritised	500 Grade R practitioners trained in ECD NQF Level 5 in all municipalities. 200 Grade R practitioners were trained in ECD NQF Level 4 in CRDP municipalities. 400 Child-minders trained in ECD NQF Level 4.	None	None
Erection of 2 multipurpose courts for Netball, Volleyball & Basketball	1 Multi-purpose court at Ndlavela Primary School was completed	The number of multi-purpose courts had to be reduced to 12, due to the actual costs being more than anticipated during planning. Only 1 out of the 12 multi-purpose courts was completed as the construction started late in the year during the rainy season	The Department will closely monitor the completion of the remaining courts in the new financial year.
Erection of 1 soccer field in 1 school per CRDP Municipality	Not achieved	Budget was inadequate to cover the 12 multi-purpose courts and soccer fields. Permission was requested and granted to focus on multipurpose courts only and abandon the construction of soccer fields	None



Strategy to overcome areas of under performance

- All schools to develop School and Subject Performance Improvement Plans at the beginning of the first term. These are to be assessed quarterly.
- Provide material and train teachers on identified content and methodology in areas that are a challenge
- Provide on-site curriculum support per subject at least once a quarter.
- Subject grade 12 learners to externally set common quarterly tests and half yearly examinations.
- GET grades to write quarterly mental Maths tests, Languages of learning and teaching and Mathematics

Changes to planned targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Sub-programme expenditure

Sub- Programme Name: Public Ordinary Schools	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Public Primary Schools	7 271 910	7 048 207	233 703	6 810 537	6 884 782	(74 245)
Public Secondary Schools	4 356 660	4 531 914	(175 254)	4 073 689	4 121 203	(47 514)
Professional Services-POS				446 566	471 063	(24 497)
Human Resource Development	29 102	29 710	(608)	41 108	39 084	2 024
In School Sports & Culture	17 332	9 811	7 521	16 455	15 543	912
Conditional Grants	545 266	525 378	19 888	996 960	982 741	14 219
Total	12 220 270	12 145 020	75 250	12 385 315	12 514 416	(129 101)

4.3 Programme 3: Independent School Subsidies

Purpose: To support independent schools in accordance with the South African Schools Act, 1996.

Programme 3 has the following sub-programmes:

Sub-programme 3.1: Primary Phase


Sub-programme 3.2: Secondary Phase

Performance of Independent Schools

There are thirty-four (34) independent schools that registered full-time candidates in grade 12 for October/November 2013 examinations. Twenty-four (24) of these schools obtained a pass of more than 60% while ten (10) performed below 60%. One (1) school, Mkhuhlu Comprehensive performed below 10%. The schools that performed below 60% will be subjected to common assessments to improve performance.

The performance of 34 independent schools of 2013/14 from 2009 to 2013 is further outlined below.

NO	CENTRE NAME	2009 PASS	2010 PASS	2011 PASS	2012 PASS	2013 PASS
1.	Beacon College	-	-	95%	95%	100%
2.	Mathews Phosa College	100%	94.4%	100%	100%	100%
3.	Privaatskool Hoeveldrif	-	-	-	-	100%
4.	Highveld Muslim Combined	100%	-	-	-	100%
5.	Middelburg Muslim	100%	100%	100%	100%	100%
6.	Ed-u-college Combined	66.7%	87%	92.9%	85.1%	98%
7.	Cefups Academy	96.7%	87.4%	92.9%	87.7%	94.6%
8.	Nelspruit Private College	69.9%	76%	84.2%	87.7%	91.4%
9.	Hoedspruit Independent	-	-	-	75.8%	88.7%
10.	Wem - Acornhoek	-	32.9%	-	64.7%	86.7%
11.	Acek Academy	49.2%	64.9%	84.9%	76.3%	85.6%
12.	Metropolitan College	80.4%	86%	88.8%	83.3%	84%
13.	Royal High	35.3%	36.5%	45.7%	67.1%	83.8%
14.	Twin College	-	-	54.5%	46.4%	81.1%
15.	Acornhoek Academy	26.2%	-	81.3%	65.2%	78.6%
16.	Noah's Ark Private College	50%	66.7%	84%	79.3%	76.5%
17.	Elephant Private	-	-	18.2%	54%	76.3%
18.	Wem - Bushbuckridge	31.8%	38%	76.3%	62.1%	76.2%
19.	Wem Private Combined	54.3%	59.9%	52.8%	52.5%	75.2%
20.	Wem Mkhuhlu	42.6%	49.3%	45.4%	52.2%	75%



NO	CENTRE NAME	2009 PASS	2010 PASS	2011 PASS	2012 PASS	2013 PASS
21.	T C College	-	48.5%	-	-	71.4%
22.	Khayimani Independent College	-	-	53.6%	58.3%	70.4%
23.	Shammah College	68.4%	75.6%	80.9%	72.6%	69.2%
24.	Monaredira Private College	-	-	-	69.1%	65.4%
25.	Edgeview Academy	-	-	-	48.1%	57.8%
26.	Angels Park Academy	64.3%	40.6%	64.3%	55.6%	55.8%
27.	Grace Christian Private	-	-	-	42.9%	55.6%
28.	Advisory Progressive College	-	-	-	-	54.8%
29.	Leaders of Destiny	-	-	-	-	51%
30.	Watershed Secondary School	-	-	-	-	50%
31.	Hazyview Private College	-	-	43.9%	43.8%	49.6%
32.	Easthigh College Of Excellence	14.7%	36.8%	22.7%	53.8%	42.2%
33.	Jubilee English Medium	14.3%	25%	70%	60%	36.4%
34.	Mkhuhlu Comprehensive	-	-	44.3%	34.2%	6.7%

Strategic Objectives

Strategic Objective	Learner Performance
Objective Statement	Improve the quality of overall learner performance in Grade 12 to achieve a pass rate of 70% by 2015.
Baseline	The average percentage pass in Grade 12 in 2009 was 47.9%

Strategic Objective	Numeracy and Literacy competency levels
Objective Statement	Increase Numeracy and Literacy competency levels in Grades 3, 6 and 9 from 35% to 60% by 2015.
Baseline	Systemic Evaluation reports indicate that learners from Mpumalanga are performing at 32 - 35% which is below the National average

Strategic Objective	Increase skills base in critical subjects
Objective Statement	Increase performance in Mathematics, Physical Sciences and Vocational subjects (engineering, services and art) to rural schools and girl learners to 60% by 2015
Baseline	The learner performance in Mathematics, Sciences and Vocational subjects is to be increased from 38% to 60 % by 2015.

Strategic Objectives

Programme Name: Independent School Subsidies					
Strategic Objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
Improve the quality of overall learner performance in Grade 12 to achieve a pass rate of 70% by 2015.	70.0%	80%	77.6%	2.4%	Internal moderation and diagnostic reports indicate that learners have challenges with questions that require conceptual understanding, analysis and application of knowledge.
Increase performance in Mathematics, Physical Sciences and Vocational subjects (engineering, services and art) to rural schools and girl learners to 60% by 2015	61%	55.8%	61.9%	(6.1%)	The improvement is attributed to the rigorous implementation of intervention activities such as the study groups, camps for learners and Saturday and vacation classes
Increase Numeracy and Literacy competency levels in Grades 3, 6 and 9 from 35% to 60% by 2015.	23%	54%	41%	13%	According to the ANA diagnostic report learners have challenges with basic concepts in Mathematics such as the four basic operations which are addition, subtraction, multiplication and division In Languages learners are still experiencing problems with grammar and poor vocabulary

Performance indicators

Programme / Sub-programme: Independent School Subsidies					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM301: Number of subsidised learners at independent schools	6 189	6 378	6 386	(8)	None
► PPI3.1: Number of subsidised schools receiving their subsidy on time	28	28	28	0	None
► PPI3.2: Number of schools monitored for compliance with NNSF	28	28	28	0	None

2013/14 Priority Plans

Priority plans	Achievements	Challenges/Highlights	Mitigations
Given that CAPS will be implemented in Grades 4 - 6 and 11 in the 2013 academic year, special focus will be given to these phases in order to assess teaching practices applied	9 Schools monitored for Gr 4-6 CAPS implementation	None	None
Grade 7 to 9 and Grade 12 educators will be trained on CAPS in preparation for implementation in the 2014 academic year; this will be done as part of the overall CAPS training to be implemented, including for public schools	185 Grade 12 teachers trained on CAPS, 10 Grade 7-9 teachers trained on CAPS, 31 Schools monitored for Gr 12 curriculum implementation	None.	None
In line with the purpose of the General and Further Education and Training Quality Assurance Act to provide for quality assurance in general and further education and training, all 28 subsidized schools will be persuaded to become accredited with Umalusi as an additional measure to ensure generally accepted educational standards are maintained	6 Schools were guided on the submission of accreditation documents to Umalusi	None	None
Ensure that all subsidised independent schools write the ANA	All 28 Independent schools wrote ANA 2013	None	None
Regular monitoring of independent schools, especially those receiving subsidies, to promote quality improvement.	All 28 schools monitored to ensure quality service delivery	None	None

Strategy to overcome areas of under performance

- Subsidised independent schools that under-performed in Grade 12 will be monitored and assisted in areas that need improvement.
- Subjects that do not have the required resources i.e. teachers and LTSM will be phased out.
- These schools will be subjected to 2014 Provincial Improvement Plan.
- Subsidised independent schools must comply with the requirements and conditions for registration as stipulated in the Provincial Regulations.

Changes to planned targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Linking performance with budgets

The programme performed in line with its planned objectives. The Department will be putting more effort to assist the academic performance of learners in Independent Schools and overall governance & management of these schools

Sub-programme Expenditure

Sub- Programme Name: Independant Schools Subsidies	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Primary Phase	11 387	11 246	141	8 873	8 873	-
Secondary Phase	4 613	4 092	521	3 594	3 508	86
Total	16 000	15 338	662	12 467	12 381	86



4.4 Programme 4: Public Special Schools

Purpose: To provide compulsory public education in special schools in accordance with the South African Schools Act, 1996 and White Paper 6 on inclusive education, Child Justice Act, Children's Act etc.

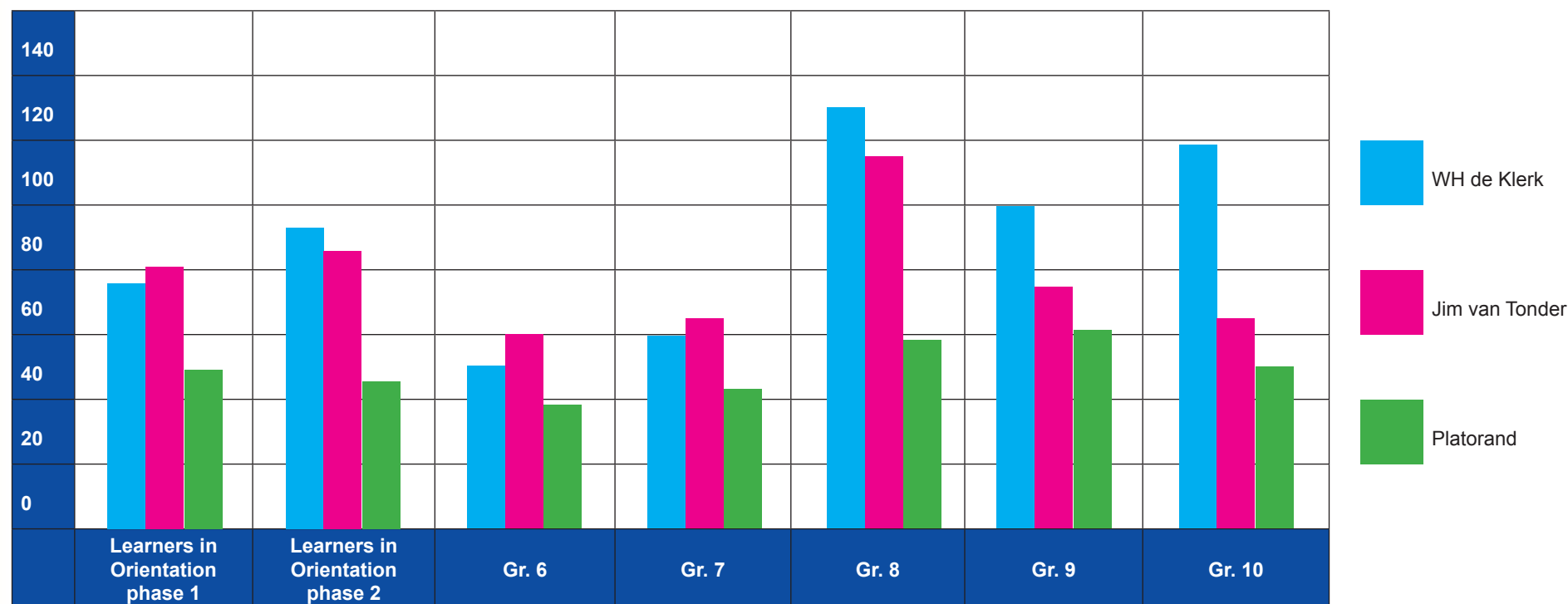
Programme 4 has the following sub-programmes:

- Sub-programme 4.1: Schools
- Sub-programme 4.2: Professional Services
- Sub-programme 4.3: Human Resource Development
- Sub-programme 4.4: Conditional Grants

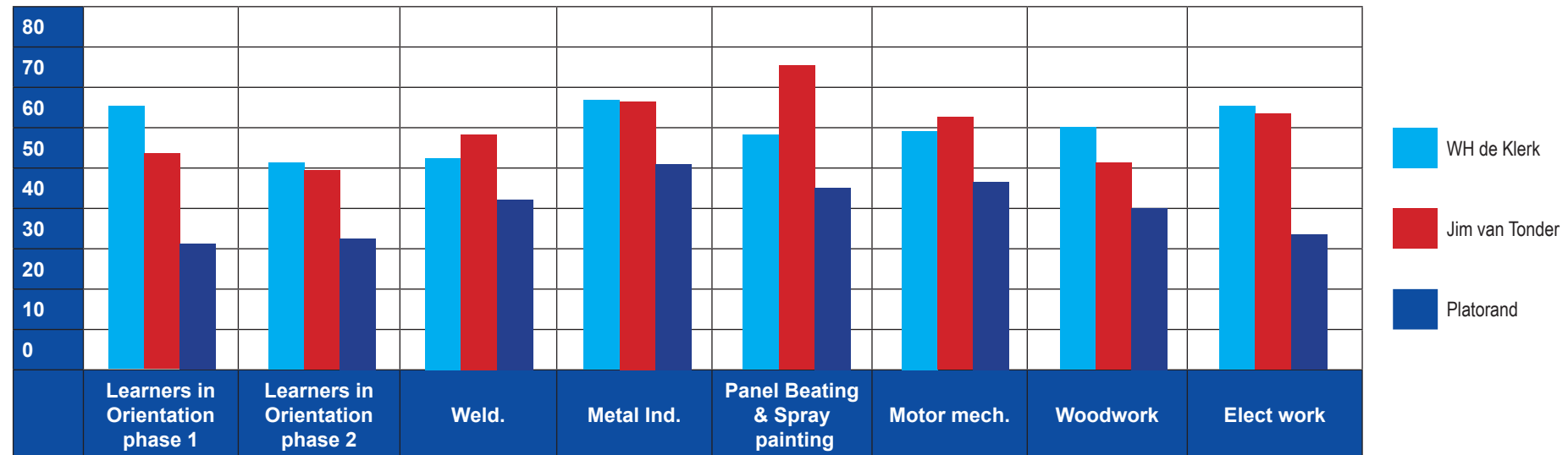
Performance of Special Schools

The improvement of the quality of education and access in Special Schools is prioritized. The two Special Schools (Child and Youth Care Centres) that offer grade12 got 98% as overall achievement. All the other Special Schools that offer subjects and pre-vocational skills had remarkable achievement. The human resource development and resource provisioning are strengthened incrementally to ensure expected delivery of special schools as resource centres.

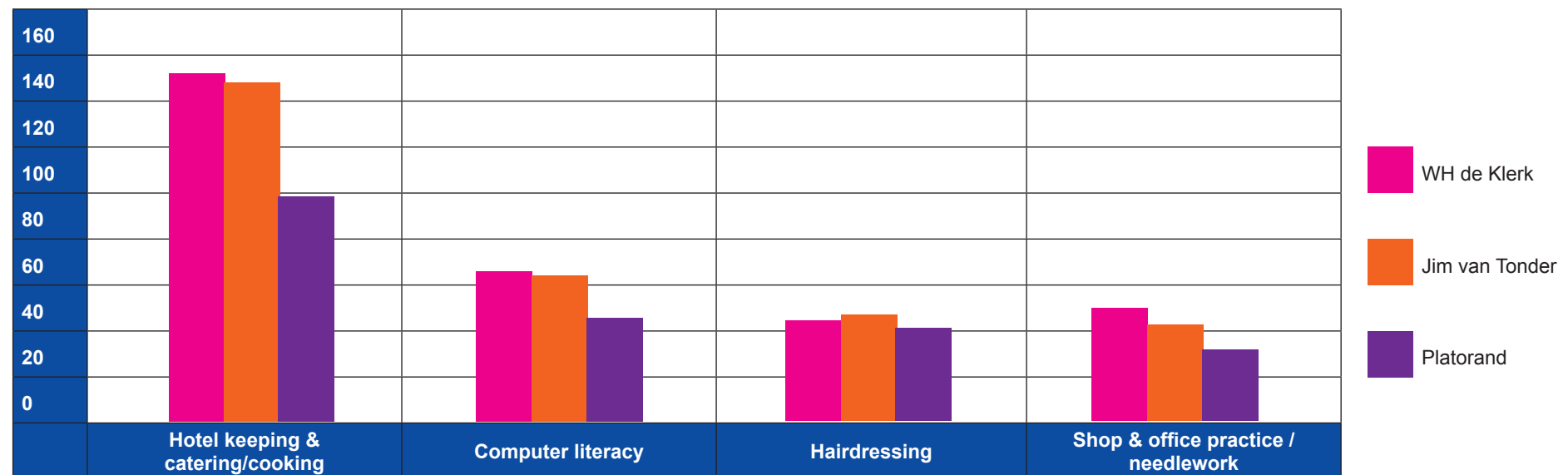
Special schools offering pre-vocational education (Learners with moderate/low levels of support)



Learners involved in pre-vocational skills development (Boys)



Learners involved in pre-vocational skills development (Girls)



Strategic Objectives

Programme Name: Public Special Schools					
Strategic objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
Improve the quality of overall learner performance in Grade 12 to achieve a pass rate of 70% by 2015.	70.0%	80%	77.6%	2.4%	Internal moderation and diagnostic reports indicate that learners have challenges with questions that require conceptual understanding, analysis and application of knowledge.
To ensure that 8000 out-of-school youth and vulnerable children attend school by 2015.	5 266	8 000	9 039	(1 039)	Due to additional spaces the target was exceeded by 1039.

Performance Indicators

Programme / Sub-programme: Public Special Schools					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM401: Number of learners enrolled in public special schools	3 734	3 516	3 817	(301)	Improved infrastructure in Special Schools
► PPM402: Number of educators employed in public special schools	357	360	360	0	None
► PPM403: Number of professional non-teaching staff employed in public special schools	16	20	20	0	None
PPI4.1: Number of public special schools receiving subsidies on time	18	18	18	0	None
PPI4.2: Number of special schools monitored for curriculum delivery	18	18	18	0	None

2013/14 Priority Plans

Priority plans	Achievements	Challenges/Highlights	Mitigations
Train 50 educators on matters of curriculum adaptation and differentiation regarding methodology, content and assessment strategies	50 Special Schools educators capacitated on curriculum differentiation programmes	None	None
All special school educators to be trained on CAPS, in order to ensure that teaching and learning is in line with curriculum innovations	370 educators (117 Specials, 253 Full Service and Ordinary Schools) trained on CAPS Curriculum adaptation in order to ensure that teaching and learning is in line with curriculum innovations.	None	None
50 Officials will be trained on First Aid Level 2; 30 educators to be trained on management of Down's Syndrome; 30 educators of Child and Youth Care Centres to be trained on learning strategies; 56 special school educators to be trained on practical skills; and 50 educators to be trained on disability matters	<p>50 Special Schools' staff (teaching and non-teaching) trained on First Aid Level 2.</p> <p>43 Special School educators trained on Management of Down's Syndrome.</p> <p>61 Educators trained on vocational skills</p> <p>24 Educators of child and youth care centres on inclusive education strategies</p> <p>60 Out of school youth of school going age trained on adapted program for disabled on computer skills</p>	None	None
LTSM, including assistive devices, will be provided to 18 special schools	18 Special Schools received stationery, textbooks and assistive devices	None	1 Special Schools received stationery, textbooks and assistive devices
Procurement of 50-seater buses for Thanduxolo, Osizweni, Basizeni and Silindokuhle Schools	Procured 03 (23 seater) busses for Thanduxolo, Silindokuhle and Kamagugu; 03 sedans for Osizweni, Marietjie and Kamagugu and 01 (16 seater) quantum for Estralita	The specifications for the buses were changed due to accruals from 2012/13 which reduced the budget. The available budget allowed for the procurement of smaller buses and sedans, this resulted in providing other schools which required these. Basizeni Special School was not provided with a bus as they required the 50 seater adapted bus.	Ensure that there is sufficient budget before plans are finalized in future

Strategy to overcome areas of under performance

More direct support will be given to special schools

To strengthen relations with sister Departments regarding overall provisioning for these schools

Changes to planned targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Linking performance with budgets

Performance of the programme improved in terms of the support offered to public special schools. The completion of upgrades in these schools has also assisted in broadening access to learners with special educational needs. The Department will continue to strengthen relations with other Departments in order to offer more comprehensive support over and above the curriculum related matters.

Sub-programme Expenditure

Sub- Programme Name: Public Special Schools	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Schools	211 755	200 159	11 596	204 997	197 641	7 356
Professional Services				11 085	8 110	2 975
Human Resource Development	806	788	18	389	389	-
Conditional Grants				50 384	49 742	642
Total	212 561	200 947	11 614	266 855	255 882	10 973

Purpose: To provide Further Education and Training (FET) at public FET colleges in accordance with the Further Education and Training Colleges Act (Act 16/2006), inclusive of provisions of the FETC Amendment Act, 2010

Sub-programme 5.1: Public Institutions
Sub-programme 5.2: Youth Colleges
Sub-programme 5.3: Professional Services
Sub-programme 5.4: Human Resource Development
Sub-programme 5.5: Conditional Grant

Strategic Objective	Increase skills base in critical subjects
Objective Statement	Increase performance in Mathematics, Physical Sciences and Vocational subjects (engineering, services and art) at rural schools and amongst girl learners to 60% by 2015.
Baseline	Learner performance in Mathematics, Sciences and Vocational subjects is to be increased from 38% to 60% by 2015.

Vote 7: Department of Education • Annual Report 2013/14 • Province of Mpumalanga

Performance indicators

Programme / Sub-programme: Further Education and Training					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM 501: Number of students enrolled in NC(V) courses in FET Colleges	8 697	8 346	10 059	(1 713)	More classrooms built to accommodate more students. New campuses or satellites have led to further expansion. In addition, Colleges have marketing Departments which together with the Student Support Services, visit nearby schools to market programmes offered.
► PPM 502: Number of FET College NC(V) students who completed full courses successfully	4 174	3 156	4 325	(1 169)	FET Colleges have put strict measures to curb absenteeism as directed by the 80% Colleges Attendance Policy which does not allow students to write a subject in which they have been absent more than 20% of their expected attendance time. Colleges have also applied turnaround strategies such as identifying poor performing subjects and poor performing lecturers, and putting in place supportive measures like monitoring and training for lecturers as well as additional remedial opportunities for students.

Priority Plans 2013/14

Priority Plans	Achievements	Challenges	Mitigations
At least 100 students will be enrolled to participate in artisan development programmes	124 students enrolled as artisans	The three colleges have marketing officials who work in conjunction with the Students Support Services	None
Increase capacity of FET colleges so that they will be able to enrol more learners; this is, however, dependent on funding from the Department of Higher Education and Training	20 classrooms were built; a new campus opened in Balfour and a satellite campus at Perdekop for Gert Sibande college A New campus opened in Delmas for Nkangala FET College. A new satellite campus at Mashishing for Ehlanzeni FET College	None	None
Through participation in the provincial SETA forum, FET colleges will advocate for the development and accreditation of colleges as trade test centres	Nkangala FET College has been accredited to offer the following trades: Electricians, Mechanical Fitters and Boilermakers. Gert Sibande has accredited trade test centre at the Skills centre in Standerton offering the following trades: Electrical, Welding and Civil Engineering.	The function shift process, to National has affected the Ehlanzeni FET college negatively, in that it delayed the appointment of a principal	The Principal has now been appointed at Ehlanzeni FET College
Implement intervention programmes to improve certification rate from 41% to 51%	The student certification rate was 43% in 2013	High percentage of under qualified and high turnover of the lecturing staff	DHET has initiated courses from 2013 to improve lecturer content knowledge and qualifications. Intervention strategies developed by each college
Train lecturers, monitor curriculum coverage, and moderate the setting and administration of assessment tasks to improve subject pass rate from 74% to 76%	The subject pass rate was 69% in 2013	High percentage of under qualified and high turnover of the lecturing staff	DHET has initiated courses from 2013 to improve lecturer content knowledge and qualification. Intervention strategies developed by each college

Priority Plans	Achievements	Challenges	Mitigations
Allocate bursaries to needy students to cover tuition, transport and accommodation costs in order to increase the retention rate from 87% to 89%.	5 259 Report 191 (Nated courses) students were awarded bursaries & 6 969 NC(V) students were awarded bursaries The retention rate has increased from 87% in 2012 to 90% in 2013	None	None
Improve student support programmes, including personal and health problems, in order to increase the attendance rate from 85% to 87%	The attendance rate has shown a slight improvement from 85% in 2012 to 87% in 2013	None	None
Collaborate with SETAs as well as private and public employers in order to increase the placement rate	The placement rate for NC(V) graduates at the end of 2013 was 30%	A lot dependent on college-SETA- business relationships. Most employers, however, still prefer Nated qualifications for placement above NC(V) qualifications.	Various agreements have been signed with SETAs and private and public employers for work based experience placement and eventually job placement
MRTT			
Create a system-wide partnership between FET colleges, MRTT, SETAs and industry to assist graduates to obtain workplace training	System-wide partnerships were created between the sectors and subsequently 411 graduates (National Youth Service 131, HTA 149 and Technical Production 131) were placed for workplace training.	Accommodation challenges and insufficient employment opportunities.	MRTT is in the process of assisting learners with accommodation. Recruitment of additional staff for sourcing employment opportunities.
Through the MRTT, increase the intake of out-of-school youth into skills programmes, particularly in the hospitality and tourism, technical and entrepreneurial fields	The intake of out-of-school youth has been increased with an intake of 1 457 students in hospitality and tourism, technical and entrepreneurial fields	None	None
Provincial Human Resource Development			
The Department will facilitate and lead the implementation of this strategy in collaboration with all relevant stakeholders	In implementing the HRDS 52 generic training programmes were co-ordinated in provincial Departments where a total of 1686 officials attended. 181 officials from various Departments were trained on Compulsory Induction Programme. Four provincial SDF meetings were conducted between the Skills Development Facilitators from twelve Provincial Departments and PSETA where amongst other issues, specific focus was placed on the development of the 2014/15 Workplace Skills Plans, submission of the 2013/2014 Quarterly Monitoring Reports, 2013/14 Annual Training Reports and the payment of the 30% of the 1% skills levy. Four HRDS Steering Committee meetings were held where amongst other things, the following were focussed on: The review of the Provincial Bursary policy, IYSDS, Provincial Retention Strategy, Placement Strategy, the role of the HRDS Steering Committee in assisting the DOE in the placement of Interns, Learners and Bursary Holders. All Departments have complied with Legislation by submitting Workplace Skills Plans to PSETA. The Department of Education hosted the Premier's dialogue with National Skills Authority and SETAs.	Backlogs in the implementation of the Compulsory Induction programme due to limited capacity in the National School of Government and delayed communication on the results of the provincial trainers by National School of Government. Not all departments have submitted the Quarterly monitoring reports due to challenges with regard to submission of portfolio of evidence.	DOE in collaboration with Departments, need to ensure that more provincial trainers are developed to increase the pool of trainers and thereby enhance the capacity of the National school of Government. The Department of Education met with PSETA to establish whether the latter cannot devise a simplified way of packaging the portfolio of evidence. PSETA committed to discuss this matter with DHET.





Priority Plans	Achievements	Challenges	Mitigations
Monitor and support students issued with bursaries in order to ensure maximum achievement and for them to be placed in the province post-qualification	The Department of Education managed the bursary scheme in line with the Provincial Bursary Policy on behalf of the Mpumalanga Provincial Government. At the end of the financial year, 99.9% of the allocated bursary budget was spent on the external and internal bursaries At the end of the 2013 academic year, 137 bursary holders completed their studies. In addition Higher Education Institutions were visited to monitor and support students. At the start of the 2014 academic year, a total of 724 bursaries were awarded for both internal and external bursary holders. In partnership with other Stakeholders the following bursaries were granted: Ninety (90) bursaries by ESKOM/ ALSTOM for Engineering, 110 partial bursaries for Education and various fields of study by ETDPA SETA, 22 bursaries by MQA for various fields of study, five (5) bursaries by NYDA	Delayed payments due to late submissions of invoices by both students and Institutions Contracts have not been signed with all new bursary holders due to the following reasons: Some employees resigned, some could not confirm registration with universities, some changed fields of study, some accepted other bursaries.	DOE has initiated collaboration with Tertiary Institutions to ensure speedy access to invoices to effect payments The DOE has started the process of visiting universities as students had already left for school when the award of bursaries was finalised.
Facilitate and lead the development of the retention strategy of the province in scarce and critical skills areas	In an effort to retain the scarce and critical skills developed by the Province, the DOE developed the Provincial Retention Strategy to retain scarce and critical skills and submitted it to PMC and the PSCBC for endorsement.	The Strategy was tabled at EXCO but not approved by the end of the financial year	The Strategy would be tabled at EXCO in the new financial year
Facilitate the recruitment of critical and scarce skills through bursaries, learnerships and internships	To address the critical and scarce skills gap in the Province the DOE has facilitated the following: 400 Interns (200 NCV and 200 NATED) from various FET Colleges were placed in various Provincial Departments through the partnership formed between the DOE and the Services SETA to obtain experience in the following fields: Human Resources, Business Management, Office Administration, IT and Labour Relations The DOE monitored the placement of 763 interns and 264 learnerships in Provincial Departments DARDLA is supporting 138 graduates in Land Reform	Some SETAs withdrew support made to sponsor learnerships, internships and artisan training due to the non-payment of the 30% of the 1% skills levy by Departments	DOE will communicate with Provincial Treasury to ensure compliance to legislation on the payment of the one percent skills levy by Departments
Develop a database of unemployed youth per municipality	The DOE has a database of unemployed youth per district municipality	None	None
Establishment of a university in the Province			
The Department will continue to support the national initiatives towards the establishment of a University through stakeholder consultation and advocacy programmes	Appointed staff to provide maintenance and security and upgraded the infrastructure at the Siyabuswa Campus Awarded bursaries to 20 students doing the B.Ed programme, 10 B Agriculture & 10 for Hospitality Management Supported the University with the selection and recruitment of new students The University of Mpumalanga officially established and gazetted	None	None
Support and monitor the training of 100 students towards the B.Ed Foundation Phase Programme at Siyabuswa Campus	Support visits undertaken to Siyabuswa Campus to monitor the training, curriculum delivery and infrastructure programmes	None	None
Develop and support the capacity of the teaching school to mentor and coach students by improving infrastructure and capacitating educators	Built three Grade R facilities, 1 main kitchen, 4 classrooms and renovated 16 classrooms and 2 blocks of toilets at Marelleng Primary School (Teaching School) Provided additional teaching resources to teaching school The SGB, Principal and teachers at Marelleng have been trained by the University of Johannesburg to serve as mentors and coaches	None	None

Strategy to overcome areas of under performance

- With regard to the limited capacity of trainers within the Province to deal with the Compulsory Induction Programme in the Province, the DOE in collaboration with other Departments is in the process of increasing the number of trainers, moderators and assessors in the Province.
- In order to fast track the submission of invoices the DOE has initiated a system whereby Universities submit a spreadsheet of all the students supported by the Mpumalanga Province as a once off and based on this payment would be effected for all bursary holders. In addition, the DOE on a regular basis liaise with Universities for the purpose of fast tracking payments
- The Department of Education led by the Office of the Premier has established partnerships with five private companies and have included Human Capital Development as part of the MOU's. The aim of the MOU's is that these companies would assist with the placement of the unemployed Youth. The DOE has also initiated a process with other Departments in the Province to make Workplace opportunities available to both University and FET graduates. The DOE is in the process of signing MOU's with more private companies.

Changes to planned targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Linking performance with budgets

The movement of the FET Colleges function from the Department to the Department of Higher Education shifted the overall management of the programme to DHET as well. The Department continues to liaise with the Colleges for the implementation of the Provincial Human Resource Development Strategy and the overall Youth Skills Plan of the Province.

Sub-programme expenditure

Sub- Programme Name: Further Education and Training	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Public Institutions	12 589	11 540	1 049	10 886	9 724	1 162
Youth Colleges	98 000	98 000	-	100 741	105 915	(5174)
Human Resource Development	360	336	24	56 969	58 920	(1 951)
Conditional Grant	131 287	131 287	-	345 285	345 285	-
Total	242 236	241 163	1 073	513 881	519 844	(5 963)



4.6 Programme 6: Adult Education and Training

Purpose: To provide Adult Basic Education and Training (ABET) in accordance with the Adult Basic Education and Training Act, 52 of 2000, inclusive of provisions of the AET Amendment Act, 2010.

Programme 6 has the following sub-programmes:

Sub-programme 6.1: Subsidies to Public Adult Learning Centres

Sub-programme 6.2: Professional Services

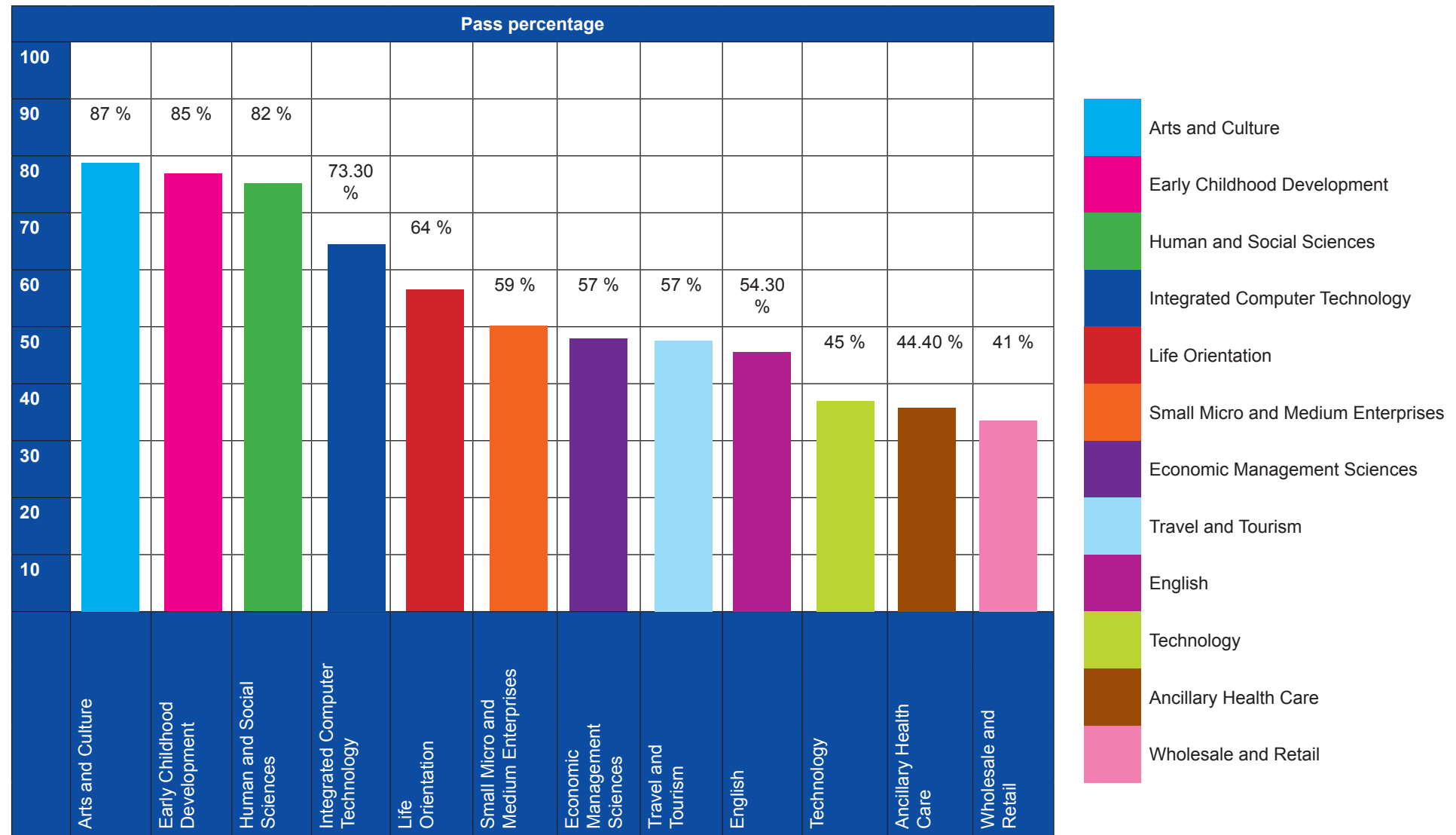
Sub-programme 6.3: Human Resource Development

Overview on learner performance

The qualitative analysis reflects improvement in three of the five underperforming subjects in 2012. The set target of 10% for improving underperforming learning areas has been attained in Mathematical Literacy. The performance in Mathematical Literacy has moved from 41.3% in 2012 to 52 % in 2013 thus registering 10,7% improvement.

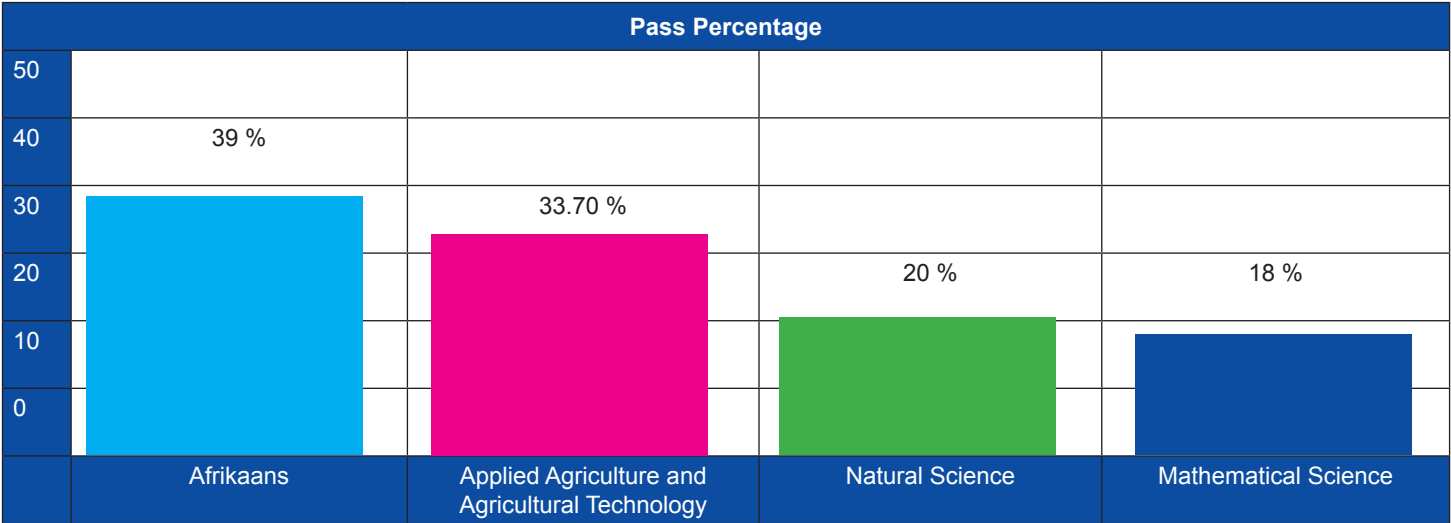
Good and satisfactory performance has been achieved in the three new subjects phased in during 2013 (Early Childhood Development, ICT and Wholesale & Retail). Below is the quantitative reflection of learner attainment in different subjects in a descending order

Learner attainment in different subjects in descending order



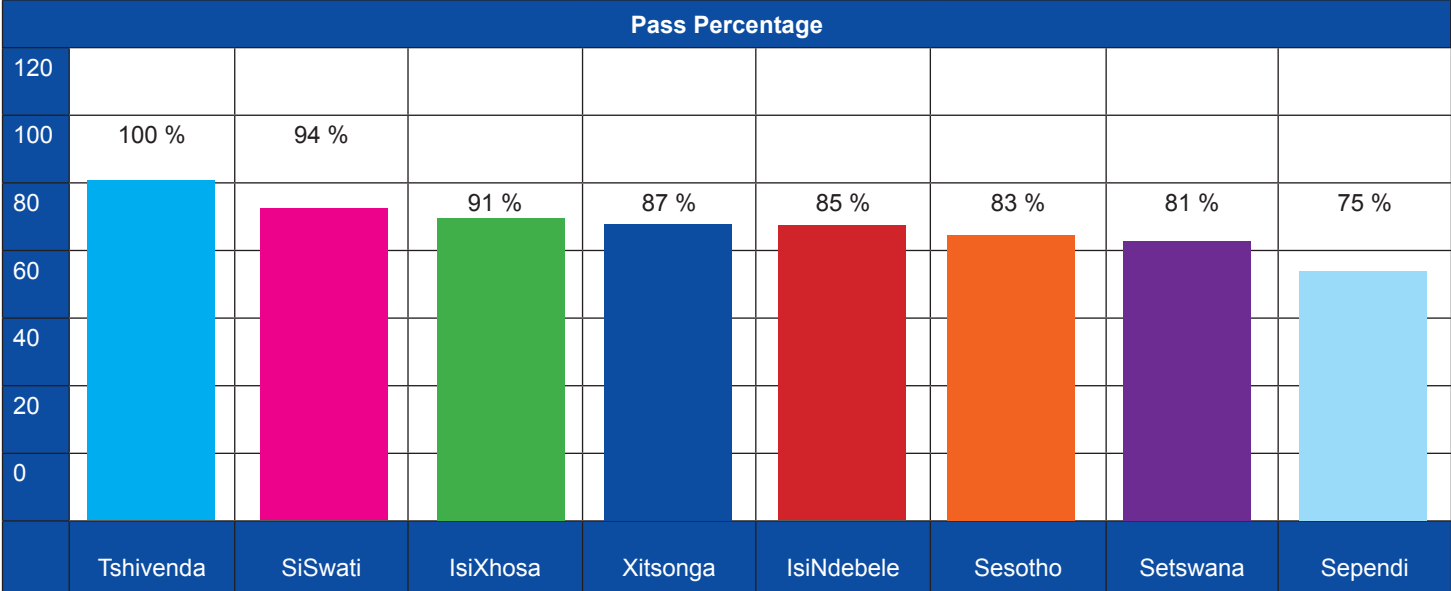


Subjects / Learning areas that achieved performance below 40%



- Afrikaans
- Applied Agriculture and Agricultural Technology
- Natural Science
- Mathematical Science

Performance in Indigenous Languages



- Tshivenda
- SiSwati
- IsiXhosa
- Xitsonga
- IsiNdebele
- Sesotho
- Setswana
- Sependi

Strategic Objectives

Strategic Objective	Eradication of illiteracy
Objective Statement	To recruit and enrol 221 090 adult learners into public adult learning centres and Kha-Ri-Gude sites.
Baseline	There are currently 82 000 learners in ABET programmes in the province.

Strategic Objective	Teacher qualifications
Objective Statement	To up-grade educators (12 127 educators, 500 ABET educators) in order to meet REQV 14 requirements.
Baseline	12 127 under-qualified educators to be trained.

Programme Name: Adult Education and Training					
Strategic Objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
To recruit and enrol 221 090 adult learners into PALCs and Kha-Ri-Gude sites by 2015.	223 741	162 818	284 414	(121 596)	The Department has achieved above the set target of enrolling 221 090 by adult learners 2015 due to the fact that the initiative has been a joint venture between the National and Provincial Departments.
To upgrade educators (12 127 educators, 500 ABET educators) in order to meet REQV 14 requirements by 2015.	207	340	207	133	Due to competing priorities within the Department there were no educators that completed their professional qualification in the AET sector. Priority was given to new curriculum developments i.e. CAPS implementation.

Performance Indicators

Programme / Sub-programme: Adult Education and Training					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM601: Number of learners enrolled at public ABET centres	26 990	28 348	28 415	(67)	More learners were enrolled as centres were encouraged to intensify their recruitment drive.
► PM602: Number of educators employed at public ABET Centres	1 851	1 810	1 818	(8)	Minimal growth in terms of learner numbers thus the increase in educators
► PPI6.1: Increase number of ABET level 4 entrants	13 085	13 167	13 181	(14)	Centres were encouraged to intensify their recruitment drive during monitoring and support visits therefore the number of entrants increased.

Priority Plans 2013/14

Priority plans	Achievements	Challenges/Highlights	Mitigations
Resources will be channelled to improving curriculum delivery and achieving better performance at NQF Level 1.	21 Provincial ABET Level 3 Question Papers were set, moderated and learners set for internal examinations in 255 functional centres. All centres were provided with educators, LTSM and curriculum resources on time.	None	None
Having trained educators in new streams that link NQF Level 1 programmes to FET programmes, Adult Learning Centres will implement new chosen streams (chosen by individual centres) in 2013. The chosen streams lay a solid foundation for FET programmes, thus creating a career path for adult learners	The Department of Education laid a solid base for FET programmes by training 78 educators on the use of Early Childhood Development and Wholesale and Retail Learning Programmes. 80 ABET centres implemented new streams	None	None
Provisioning of LTSM will be prioritised in all levels for 258 functional centres	LTSM and Stationery covering ABET Levels 1-4 were procured and delivered for 255 functional centres , 3 other centres were not functional and thus closed	None	None
Lay a base for the concept of Community Education and Training Centres (CETCs) by identifying the Kwa-Guqa full-time centre in Nkangala district as a lead centre in order to make the proposed institutional model in the field of Adult Education and Training a reality. These initiatives would broaden the scope of offerings beyond NQF Level 1 to include skills and NQF Level 4 programmes. Full-time centres with diversified programmes will cater for - youth that dropped out of the mainstream and who are currently subjected to studying retrogressively.	Kwa-Guqa Public Adult Learning Centre was identified as a lead centre in piloting the concept of Community College. The scope of offerings has been broadened by phasing in NQF Level 4 programmes, in order to meet the needs of the out of school youth.	None	None
Raising the profile of the AET sector	Adjudication for 2013 Adult Learners' Week was conducted and nominations were made for the four categories. The Mpumalanga province was placed in all categories of Adult Learning Network and obtained position 1 for the best learner, came second in the best centre and educator categories.	None	None

Strategy to overcome areas of under performance

- Teacher education programmes to be up scaled in line with the skills development mandate of the Department focusing on the post schooling sector.
- This will see the programme working closely with Sector Education Training Authorities operating in the Province and in the country generally.

Changes to planned targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Linking performance with budgets

The Adult Education & Training sector continues to see fluctuations in terms of leaner numbers, educator provisioning and overall fluidity when compared to mainstream. The classroom performance of adult learners is improving in general however challenges in mathematics have been noted. LTSM provisioning has seen an improvement and overall support for tasks related to assessments; moderation and development of examination papers continue to improve.

Sub-programme Expenditure

Sub- Programme Name: Adult Education and Training	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Public Centres	138 063	136 980	1 083	134 204	134 205	(1)
Professional Services				2 641	2 726	(85)
Human Resource Development	528	491	37	500	500	-
Total	138 591	137 471	1 120	137 345	137 431	(86)

4.7 Programme 7: Early Childhood Development

Purpose: To provide Early Childhood Education (ECD) at the Grade R and earlier levels in accordance with White Paper 5.

Programme 7 has the following sub-programmes

Sub-programme 7.1: Grade R in Public Schools

Sub-programme 7.2: Grade R in Community Schools

Sub-programme 7.3: Professional Services

Sub-programme 7.4: Human Resource Development

Sub-programme 7.5: Conditional Grant

Strategic Objectives

Strategic Objective	Access to ECD
Objective Statement	Provide quality, coordinated, coherent and integrated ECD services to 136 000 children in the 0 – 6 age cohort by 2015.
Baseline	Enrolment in ECD is currently 78 025 learners.

Strategic Objective	ECD Practitioners
Objective Statement	Increase access to ECD by training 400 practitioners annually, to a total training of 1600, to ensure that they have basic accredited ECD NQF Level 4 qualifications by 2015.
Baseline	There are currently 449 qualified practitioners.

Programme Name: Early Childhood Development					
Strategic Objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
Provide quality, coordinated, coherent and integrated ECD services to 136 000 children in the 0 – 6 age cohort by 2015	161 095	164 726	165 379	(653)	Focused advocacy sessions on ECD access conducted in the Province to increase learner enrolment in the 0-6 age cohort
Increase access to ECD by training 400 practitioners annually, to a total training of 1600, to ensure that they have basic accredited ECD NQF Level 4 qualifications by 2015.	677	500	500	0	None
*There are 1 177 practitioners trained in ECD NQF Level 4 qualifications (in terms of cumulative reporting)					

Performance indicators

Programme / Sub-programme: Early Childhood Development					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM701: Number of learners enrolled in Grade R in public schools	58 169	58 542	58 601	(59)	Focused advocacy sessions on ECD access conducted in the Province resulted in the extra learners being admitted to Grade R
► PPM702: Number of public schools that offer Grade R	1 020	1 030	1 030	0	None
► PPM703: Number of Grade R practitioners employed in public ordinary schools per quarter	2 032	2 074	2 060	14	The performance deviation of 14 Grade R Practitioners (0.7%) as on 31 March 2014 is due to normal ongoing staff turnover and replacement processes resulting from resignations, demises, retirements etc.

Priority Plans 2013/14

Priority plans	Achievements	Challenges/Highlights	Mitigations
46 educators compensated	40 educators compensated during the year.	16 have since retired at the beginning of the 2014 academic year.	Posts to be filled in the next financial year
120 Grade R Practitioners in receipt of stipends	120 Grade R practitioners received monthly stipends timely in the 2013/14 financial year	None	None
Training of 400 child-minders, 100 gardeners and 100 cooks	400 Child-minders trained in ECD NQF Level 4 qualification. 100 gardeners trained in crop rotation and 118 cooks trained on food preparation and hygiene	None	None
Establishment of an ECD training institute. In 2013/14 the Department will concentrate on: benchmarking; conceptual design; work study on personnel required; organogram mapping; appointment of personnel; and determination of structure	Benchmarking with the Gauteng ECD institute to learn best training practice in order to conduct contextually orientated training for 0-4 practitioners in Mpumalanga. Conceptual design and work study on ECDI conducted and inputs factored in the ECDI concept document	ECDI requires EXCO approval before establishment	The establishment of the ECDI will be prioritised in the 2014/15 financial year after obtaining EXCO approval
Conducting ECD awareness campaigns on access, registration requirements, parental capacitation sessions and breastfeeding	Conducted 5 ECD awareness campaigns on access, registration requirements, parental capacitation sessions and breastfeeding	None	None
Professionalization of ECD sector practitioner qualifications by training 500 ECD practitioners towards an accredited qualification	500 Practitioners trained in ECD NQF Level 5 qualifications and completed the qualification	None	None
Provision of ECD LTSM and play equipment to 1 030 public ordinary schools and 300 community centres	LTSM provided to 1030 schools and 300 community centres	None	None
Provision of relevant physical infrastructure for ECD in schools	10 out of 19 Grade R facilities were completed (Kabete, Kwakwari, Khuthalani, Ekuphileni, Qalani, Qhubekani, Harmony Park, Imizamoyethu, Mzinti and Mareleng)	9 projects deferred to 2014/5 due to unavailability of funds resulting from the Budget Relief Strategy implemented to prevent over-expenditure	Implementation to commence in the 2014/15 financial year.
Establishing credible ECD baselines	Credible Grade R and Pre-Grade R baseline established through the work done by DSD	None	None
Establishing close working relations with all ECD providers (public and private)	Established good working relations with ECD providers (public and private) through meetings and consultative discussions through the integrated ECD Steering Committee	None	None
Monitor curriculum delivery and methodology application in providing quality ECD	1030 schools with Grade R supported and monitored. It was found that practitioners are planning their lessons in advance and are adopting the play based approach in the classroom. However, it was also found that some practitioners were also assessing school readiness of Grade R learners	None	None

Strategy to overcome areas of under performance

- The establishment of the ECD institute will be prioritised so that the challenges of practitioner capacity, availability and overall pedagogical skills are addressed in house with direct focus on areas of weaknesses.
- This will further enable the province to supplement the provision of learning material and offer extra support in this regard.

Changes to planned targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Linking performance with budgets

The sector is showing stability as per the results of the baseline study conducted by the Department of Social Development. The provisioning for the sector was well catered for through the supply of LTSM to school based and community based centres. Broadening access to Grade R remains paramount and through the implementation of the Provincial Integrated ECD strategy this will receive maximum attention.

Sub-programme Expenditure

Sub- Programme Name: Early Childhood Development	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Grade R in Public Centres	161 822	159 824	1 998	152 471	144 863	7 608
Grade R in Community Centres	19 582	19 166	416	10 800	11 090	(290)
Pre-Grade R	14 328	12 160	2 168	8 780	8 780	-
Professional Services				2 352	2 547	(195)
Human Resource Development	542	532	10	451	450	1
Conditional Grant				41 021	40 926	95
Total	196 274	191 682	4 592	215 875	208 656	7 219

4.8 Programme 8: Infrastructure Development

Purpose: To provide and maintain infrastructure facilities for the administration and schools

Strategic Objectives

Strategic Objective	Rural Development
Objective Statement	To merge and close 120 small and non-viable rural schools and building hostels by 2015
Baseline	There are currently 120 identified schools with enrolment of 150 and below that need to be merged or closed

Strategic Objective	Unsafe Structures
Objective Statement	Eradicate 253 mud and unsafe structures by 2015 in order to ensure conducive environment for teaching and learning
Baseline	Currently there is a total of 253 mud and unsafe structures

Strategic Objectives

Programme Name: Infrastructure Development					
Strategic Objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
To merge and close 120 small and non-viable rural schools and building hostels by 2015	151	130	191	(61)	40 Schools were closed and merged due to the construction of boarding schools
*Eradicate 253 mud and unsafe structures by 2015 in order to ensure conducive environment for teaching and learning	11	14	*11	3	Project start delayed to the last quarter due to unavailability of funds resulting from the Budget Relief Strategy implemented to prevent over-expenditure.
*In 2009/10 the department identified 253 mud and unsafe structures that were targeted for demolition and replacement. To date 222 mud and unsafe structures have been replaced. The identification of these projects has been extended to include unsafe and dilapidated structures.					

Performance Indicators

Programme / Sub-programme: Infrastructure Development					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM 801: Number of public ordinary schools to be provided with water supply	5	9	17	(8)	Projects from prior years which were only completed in the 2013/14 financial year added to the achievement
► PPM 802: Number of public ordinary schools to be provided with electricity supply	6	10	17	(7)	Projects from prior years which were only completed in the 2013/14 financial year added to the achievement
► PPM 803: Number of public ordinary schools to be supplied with sanitation facilities	10	12	28	(16)	Targets did not include 5 sanitation schools implemented under EPWP Incentive Grant. 11 Projects from prior years which were only completed in the 2013/14 financial year added to the achievement
► PPM 804: Number of classrooms to be built in public ordinary schools	162	219	130	89	3 Projects not completed on time due to delayed payments owing extended lead time in payments processing and poor performance by contractor.
► PPM 805: Number of specialist rooms to be built in public ordinary schools (all rooms except classrooms, including laboratories, stock room, sick bay, kitchen, etc.)	42	67	71	(4)	Projects from prior years which were only completed in the 2013/14 financial year added to the achievement
PPI8.1 Number of hostel schools constructed to accommodate learners from non-viable rural schools	0	4	1	3	2 Projects deferred to 2014/15 due to unavailability of funds resulting from the Budget Relief Strategy implemented to prevent over-expenditure. 1 Project not completed on time due to delayed payments owing extended lead time in payments processing.
PPI8.2 Number of mud and unsafe structures reconstructed	11	14	11	3	Project started later in the last quarter due to unavailability of funds resulting from the Budget Relief Strategy implemented to prevent over-expenditure.

Priority Plans 2013/14

Priority plans	Achievements	Challenges	Mitigations
Complete and close old projects from the 2007/08 financial year	87 of 458* final accounts paid	Inadequate budget to pay and close out all old final accounts Inconsistent baseline data on old final accounts and settlement figures thereof	To request funding assistance from DBE's Project Close-out Programme managed by JET Services. 2013/14 final accounts are budgeted for in the 2014/15
Attend to storm damaged schools as and when they occur	Out of the 45 damaged schools, 14 schools were completed	Unavailability of funds resulting from the Budget Relief Strategy implemented to prevent over-expenditure	31 Projects to be implemented in 2015/16 Full compliance with Disaster Relief Funding requirements to enable the Department to access additional funding
Demolish and rebuild the 14 schools identified as being unsafe	11 schools completed.	Construction performance was affected by the slowdown strategy that was implemented during fin year 2013/14 to address anticipated over expenditure caused by poor planning.	Implementation to commence in the 2014/15 financial year for the remaining projects.
Complete the Amsterdam and Emakhazeni Boarding Schools	Amsterdam Boarding School is completed	Emakhazeni Boarding School is behind schedule due to delays in payments and challenges in the provisioning of bulk-services.	Methods to reduce payment processing lead-time to within contract parameters to be implemented, inter alia, effecting direct payments to service providers with IDT. IA instructed to expedite the unavailability of bulk-services with relevant stakeholders.
Commence with Phase 2 of Ezakheni and Shongwe Boarding Schools	Planning and design was completed on two projects.	Unavailability of funds resulting from the Budget Relief Strategy implemented to prevent over-expenditure.	Implementation to commence in the 2014/15 financial year.
Upgrade five special schools	2 Schools completed (Wolvenkop & Thanduxolo)	Construction commencement was delayed on 2 Schools due to late completion of planning and contractor procurement. Projects started Aug 2013 instead of Feb 2013 Planning for 1 school delayed due to unavailability of site as the initial site identified did not meet the minimum requirements in terms of norms and standards	A suitable site is being sought within the Mbombela Municipality.
Finalise the development of the infrastructure backlogs strategy	Backlog Strategy completed	Submitted strategy is now obsolete due to the promulgated regulations relating to minimum "norms and standards" in November 2013	Backlog Strategy to be revised in accordance with the new norms and standards.
Refurbishment of 16 workshops at technical high schools	3 Workshops refurbished & 1 newly built in Elukhanyisweni Technical High School	Construction was affected by the Budget Relief Strategy that was implemented during financial year 2013/14 to prevent over expenditure.	Implementation to commence in the 2014/15 financial year.
Construction of 19 Gr. R facilities	10 Grade R facilities were completed (Kabete, Kwakwari, Khuthalani, Ekuphileni, Qalani, Qhubekani, Harmony Park, Imizamoyethu, Mzinti and Mareleng)	Projects deferred to 2014/15 due to unavailability of funds resulting from the Budget Relief Strategy implemented to prevent over-expenditure	Implementation to commence in the 2014/15 financial year.
Plan for 2014/15 and 2015/16 infrastructure projects; and bid for the Education Infrastructure Grant as per the new DORA reforms.	Draft User Asset Management Plan 2014/15 in August 2013. IPMP & CPS also finalized and submitted in October 2013.	None	None

Strategy to overcome areas of under performance

- All infrastructure challenges experienced within 2013/14 will be addressed through the POMM.
- Strengthening of the SLA with DPWR&T with clauses to address poor performance of consultants
- Develop all inclusive project files to effectively manage project data including project monitoring tools, etc.
- EFMS will include site handover visits and no payments will be processed without EFMS being updated.
- Enhance monitoring of projects by doing physical project verifications monthly using a monitoring and evaluation tool. Verifications to be based on a developed monitoring plan with designated personnel to each project on the IP.
- Verification of specifications, scope of works and budget before instructing Implementing Agents to commence with implementation.
- Creation of the Department's own monthly project reporting system that will raise exceptions to issues of poor performance, compliance on completed projects, EFMS compliance, etc.
- Circuit Managers and Principals will be capacitated on the Infrastructure Business Process Planning.
- Department to assign representatives to each sitting by the implementing agents for bid specifications, bid evaluations and bid adjudications to ensure compliance.
- Communicate approved business processes and planning procedure manual to implementing agents.

Changes to planned targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Linking performance with budgets

In assessing the achievement of the outputs in comparison to the planned targets, the Department must consider the linkages and the relation to the resources available to the Department, in particular the financial resources. Therefore the following financial information should be presented. The financial information must agree to the information in the appropriation statement of the annual financial statements.

Sub-programme Expenditure

	2013/2014			2012/2013		
Sub- Programme Name: Infrastructure Development	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	3 251	1 624	1 627			
Public ordinary schools	675 486	640 074	(35 412)			
Special schools	53 156	66 059	(12 903)			
Early Childhood Development	29 970	5 975	23 995			
Conditional grants						
Total	761 863	713 732	48 132			

*There are no comparative figures as this is a new programme in the 2013/14 financial year.

4.9 Programme 9: Auxiliary and Associated Services

Purpose: To provide education institutions as a whole with training and support.

Programme 9 has the following sub-programmes:

Sub-programme 9.1: Payments to SETA

Sub-programme 9.2: Conditional Grant Projects

Sub-programme 9.3: External Examinations

Strategic Objectives

Strategic Objective	Reach out-of-school youth
Objective Statement	To ensure that 8 000 out of school youth and vulnerable children attend schools by 2015
Baseline	Number of out-of-school youth and vulnerable children: 12 135

Strategic Objectives

Programme Name: Public Special Schools					
Strategic objectives	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
To ensure that 8000 out-of-school youth and vulnerable children attend school by 2015.	5 266	8 000	9 039	(1 039)	Due to additional spaces the target was exceeded by 1039.

Performance indicators

Programme / Sub-programme: Auxiliary and Associated Services					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM901: Number of candidates for the Grade 12 senior certificate examinations (matric exams)	79 090	69 619	65 952	3 667	*Less Senior Certificate candidates registered for Grade 12 May/June exams in 2013.
► PPM902: Number of candidates who passed National Senior Certificate	33 426	55 695	38 836	16 859	Internal moderation and diagnostic reports indicate that learners have challenges with questions that require conceptual understanding, analysis and application of knowledge.

Programme / Sub-programme: Auxiliary and Associated Services					
Performance Indicators	Actual Achievement 2012/2013	Planned Target 2013/2014	Actual Achievement 2013/2014	Deviation from planned target to Actual Achievement for 2013/2014	Comment on Deviations
► PPM903: Number of learners who obtained Bachelor passes in the National Senior Certificate (NSC)	9 495	10 445	12 954	(2 509)	The increase in the number of learners who obtained bachelor passes is attributed to implementation of intervention programmes like Winter, Spring and Saturday classes, study groups, Dial A Tutor and radio lessons,
► PPM904: Number of learners who passed Maths in the NSC examinations	9 998	14 565	11 301	3 264	Internal moderation and diagnostic reports indicate that learners have challenges with questions that require conceptual understanding, analysis and application of knowledge.
► PPM905: Number of learners who passed Physical Sciences in the NSC examinations	10 426	13 907	11 104	2 803	Internal moderation and diagnostic reports indicate that learners have challenges with questions that require conceptual understanding, analysis and application of knowledge. Learners doing Physical Science and taking Maths Literacy also caused the poor performance in the subject.
► PPM906: Number of Grade 3 learners who passed Language in the Annual National Assessment (ANA)	38 547	47 880	36 271	11 609	Some learners are admitted in schools where the LOLT of the school is not the same as their Home Language. More focus on assessment activities and tasks (sometimes on diagnostic assessment) than on the teaching activities. This leads to only assessment and not enough teaching.
► PPM907: Number of Grade 3 learners who passed Maths in the Annual National Assessment (ANA)	19 751	47 880	35 060	12 820	Learners did not master the Basic operations of Mathematics like counting, fractions and division.
► PPM908: Number of Grade 6 learners who passed Language in the Annual National Assessment (ANA)	13 035	42 985	26 014	16 971	In terms of the Provincial Analysis supported by the national report on ANA, learners struggle in both Home Language and FAL, with basic concepts such as poor sentence construction, poor reading and vocabulary
► PPM909: Number of Grade 6 learners who passed Maths in the Annual National Assessment (ANA)	4 534	42 985	10 639	32 346	According to the ANA diagnostic report learners have challenges with basic concepts in Mathematics such as the four basic operations which are addition, subtraction, multiplication and division.
► PPM910: Number of Grade 9 learners who passed Language in the Annual National Assessment (ANA)	18 320	44 618	16 692	27 926	In terms of the Provincial Analysis supported by the national report on ANA, learners struggle with passive and active voices, tenses and analysis of a situation in a given text
► PPM911: Number of Grade 9 learners who passed Maths in the Annual National Assessment (ANA)	874	45 064	1 187	43 877	According to the ANA diagnostic report learners have challenges with basic concepts in Mathematics such as the four basic operations which are addition, subtraction, multiplication and division.
*PPM901: Senior Certificate examinations are written by grade 12 learners who failed grade 12 prior to 2008 when National Senior Certificate examinations were introduced. These candidates are not receiving tuition from the Department and the Department relies on their commitment to register and ultimately write examinations in May/June. Less candidates than projected registered in 2013/14.					

Priority Plans 2013/14

Priority Plans	Achievements	Challenges	Mitigations
Life Skills HIV and AIDS			
Implementation of the Mpumalanga Aids Council HIV prevention strategy on HIV and Aids by increasing sexual and reproductive knowledge, skills and appropriate decision making among educators and learners by capacitating 2 000 educators on Sexual Reproductive Health (SRH)	2009 Educators empowered on Sexual Reproductive Health (SRH) and combination prevention strategies to increase their content knowledge and teaching skills in addressing contributing factors of HIV in their lessons for learners to protect themselves from new infections of TB and HIV.	None	None
Support implementation of the Integrated School Health Programme (ISHP) in 463 schools	472 School Management Teams (SMTs) members and principals from 463 schools capacitated on Care and Support Programmes to ensure the implementation of the Integrated School Health Programme to all learners	None	None
Provide in-service training to 463 educators (Life Skills Co-ordinators) on sexual reproductive health, including HIV and related chronic illnesses, such as TB	463 Life Skills co-ordinators received in-service training on programmes related to Sexual Reproductive Health, Health Education, Human Papilloma Virus to educate and raise awareness amongst learners.	None	None
Train 4 600 learners in 560 schools on combination prevention co-curricular activities, including care and support of orphaned and vulnerable children	4628 learners including Soul Buddyz from 560 schools trained as Peer Educators on combination prevention, co-curricular activities, care and support for Orphaned and Vulnerable Children (OVCs). The Peer Educators (learners) are able to link classroom activities with community development activities. For example Alex Benjamin Primary Schools raised funds to build a house for one of the OVCs in their schools.	None	None
Reduce the vulnerability of children by hosting 4 co-ordinated service delivery campaigns (Leth' impilo – jamborees) to address social challenges faced by orphaned and vulnerable children (OVC)	4 Co-ordinated Service Delivery Campaigns (Leth'impilo – jamborees) hosted in the 3 districts (2 Gert Sibande, 1 Ehlanzeni and 1 Nkangala) where 145 schools and 4786 learners from Bethal, Highveld Ridge East and West, Marapyane, Insikazi, White River and Balfour Circuits benefitted.	Increasing number of Orphaned and Vulnerable Children in schools which increase the vulnerability of Learners	Strengthen collaboration by forming a forum with DSD, Home Affairs, SASSA to address the plight of OVCs in schools.
External Examinations			
Register and correctly profile candidates for NSC	55 601 candidates were correctly registered and profiled.	None	None
Register and correctly profile candidates for ABET level 4 examinations	18 648 candidates were correctly registered and profiled.	None	None
Prepare sufficient Question Papers (allow for each candidate)	The following number of question papers were printed for candidates: <ul style="list-style-type: none"> • May/June Senior Certificate (SC)- 165 775 copies of question papers for 142 subject papers. • June ABET L4 – 28 010 copies of question papers for 25 learning area papers. • Oct/Nov NSC + ABET L4 – 985 440 copies of question papers for 25 ABET and 156 NSC learning area/subject papers. • 2014 NSC Supplementary –81 540 copies of question papers for 133 subject papers. • The total number of question papers copies printed in 2013/14 was 1 938 435. 	None	None

Priority Plans	Achievements	Challenges	Mitigations
External Examinations			
Capture all marks after marking to ensure that all candidates who wrote examinations are resulted on time and qualifying candidates receive certificates	Marks for 55 601 NCS full time & part time candidates; 18 648 ABET L4 candidates and 10 351 June Senior certificate candidates captured and certificates issued for qualifying candidates.	None	None
Print trial exam papers and manage School Based Assessments	Printed 677 670 question papers for 21 papers for NSC preparatory exam. SBA for 13 subjects were provincially moderated from 20-22 September 2013.	None	None
Train invigilators and do advocacy on exam policies for all examination staff.	287 Senior Certificate and ABET L4 May/June 2013 chief Invigilators trained 1 021 NSC Invigilators trained 120 examination officials were inducted on the examination policies.	None	None
Manage site based assessments	SBA for 5 learning areas were provincially moderated from 7-9 September 2013.	None	None

Strategy to overcome areas of under performance

The Provincial and the National improvement plan will be implemented with a special focus on underperforming schools. School support will be strengthened in order to assist teachers on lesson planning and presentation and assessment. All resources like workbooks delivered to schools will be monitored so that they are utilized effectively and maximally. Provincial common quarterly assessments will be conducted in order to ensure quality assessment in schools. Teachers will be developed on subjects content. Sample School Based Assessment will be conducted in order to quality assure teachers and learners' work and to also monitor compliance to policy. Each curriculum official will adopt a school for mentoring, monitoring and support. Monthly tests will be provided to underperforming schools to administer previous ANA question papers which will be supplied to underperforming schools to model the standard of their school based assessment.

Changes to planned targets

No changes were made to planned targets as per section 4.2 of The Framework for Strategic Plans and Annual Performance Plans which stipulates, "To simplify performance tracking, in-year changes to the plan should not be made. Where an institution's performance exceeds or misses targets due to in-year budget changes or for another reason, this should be noted in its annual report".

Linking performance with budgets

The programme delivered on its key mandate of printing and marking of exam papers. It also achieved in paying overtime to all markers.



Sub-programme Expenditure

Sub- Programme Name: Auxillary and Associative Services	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Payments to SETA	3 803	3 803	-	4 997	4 997	-
Conditional grant projects	79 700	79 084	616			
External examinations	141 169	134 821	6 348	148 934	123 796	25 138
	18 015	17 767	248	17 896	17 813	83
Total	242 687	235 475	7 212	171 827	146 606	25 221

5. TRANSFER PAYMENTS

5.1. Public Entities

Name of Public Entity	Services rendered by the public entity	Amount transferred to the public entity R'000	Amount spent by the public entity R'000	Achievements of the public entity
Mpumalanga Regional Training Trust (MRTT)	The purpose of MRTT is to increase the skills base of the Province, mainly on construction, manufacturing, hospitality and tourism	98 000	98 000	Hospitality Tourism Academy =191; Technical Operations = 1 202; Trade-testing = 44; Fundamentals=135; NYS placement=131; Air-conditioning= 84; CRDP=725; Technical Production=131; Building Civil Construction=274 & Community Development Practice=157 *Details on achievements are presented in Programme 5
TOTAL		98 000	98 000	

The Mpumalanga Regional Training Trust received R98 million as a transfer from the Department of Education and generated R19.6 million from its own revenue sources to make a total R117,8 million of during the year under review. A total amount of R123,2 million was spent resulting to a deficit of 5,3 million which was spent mainly on under privileged learners through the financial assistance programme.

5.2. Transfer payments, excluding public entities

Name of transferee	Purpose for which the funds were used	Compliance with 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity
Households	Leave gratuities	Yes	47 918	47 918	n/a
Households	Claims against the state	Yes	349	349	n/a
Households	Donations to schools	Yes	68	68	n/a
Households	Payments of injury on duty	Yes	397	397	n/a
ETDP SETA	Skills development levy	Yes	3 803	3 803	n/a
Section 21 Schools	For operational and administrative costs for schools	Yes	504 507	504 507	n/a

Name of Transferee	Purpose for which the funds were used	Compliance with 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity
Independent Schools	For operational and administrative costs in schools	Yes	15 338	15 338	n/a
Special Schools	For operational and administrative costs in schools	Yes	31 430	31 430	n/a
Further Education and Training	For payment of Compensation of Employees and operational budget for FET Colleges	Yes	131 287	131 287	n/a
Adult Basic Education and Training	Administrative and operational budget for Abet centres	Yes	4 854	4 854	n/a
Early Childhood Development	Stipend for child minders and administrative budget	Yes	27 865	27 865	n/a

6. CONDITIONAL GRANTS

6.1. Conditional grants and earmarked funds paid

None

6.2. Conditional grants and earmarked funds received

6.2.1 Dinaledi Schools

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To improve the quality of learner performance in Mathematics, Physical Sciences, Life Sciences and First Additional Language (FAL) English, in line with the Action Plan for 2014 To improve the content knowledge, pedagogies and didactic skills of Mathematics, physical Sciences and life Sciences teachers
Expected outputs of the grant	Refer to programme 2
Actual outputs achieved	Refer to programme 2
Amount per amended DORA (R'000)	9 675
Amount received (R'000)	9 675
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	9 675
Reasons for the funds unspent by the entity (R'000)	493 was budgeted for management fees
Monitoring mechanism by the receiving Department	The implementation of the grant is monitored by the subject heads responsible for Mathematics, Physical Sciences and Life Sciences

6.2.2 Recapitalisation of Technical High Schools Grant

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To recapitalise up to 15 technical schools (in the province) to improve their capacity to contribute to skills development training in the country by: Building or re-designing workshops at technical schools to support the technical subject offerings. Refurbishing workshops in technical schools to comply with safety laws and regulations and to meet minimum industry standards. Buying and installing new machinery and equipment consistent with the technical subjects that are offered in technical schools. Training and up-skilling teachers at technical schools to acquire new trends, practical skills, and developments in their technical subjects. Strengthening the technical subjects to introduce high levels of specialisation in each of the four technology subjects in the NCS.
Expected outputs of the grant	Refer to programme 2 & 8
Actual outputs achieved	Refer to programme 2& 8
Amount per amended DORA, (R'000)	27 058 (+ 3 698 rolled over) = 30 756
Amount received (R'000)	27 058 (+ 3 698 rolled over) = 30 756
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	27 058 (+ 3 698) = 30 756
Reasons for the funds unspent by the entity	N/A
Monitoring mechanism by the receiving Department	The implementation of the grant is monitored by the subject head responsible for electrical and mechanical technology together with district Curriculum Implementers

6.2.3 National School Nutrition Programme Grant:

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To provide nutritious meals to all targeted learners
Expected outputs of the grant	Refer to programme 2
Actual outputs achieved	Refer to programme 2
Amount per amended DORA (R'000)	504 835
Amount received (R'000)	504 835
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	484 947
Reasons for the funds unspent by the entity	Invoices not submitted for payment by service providers on time
Monitoring mechanism by the receiving Department	Progress reports, quarterly and annual reports. -Monitoring, support and evaluation of the programme for effective implementation by the Provincial and National Teams

6.2.4 Expanded Public Works Programme

Department who transferred the grant	National Department of Public Works
Purpose of the grant	The expanded Public works Programme (EPWP) is one element within a broader government strategy to reduce poverty through the alleviation and reduction of unemployment. The EPWP involves creating opportunities for unemployed persons, and so allowing them to participate economically and contribute to the development of their communities and the country as a whole.
Expected outputs of the grant	To pay incentive to 5 data capturers and provisioning of sanitation to schools through Sakhabakhi Programme which provides employment to unemployed persons
Actual outputs achieved	Paid incentive to 5 data capturers and provided sanitation to the following schools through Sakhabakhi Programme: <ul style="list-style-type: none"> • Nembe Mhlaba Primary School, • Mzimba Seconary School, • Matikwana Primary School, • Mahubahuba Primary School, • Maakere Primary School and • Randzekile Primary School.
Amount per amended DORA	3 000
Amount received (R'000)	3 000
Reasons if amount as per DORA was not received	Not applicable as the Grant was fully received.
Amount spent by the Department (R'000)	3 000
Reasons for the funds unspent by the entity	Not applicable as the Grant was fully utilised.
Monitoring mechanism by the receiving Department	Monthly Reports

6.2.5 Education Infrastructure Grant

Department who transferred the grant	Department of Basic Education
Purpose of the grant	Provide and maintain infrastructure facilities for the administration and schools.
Expected outputs of the grant	Refer to programme 8
Actual outputs achieved	Refer to programme 8
Amount per amended DORA	536 370
Amount received (R'000)	536 370
Reasons if amount as per DORA was not received	Not Applicable
Amount spent by the Department (R'000)	536 367
Reasons for the funds unspent by the entity	None
Monitoring mechanism by the receiving Department	Monthly Reports, Happy Letters and Site Visits.

6.2.6 Life Skills, HIV and AIDS

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To support South Africa's HIV Prevention Strategy by increasing Sexual and Reproduction Health knowledge, skills and appropriate decision making among learners and educators. -To mitigate the impact of HIV and TB by providing a caring, supportive and enabling environment for learners and educators. -To ensure the provision of a safe, rights-based environment in schools that is free of discrimination, stigma and any form of Sexual Harassment/Abuse. -To reduce the vulnerability of children to HIV, TB and STI infections, with a particular focus on Orphaned and Vulnerable Children
Expected outputs of the grant	Refer to programme 9
Actual outputs achieved	Refer to programme 9
Amount per amended DORA (R'000)	18 015
Amount received (R'000)	18 015
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	17 767
Reasons for the funds unspent by the entity	Invoices not submitted for payment by service providers on time
Monitoring mechanism by the receiving Department	-Progress reports, monthly, quarterly and annual reports. -Monitoring, support and evaluation of the programme for effective implementation by the Provincial and National Teams

6.2.7 Further Education and Training Grant

Department who transferred the grant	National Department of Higher Education and Training
Purpose of the grant	To ensure the successful transfer of the Further Education and Training College function to the Department of Higher Education and Training.
Expected outputs of the grant	Refer to Programme 5
Actual outputs achieved	Refer to Programme 5
Amount per amended DORA	131 287
Amount received (R'000)	131 287
Reasons if amount as per DORA was not received	Not applicable as the Grant was fully received.
Amount spent by the Department (R'000)	131 287
Reasons for the funds unspent by the entity	Not applicable as the Grant was fully utilised.
Monitoring mechanism by the receiving Department	Monthly Reports

7. DONOR FUNDS

7.1 Donor Funds Received

No donor funds were received during the year under review.

8. CAPITAL INVESTMENT

8.1. Capital investment, maintenance and asset management plan

72 Projects were completed and the 56 on-going projects will be carried over to 2014/15.

These projects were delivered amidst challenges relating primarily to inadequate planning which led to over-commitment in 2013/14. These challenges included;

- Delayed projects not completed in 2012/13 that were not provided for in 2013/14
- Cost variances between estimated costs on the Infrastructure Plan (IP), award values and final project costs meant that most projects were under-budgeted
- Old final accounts from previous financial years that were also not provided for in 2013/14
- Disaster relief projects that had to be undertaken with the occurrence of periodic storms which were also not included in the IP for 2013/14.
- Accelerated multi-year projects that were completed ahead of schedule that still had allocations in forthcoming financial years

The Department revisited these shortfalls and implemented a Budget Relief Strategy

The mitigations included;

- Additional allocation of R119 Million in Equitable Share and R4,89 Million in Disaster Relief Funding that were received from the Provincial Treasury to relieve over - commitment
- The implementation of stringent financial controls and slowing down accelerated projects (multi-year projects that were ahead of schedule).
- Deferment of unimplemented projects to forthcoming financial years
- Compilation of a detailed and thorough IP with informed costing which has been achieved

8.1.1 Infrastructure projects which have been completed in the current year and the progress in comparison to what was planned at the beginning of the year.

Below is the list of 72 completed projects in 2013/14. These were completed at the back of the Budget Relief Strategy which is part of the reason for most deviations during this period. 57 completed projects were in the 2013/14 infrastructure plans whilst the balance of 15 projects were undertaken in March 2014 as emergency rehabilitation for disaster affected schools.



No	Name of Project	District Municipality	Local Municipality	Scope of work	Name of Contractor	Name of Consultant
21	Holdesheim Primary School	Gert Sibande	Albert Luthuli	Construction of 3 Classrooms, and Electricity	Distance Trading	Masilela Ngwenya
22	Nembe Mhlava Primary School	Ehlanzeni	Mbombela	Construction of 14 Enviro-loo Toilets	Matozi Investment	DPWRT
23	Vumazonke Primary School	Nkangala	Dr. JS Moroka	Storm Damage Rehabilitation	Moyoyo Construction and Project managers	Qualconsult Quantity Surveyors
24	CJ Nkosi Secondary School	Gert Sibande	Albert Luthuli	Storm Damage Rehabilitation	Moyoyo Construction and Project managers	Nkonki and Associates
25	Bhekokuhle Primary School	Gert Sibande	Albert Luthuli	Storm Damage Rehabilitation	Moyoyo Construction and Project managers	Ndidali QS
26	Sijabule Primary School	Nkangala	Dr. JS Moroka	Storm Damage Rehabilitation	Mayor Building and General Construction	Qualconsult Quantity Surveyors
27	Mabhoko Secondary School	Nkangala	Dr. JS Moroka	Storm Damage Rehabilitation	Mayor Building and General Construction	Qualconsult Quantity Surveyors
28	Siyifunile Secondary	Nkangala	Emakhazeni	Storm Damage Rehabilitation	Mayor Building and General Construction	Qualconsult Quantity Surveyors
29	Vulingcodvo Primary School	Gert Sibande	Albert Luthuli	Storm Damage Rehabilitation	Sphephelo Transport cc	Ndidali QS
30	Mzinti Primary School	Ehlanzeni	Nkomazi	Construction of a Grade R with 4 Toilets & Fencing	Seetja Light Trading & Projects	HP2 Consultants cc
31	Harmony Park Combined School	Gert Sibande	Mkhondo	Construction of a Grade R with 4 Toilets & Fencing	Leswinene Trading Enterprise	Masilela Ngwenya
32	Imizamoyethu Primary School	Gert Sibande	Mkhondo	Construction of a Grade R with 4 Toilets & Fencing	Ngwekazi Business Enterprise	Masilela Ngwenya
33	Thanduxolo Special School	Nkangala	Emalahleni	Construction of 11 Classrooms, Administration Block, 22 Toilets, 4 Workshops, Fencing, Water Supply and Electricity	Clear Choice Builders	Mahlatsi Tumelo Cost Consultants
34	Khulamlambo Primary School	Ehlanzeni	Mbombela	Storm Damage Rehabilitation	Bituquip Construction	Ndidali QS
35	Matikwana Primary School	Bohlabela	Bushbuckridge	Construction of 16 Enviro-loo Toilets	Sinqusa Uthando	DPWRT
36	Mzilikazi Primary School	Bohlabela	Bushbuckridge	Construction of Administration Block, 14 Toilets, Electricity and Renovations	Roswika Projects	Nkonki and Associates
37	Wolvenkop Special School	Nkangala	Thembisile	Construction of 6 Classrooms, and 4 Workshops	KJM Business Enterprise	Masetlaoka Scott Wilson Consulting
38	Mbalenhle Secondary School	Gert Sibande	Albert Luthuli	Storm Damage Rehabilitation	Daphm Trading/ Xigombe Trading JV	Nkonki and Associates
39	Masizakhe Combined School	Gert Sibande	Msukaligwa	Renovations	Clear Choice Builders	Nxumalo De Jager Architects
40	Ilanga Secondary School	Nkangala	Emalahleni	Construction of 6 Classrooms, 8 Toilets, Kitchen and Guard House	Patrick Makgoka Construction	Mahlatsi Tumelo Cost Consultants

No	Name of Project	District Municipality	Local Municipality	Scope of work	Name of Contractor	Name of Consultant
41	Ikhethelo Secondary School	Gert Sibande	Govan Mbeki	Construction of 7 Classrooms, Administration Block, Laboratory, 18 Toilets, Library, Computer Centre and School Hall	Onecha Construction & Project	Siyakha QS
42	Dumphries High School	Bohlabela	Bushbuckridge	Renovations to 13 Classrooms and Construction of an Administration Block, 16 Toilets, Kitchen, Fencing, Water Supply and Electricity	Mpfumelelo Business Enterprise	Ndidali QS
43	Molapalama Combined School	Nkangala	Dr. JS Moroka	Renovations	Buhlebethu Business Enterprise	Leko QS
44	Mareleng Primary School (Phase 1)	Nkangala	Dr. JS Moroka	Renovations and earthworks	Buhlebethu Business Enterprise	Zwakala Quantity Surveyors
45	Mzimba Secondary School	Bohlabela	Bushbuckridge	Construction of 24 Enviro-loo Toilets	Mayor Building and General Construction	DPWRT
46	Shatleng Primary School	Bohlabela	Bushbuckridge	Renovations and construction of an Administration Block, 20 Toilets	Bituquip Construction	Qualconsult Quantity Surveyors
47	Amsterdam Boarding School	Gert Sibande	Mkhondo	Construction of 24 Classrooms, Administration Block, Laboratory, 40 Toilets, Grade R, Library, Computer Centre, School Hall, Kitchen, Fencing, Guard House, Hostels, Water Supply and Electricity	Clear Choice Builders	DDP QS & Project Managers
48	Khulumani [Ebuhleni] Primary School (Phase 1)	Ehlanzeni	Mbombela	Earthworks	Bahlaping Constructions	Mandla Mlangeni Quantity Surveyors
49	Jabulani Primary School	Gert Sibande	Thembisile Hani	Construction of 12 Classrooms	Bayakha JV	Sphephelo Transport
50	Orhoveleni High School	Bohlabela	Bushbuckridge	Renovations	QDS Projects	DPWRT
51	Mareleng Primary School (Phase 2)	Nkangala	Dr JS Moroka	Construction of 4 Classrooms, 12 Toilets, Grade R, Kitchens and Fencing	Crystal Sparkle Trading 101	Zwakala Quantity Surveyors
52	Mafemani High School	Bohlabela	Bushbuckridge	Renovations	Major Building and General Construction	Qualconsult Quantity Surveyors
53	Bombani High School	Bohlabela	Bushbuckridge	Renovations	Atile Investments	DPWRT
54	Takheleni Primary School	Ehlanzeni	Mbombela	Storm Damage Rehabilitation	Mayor Building and General Construction	DPWRT
55	Lungelo Combined School	Gert Sibande	Msukaligwa	Construction of 5 Classrooms, 12 Toilets, Kitchen, Water Supply and Electricity	Jenny and Thembi Trading	Mams Architecture and planning
56	Vriesland Primary School	Bohlabela	Bushbuckridge	Renovations	Atile Investments	DPWRT
57	Alex Benjamin (Phase 2)	Nkangala	Steve Tshwete	Construction of 12 Classrooms, Administration Block, Laboratory, 20 Toilets, Computer Centre, School Hall, Water Supply and Electricity	Fikile Construction	Masetlaoka Scott Wilson Consulting


EMERGENCY DISASTER PROJECTS – MARCH 2014

58	Tokoloho Primary School	Gert Sibande	Dipaleseng	Storm Damage Rehabilitation	Clear Choice Builders	DPWRT
59	Bankfontein Combined School	Nkangala	Steve Tstwete	Storm Damage Rehabilitation	Sizampilo Projects	DPWRT
60	Rekwele Primary School	Nkangala	Dr JS Moroka	Storm Damage Rehabilitation	KJM Business Enterprise	DPWRT
61	Moekwe Primary School	Nkangala	Dr JS Moroka	Storm Damage Rehabilitation	KJM Business Enterprise	DPWRT
62	Nelson Ngubeni Primary School	Nkangala	Emalahleni	Storm Damage Rehabilitation	Ascul Construction	DPWRT
63	Nkomazi EDC	Ehlanzeni	Nkomazi	Storm Damage Rehabilitation	Malibongwe Trading CC	DPWRT
64	Sophungane Combined School	Ehlanzeni	Nkomazi	Storm Damage Rehabilitation	Malibongwe Trading CC	DPWRT
65	Mogobosheng Combined School	Nkangala	Dr JS Moroka	Storm Damage Rehabilitation	Rospa Trading 49CC JV Msuthu properties	DPWRT
66	Legogote Primary School	Ehlanzeni	Nkomazi	Storm Damage Rehabilitation	Dumezulu General Dealer & Construction	DPWRT
67	Sakhisizwe Primary School	Gert Sibande	Govan Mbeki	Storm Damage Rehabilitation	Tiger Business Enterprise	DPWRT
68	Loti Primary School	Ehlanzeni	Nkomazi	Storm Damage Rehabilitation	Dumezulu General Dealer & Construction	DPWRT
69	Tjebisa Primary School	Gert Sibande	Govan Mbeki	Storm Damage Rehabilitation	Tiger Business Enterprise	DPWRT
70	NJ Mahlangu Secondary School	Ehlanzeni	Nkomazi	Storm Damage Rehabilitation	Dumezulu General Dealer & Construction	DPWRT
71	Matsamo Primary School	Ehlanzeni	Nkomazi	Storm Damage Rehabilitation	Dumezulu General Dealer & Construction	DPWRT
72	Zithulele Primary School	Ehlanzeni	Nkomazi	Storm Damage Rehabilitation	Dumezulu General Dealer & Construction	DPWRT

The following projects could not be completed in the 2013/14 financial year:

Nr	Project Name	Scope of Works	Targeted Completion Date	Revised Completion Date	Reasons for the Delay
1	Hlalisani Primary School	Substitution of 18 Classrooms, 2 Grade R Facilities, Administration block, Library, Computer centre, Fence, Water, Rails and ramps, 27 Toilets, Kitchen, 3 Sports Ground and Car park	12-Oct-13	30-Jun-14	Late payment
2	Mzimhlophe Secondary School	Substitution of unsafe structures Grade R center 4 toilets and fence, 14 Classrooms, Administration Block ,Library, Computer Centre, Kitchen, rails and Ramps, 27 toilets, 3 Sports Ground and Car park	10-Jan-14	30-May-14	Late payment and additional works
3	Shobiyana Secondary School	Completion of outstanding works and Construction of a School Hall	03-Mar-09	30-Jun-14	Poor performance by contractor which resulted to termination which was disputed by the contractor
4	Ilanga Secondary School (Phase 2)	Construction of 13 Classrooms, Kitchen, Administration Block, Laboratory, Library, Computer Centre, School Hall, 20 Toilets, 3 Sports Ground and a Car Park	28-Oct-13	31-Jul-14	Late payment
5	Amersfoort Primary School	Construction of 6 Classrooms, 10 Toilets, Water, Fence and Electricity	28-Feb-14	30-Jun-14	Outstanding external works and electrical connection.
6	Frank Maghinyane Secondary School	Construction of 10Classrooms ,Administration block, laboratory, library, computer centre, kitchen, school Hall, 28 toilets,3Sports Ground and a Car Park	12-Mar-14	30-Jun-14	Additional works
7	Mgcobaneni Primary School	Construction of 19 Classrooms, Grade R facilities, Administration Block, Library, Laboratory, Computer Centre, Kitchen, 28 Toilets, 3 Sports Ground and a Car park	8-Feb-14	31-Jul-14	Cash flow challenges experienced by contractor.
8	Samuel Mhlanga Primary School	Construction of 19 Classrooms, Grade R facilities, Administration block, Laboratory, Library, Computer Centre, Kitchen, School Hall, 28 Toilets, 3 Sports Ground, Car Park	20-Mar-14	30-Jun-14	Non-payment by Client Department due to budgetary constraint.
9	Seabe Secondary School	Construction of 10 Classrooms, Administration block, Laboratory, Library, Computer Centre, Kitchen, Guard House, Electricity, 16 Toilets, 3 Sports Ground, Car Park	21-Feb-14	30-Jul-14	Non-payment, community strikes and challenges with electrical installation.
10	Arnot Colliery Primary School (Phase 2)	Construction of 9 Classrooms, Grade R facilities, Administration Block, Computer Centre, School Hall, Ablution Block and a Sports Ground	5-Oct-13	30-Jun-14	Delayed payment and water connection.

Nr	Project Name	Scope of Works	Targeted Completion Date	Revised Completion Date	Reasons for the Delay
11	Schulzendal Primary School	Substitution of 15 Classrooms, Administration block, Library, Computer centre, Fence, Water, Grade R facilities, 27 Toilets, Kitchen, 3 Sports Ground and Car park	25-Mar-14	31-Jul-14	Non-payment and instruction to slow down by the Department.
12	Berbice Primary School	Construction of 6 Classrooms, Grade R facilities, Administration block, Computer Centre, Fence, Electricity, Rails and Ramps and demolition of 4 Classrooms	09-Oct-13	31-Jul-14	Pending approval of variation order for electrical connections
13	Kwashuku Secondary School	Construction of 2 Classrooms, 4 Toilets, Electricity, Borehole and demolition of existing unsafe mud structures	30-Mar-14	30-May-14	Late payment.
14	Gedlembane Secondary School	Construction of 8 Classrooms, Computer Centre, Library, Laboratory, School Hall, Administration block, 18 Toilets, Fencing, Renovation of 20 Classrooms, and Demolition of an Administration Block and Toilets	28-Feb-14	29-Aug-14	Poor performance and non-cooperation by contractor
15	Tsakane Inclusive School	Construction of 10 Classrooms with supporting facilities, Administration Block, Media Centre, School Hall, 4 New Workshops, Guard House, Fence, Water, Electricity, Garages and 2 Sports Ground with 5 Toilets,	13-Feb-14	15-Jul-14	Electrical connection
16	Osizweni Special School	Constructions of 8 Classrooms, Administration Block, Media Centre, School Hall, 4 Workshops, Guard House, Fencing, Water and Electricity	13-Feb-14	31-Oct-14	Non-payment and instruction to slow down by the Department.
17	Esithembisweni Primary School	Storm damage repairs and replace roof	19-Jun-13	31-Jul-14	Reluctant movement by informal dwellers on site.
18	New Coronation [Klarinet] Secondary School	Construction of 28 Classrooms, Administration block, Laboratory, Library, Computer Centre, School Hall, 40Toilets, Fence, Electricity, Water, Kitchen, Rails and Ramps, 3Sport Ground and Car Park	17-Jan-14	31-Jul-14	Suspension of works by contractor due to non-payment.
19	Netherlands Park Secondary School	Construction of 28 Classroom, Administration block, Laboratory, Library, Computer Centre, School Hall, 40Toilets, Fence, Electricity, Water, Kitchen, Rails and Ramps, 3 Sports Ground, Car Park	01-Jan-14	30-Jun-14	Late payment and delays in electrical connection.
20	Ubuhle Buzile Secondary School	Construction of 28 Classrooms, Administration block, Laboratory, Library, Computer Centre, School Hall, 40 Toilet , Fence, Electricity ,Water, Kitchen, Rails and Ramps, 3Sports Ground, Car Park	31-May-14	30-Sep-14	Late payment and reluctant movement by informal dwellers on site.



Nr	Project Name	Scope of Works	Targeted Completion Date	Revised Completion Date	Reasons for the Delay
21	Emakhazeni Boarding School	Construction of 24 Classrooms, 35 Toilets, Computer Centre, Library, Laboratory, Guard House, Refuse Area, Kitchen, Dining Hall, Water, Sewer, Bulk Electricity, Security Fencing, Parking Facilities, Sports Facilities, landscaping, Rails and Ramps, Grade R and 8 Dormitories	30-Nov-13	30-Sep-14	Delayed due in the upgrading of the existing water treatment plant
22	Mayflower Secondary School	Completion of School Hall, Waterproofing of Roofs, Upgrade of Electricity and Minor Civil Remedial Works	15-Feb-14	16-May-14	Eskom delay in connecting the school hall transformer. Extension of time has been submitted
23	Methula Secondary	Completion of School Hall, Waterproofing of Roofs, Parking and Paving, Upgrade of Electricity and Minor Civil Remedial Works	15-Feb-14	16-May-14	Eskom delay in connecting the school hall transformer. Extension of time has been submitted
24	Rorobhani Secondary School	Completion of outstanding works: completion of 10 classrooms, admin blocks, laboratory, library and 2 toilets block	15-May-13	30-Jun-14	Additional works
25	Khunjiliwe Secondary School	Construction of 28 classrooms, admin block, computer centre, 42 toilets, library, laboratory, school hall, guard house, kitchen, sport facilities, land scaping, ramps and rails.	07-Jul-2010	30-Sep-14	Structural defects were identified on some classrooms.

The following are multi-year projects that are currently in progress and will be completed in the next financial year(s):

Nr	Name of Project	Scope of works	Targeted Completion Date
1	Tekwane South Secondary School	Construction of 28 Classrooms, Administration block, Laboratory, Library, Computer Centre, School Hall, 40Toilets, Fence, Electricity, Water, Kitchen, Rails and Ramps, 3Sports Ground, Car Park	31-Mar-15
2	Luthango Primary School	Storm Damage Rehabilitation	30-Sep-14
3	Lekazi Primary School	Storm Damage Rehabilitation	30-Apr-14
4	Phumalanga Primary School	Storm Damage Rehabilitation	30-Apr-14
5	Siyamukela Primary School	Storm Damage Rehabilitation	30-Apr-14
6	Enzani Primary School	Storm Damage Rehabilitation	30-Apr-14
7	Sitfokotile Secondary School	Storm Damage Rehabilitation	30-Apr-14
8	Laerskool Kragveld	Storm Damage Rehabilitation	30-Apr-14
9	Magodongo Primary School	Storm Damage Rehabilitation	30-Apr-14
10	Mayisha Secondary School	Storm Damage Rehabilitation	30-Apr-14
11	Sidhlasonke Secondary School	Storm Damage Rehabilitation	30-Apr-14
12	Freddie Sithole High School	Storm Damage Rehabilitation	30-Apr-14
13	Mathupa Primary School	Storm Damage Rehabilitation	30-Apr-14

Nr	Name of Project	Scope of works	Targeted Completion Date
14	Matikwana Primary School	Storm Damage Rehabilitation	30-Apr-14
15	Seruane Secondary School	Storm Damage Rehabilitation	30-Apr-14
16	Malatse Secondary School	Storm Damage Rehabilitation	30-Apr-14
17	Mathethe Primary School	Storm Damage Rehabilitation	30-Apr-14
18	Inyeti Primary School	Storm Damage Rehabilitation	30-Apr-14
19	Mabombe Primary School	Storm Damage Rehabilitation	30-Apr-14
20	Tegwan's Nest Combined School	Storm Damage Rehabilitation	30-Apr-14
21	Basizeni Special School	Storm Damage Rehabilitation	30-Apr-14
22	Bonani Primary School	Storm Damage Rehabilitation	30-Apr-14
23	Thorisong Primary School	Storm Damage Rehabilitation	30-Apr-14
24	Nganana Primary School	Storm Damage Rehabilitation	30-Apr-14
25	Vulamehlo Primary School	Storm Damage Rehabilitation	30-Jun-14
26	Phangela Primary School	Storm Damage Rehabilitation	30-Apr-14
27	Sabeka Primary School	Construction 12 Classrooms, Grade R facilities, Administration block, Library, Computer, 20Toilets, Fence, Electricity, Kitchen, Gate House and Car Park	31-Mar-15
28	Proposed Additions and Alterations at Mbhandule School (Phase 1)	Construction of 8 Classrooms, Administration Block, Toilets, Fence, Guard House, Water and Electricity	30-Nov-14
29	Proposed Additions and Alterations at Chueu Primary School	Demolition of 14 Existing Classrooms and Construction of 10 Classrooms, Administration Block, 15 Toilets, Fence, Library, Grade R Centre(with 4 Toilets and a Fence), 3 Sports Ground and a Car Park	30-Nov-14
30	Takheleni Primary School	Storm Damage Rehabilitation	30-Apr-14
31	Hoerskool Middelburg School	Storm Damage Rehabilitation	30-Apr-14

Plans to close down or down-grade any current facilities

Department intends to close the following institutions once the Emakhazeni Boarding School becomes operational:

- Ellie Primary School
- Blomplaas Primary School
- Nhlupheko Primary School
- Thembaletu Primary School
- Ummeli Primary School

Progress made on the maintenance of infrastructure

With the completion of the Draft Maintenance Plan in 2013/14, the Department is in a better position to address planned maintenance going forward. The plan addresses planning shortfalls that have seen maintenance being neglected or done with minimal impact than required. Also critical in the Plan is the classification of maintenance and the backlog quantification which shall form the baseline for measuring performance on maintenance.



Summary of Completed Maintenance Projects

Maintenance Classification		Conditions Score	Definition	Total Number of Schools in Category	% of Total	Comments
1	Incidence Based	Not Applicable	Facilities affected by natural disasters as storms, floods, etc.	Variable	Variable based on occurring disasters	Currently addressed through the storm damaged schools programme
2	Adhoc/Breakdown Maintenance	Not Applicable	Facilities whose functionality is hindered by mechanical breakdowns, etc.	Variable	Variable based on reported incidences	Addressed as and when they occur subject to budget availability
3	Backlog Maintenance	2.6–4.0	Schools with buildings requiring urgent maintenance or part replacement between 11% – 69%	1 637	94%	Currently addressed through the refurbishment and renovations programme*
4	Planned Maintenance	4.1-5.0	Schools with buildings requiring routine maintenance or part replacement up to 10%	93	5%	To be implemented in 2014/15

Developments relating to the above that are expected to impact on the Department's current expenditure.

The budgetary pressures experienced in the 2013/14 financial year resulted amongst other things with the deferment of projects to 2014/15. The impact of this extends beyond 2014/15 due to the knock-on effect on projects in the 2014/15 financial year that also had to be deferred to further financial years. The Department had to revise its infrastructure plans to accommodate these changes and prevent a repeat of the 2013/14 budget pressures. A funding average of R1, 2 Billion over the next 3 years would minimize the impact of reduced outputs considering the current MTEF.

The above is further compounded by the promulgation of the norms and standards in November 2013 as the Department will have to align all future planning to the implementation targets set by DBE for compliance.

Asset Management Plan

Immovable assets

The Department has transferred all immovable assets amounting to R376, 922,212.99 to the Department of Public Works, Roads and Transport. Payments for immovable assets under construction have been disclosed as work in progress in the Annual Financial Statements.

Movable assets

Procurement of assets is decentralised to the Districts and each procures its own assets.

The following measures were taken to ensure that the asset register is complete and credible in order to ensure an effective, efficient and accurate reconciliation of information.

- Annual stock take was done by the Department as prescribed by Treasury Regulations.
- Signing of inventory lists by responsible officials.

The Department performed monthly reconciliations of the purchase of assets on the Logistical Information System (LOGIS) and the Basic Accounting System (BAS). The Department identified assets for disposal that were redundant, obsolete, inefficient and not economically repairable. The said assets have been taken to the Department of Public Works, Roads and Transport for disposal.

The asset register for the Department was updated and all assets are bar coded and correctly allocated to the relevant inventory holders. Inventory lists were provided for all officials to acknowledge the existence of the verified assets.

The state of the Department's movable assets is as follows:

Condition	Number of assets	Percentage
Good	15 208	25%
Normal	39397	65%
Poor	2364	4%
Scrap	3619	6%

Major maintenance projects that have been undertaken during the period under review

37 Maintenance Projects were completed. 23 of these were major maintenance undertaken through the Storm Damage Rehabilitation Programme and Rehabilitation & Renovations Programme.

Summary of Completed Maintenance Projects

Maintenance Type	No of Projects Completed	Project Names (all projects listed in the completed projects table above)	Estimated Project Cost	Expenditure as at 31st March	Comments
1 Incidence Based (Major)	14	Takheleni, Landulwazi, Chief CJ Nkosi, Chief WS Nhlapho, Ekuphakameni, Ntabanhle, Bhekokuhle, Vulingcondvo, Sijabule, Mabhoko, Mbalenhle, Khulamlambo, Siyifunile, Vumazonke	R23,753	R16,193	14 Storm Damaged Schools Projects carried from 2012/13 were completed. A further 47 Projects were started in March 2014 from Disasters that occurred late in 2013/14.
2 Backlog Maintenance (Major)	9	Vriesland, Bombani, Orhovelani, Mafemane Nxumalo, Masizakhe, Mareleng (Phase 1), Molapalama,, Dumphries, Shatleng	R48,510	R35,614	5 projects were carried over from 2012/13 whilst 4 new were initiated through intervention
3 Adhoc / Emergency Breakdown Maintenance (Minor)	14	Nqobile Primary, GS District Offices x2, Netherlands Park, Ethembeni Primary, Vulamehlo Secondary, Vezilwazi Secondary, Mabothe Secondary, Ehlanzeni District Offices, Shongwe Boarding, Ezakheni Boarding, Mapulaneng Offices, Kwamhlanga Offices, Nkomazi Circuit Offices	R4,051	R4,039	Majority of the projects were carried out by Districts and Maintenance Contractors with Term Contracts as managed by DPWRT
4 Planned or Conditions Based Maintenance (Minor)	0		R14,342	R0,00	60 Projects planned for implementation through the MRTT were deferred to 2014/15 due unavailability of funds arising from planning challenges.



Progress made in addressing the maintenance backlog during the period under review

The impact of the 9 projects completed is very minimal considering the 1 637 schools in the backlog maintenance list. The maintenance plan completed in the 2013/14 financial year shows a 3 year strategy to overcome backlog given the required budget allocations are met.

Infrastructure Projects	2013/2014			2012/2013		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
New and replacement assets	230 487	439 350	(91 137)	265 948	237 061	28 887
Existing infrastructure assets						
• Upgrades and additions	180 644	87 136	93 508	164 005	275 787	(11 782)
• Rehabilitation, renovations and refurbishments	229 624	156 019	73 605	175 388	104 419	70 969
• Maintenance and repairs	54 580	25 306	29 274	80 553	57 453	23 100
Infrastructure transfer						
• Current	54 580	25 306	29 274	80 553	57 453	23 100
• Capital	640 755	682 505	(41 750)	605 341	617 267	(11 926)
Total	695 335	707 811	(12 476)	685 894	674 720	11 174







PART C: GOVERNANCE

1. INTRODUCTION

The Department's service delivery programmes and initiatives are underpinned in the principle of good governance that is fundamental to the optimal utilization and management of public finances and resources to enhance education delivery in the Province. The executive and senior management is committed in monitoring and evaluating the implementation of risk management strategies on a regular basis through a Risk Management Committee. The Department has an Internal Audit Unit that is independent and functionally reports to an Audit Committee. The Department believes in the ethical conduct of its employees and service providers and has adopted a zero tolerance approach to fraud and maladministration. The Department has developed a fraud prevention and response plan to mitigate risks of fraud.

2. RISK MANAGEMENT

Risk management has remained an integral part of the operation of the Department during the year under review. Effective management of risk is essential in the achievement of the Department's goals and objectives. The Department adopted the strategy of an enterprise-wide approach to risk management which means that each key risk in every business unit of the Department is included in a structured framework and systematic process of risk management. Risk assessment reviews were conducted to specifically address strategic, operational, human resource, information, communication and technology and financial risks.

Risk Committee Members: meetings and Attendance:

The Department appointed two external risk committee members in accordance to section 38(1) (a) (i) of the Public Finance Management Act No. 1 of 1999, supported by paragraph 24 (3) the Public Sector Risk Management Framework, which makes provision that the Risk Management Committee should be chaired by an independent external person appointed by the Accounting Officer.

The Chairperson interacted with the Audit Committee in sharing information related to material risks and also a formal report was tabled with recommendations to address any deficiencies identified by the Committee. The Department had made progress in upgrading the Risk Management Unit structure in addressing the capacity deficiencies through the recommendation made by the Chairperson. In terms of approved terms of reference the committee is required to meet at least four times a year. During the year the committee met four times. Members and their attendance were as follows:

MEMBER	CAPACITY	ORDINARY MEETINGS	SPECIAL MEETINGS	TOTAL
Ms Besky Ngunjiri	Chairperson (external)	3	-	3
Mr Leposha A T Gafane	Member (external)	3	1	4
Mrs MOC Mhlabane	Head of Department	3	1	4
Mrs LH Moyane	Member (internal)	3	1	4
Mr CB Mnisi	Member (internal)	2	1	3
Ms A Raschke	Member (internal)	1	-	1
Ms G Mashiteng	Member (internal)	2	1	3
Mr W Barnard	Member (internal)	2	1	3
Ms L Moeketsi	Member (internal)	2	1	3
Mr NS Mlangeni	Member (internal)	1	-	1
Mr MEM Bhembe	Chief Risk Officer	3	1	4
Mr TA Varghese	Chief Audit Executive	3	1	4

- In addition, a facilitated process of embedding risk management into the day to day activities and management processes within the Department was followed. This includes the following activities.

- ### 3. FRAUD AND CORRUPTION

- Developing a culture of ethical behaviour and instilling zero tolerance to fraud and corruption.
- Sending a clear message to all employees and members of the public who interact with the Department that it is committed to fighting fraud and corruption.
- Improving accountability, efficiency and effective administration within the Department and to deal decisively with acts of fraud and corruption.
- Improving the application of system policies, procedures and regulations.
- Encouraging all employees and other stakeholders to strive towards the detection and prevention of fraud and corruption impacting or having the potential to impact on the Department.

There are various ways in which Departmental officials and members of the public report suspected fraud and corruption activities, for example, Presidential hotline, Provincial hotline, anonymous emails and letters, the PSC etc. The Department forwards these allegations to either the Internal Audit Unit, the Integrity Management Unit in the Office of the Premier or the Auditor-General for investigation. The recommendations from these offices are implemented by the Department once received and progress reports are discussed in Audit Committee meetings.



4. MINIMISING CONFLICT OF INTEREST

The Department of Public Service and Administration (DPSA) requires all senior managers (Directors and above) to disclose their financial interest annually and all other levels are required to apply for permission to do remunerative work over and above their normal work. All senior managers disclosed their financial interest for the 2013/14 financial year by 30 April 2013.

In addition, the Department requires disclosure of interest by bid committee members prior to all evaluation and adjudication of bids. All members of the bid committees declared their interests during the meetings. The members of short listing and interviewing panels for appointment of employees also declared their interests during the financial year. Similarly, all employees are required to seek the permission of the Executing Authority for additional remunerative work and no such approval was granted by the Honourable MEC during the financial year under review. The affected officials were charged with misconduct for being directors of companies doing business with government. Payments were not effected to companies with government officials as directors until settlement agreements were signed between the service providers and the Department. Where companies were found to have government officials as directors, these have been submitted to Provincial Treasury for restriction on the National Treasury register and the Department is also trying to recoup amounts paid to the Provincial Revenue Fund utilising the State Attorneys.

5. CODE OF CONDUCT

The Code of Conduct is the set of principles and behavioural rules that employees, supervisors, subordinates within the public service as a group are required to observe in their daily operations. In terms of section 195(1)(a) of the Constitution we are obliged to maintain and promote a high standard of professional ethics in public administration. Further the public service requires us to maintain the values and principles which inter alia, include democratic values, promoting efficient administration, developmental oriented administration and accountability.

The Code of Professional Ethics as promulgated under the South African Council of Educators (SACE) Act 31 of 2000 emphasizes the professional behaviours expected from teachers. It is important to emphasise that although the primary purpose of the Code is a positive one, an employee shall be guilty of misconduct when there is violation of the Code of Conduct. The employer will subject the employee to disciplinary procedures with adherence to both principles of substantive and procedural fairness. Contrary to what is expected of employees in the observance of the Code of Conduct for Public Servants and the Code of Professional Ethics for educators, we have witnessed a breach of the Code where officials and educators have not adhered to these guidelines and rules on the expected standard of behaviour. The result of the breach has seen 204 employees been hauled before disciplinary procedures and 26 been placed on precautionary suspension pending the finalization of the investigations. Employees found to be doing business with the employer without permission were charged with the violations of the provisions of Section 30 of the Public Service Act and sanctions ranged from final written warnings, fines and suspensions without pay.

To curb the non-adherence and non-compliance to these Codes, training has been conducted for both public servants in the offices and also at school level. This will be intensified and consolidated going forward.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

Safety, Health, Environment, Risk, & Quality (SHERQ) is one of the pillars implemented by EHWP. Hazards identification and risk assessment (HIRA) entails the process of evaluating hazards for the purpose of eliminating or controlling them. The process is guided by the Occupational Health and Safety Act no 85 of 1993.

The Department has concluded the SHERQ policy on safety, which takes into account the occupational wellbeing of employees in as far as the following are concerned:

- Hygienic issues: The Department has made strides in making sure that this factor is carefully looked after. That is why sanitation issues are of satisfactory standard.
- Wellness through sport: The Department organises Wellness Days which test the mental and physical fitness of employees through minor exercise and engaging in different sporting codes. This also extends to participating in inter-Provincial sport events for selected employees.
- Ergonomic issues: The overall working environment of employees provides satisfactory productivity due to the availability of basic working tools.
- Health issues: The Department co-ordinates health awareness campaigns and health screening sessions in collaboration with sister Departments and social partners.

However, the Department does experience challenges with regard to the following:

- Occasional water shortages are experienced resulting in employees not being comfortable staying at work for the whole eight hours. These situations are normally reported and quickly resolved.
- Air-conditioning is centrally controlled resulting in uncomfortable temperatures for other employees.
- The continuous usage of the same area by employees results in it requiring special cleaning procedures. The Department sometimes organises office cleaning campaigns through participation of all employees.

7. PORTFOLIO COMMITTEES

The Department attended 3 Portfolio Committee meetings during the year under review. The table below presents a brief summary of issues raised and how the Department responded thereto. After tabling the 2013/14 APP, the Department submitted quarterly performance reports to the Portfolio Committee and also quarterly progress reports on the implementation of the Portfolio Committee recommendations.

DATE OF THE MEETING	ISSUES RAISED	RESPONSES
07 May 2013	The Department must ensure that when bursaries are awarded, the preference is given to students residing within the Province	Residing in Mpumalanga is one of the criterion upon which an application can be approved.
	The Department must ensure that the correct LTSM is delivered on time to all schools.	LTSM for the 2014 Academic Year was delivered to schools as per their orders by the end of October 2013.
	The Department must ensure that the unit focusing on infrastructure is established by the end of the financial year	21 DORA posts have been filled in the unit, other vacancies will be filled as more funding becomes available.
05 September 2013	The kind of support that the department gives to ECD Practitioners	Curriculum implementers offer Grade R practitioners support in implementing and strengthening Curriculum Assessment Policy Statements in Grade R with particular reference to: <ul style="list-style-type: none"> • Designing the daily programme • Material development • Classroom management • Assessment practices • Pastoral support to Grade R learners • Reporting and recording
	Whether independent schools write ANA	Grade 3 & 6, in state-funded independent schools wrote ANA from the 10-13 September 2013
	The Department was requested to present the finding from the audit of Maths and Science Educators	The audit indicated that there are 2 094 teachers qualified to teach Mathematics; 796 are females and 1 298 are male teachers. Of the 2 094, 1 597 are teaching Maths and 497 are not teaching Maths. There are 1 325 teachers qualified to teach Physical Sciences; 439 female teachers and 886 male teachers. Of the 1 325 teachers, 459 are not teaching Physical Sciences. Discussions are scheduled at the ELRC for the correct placement of teachers that are 'misplaced'.
25 October 2013	The Department must not overspend and ensure the linkage between the plan and the budget for the 2013/14 financial year	The Department has spent within its 2013/14 allocated budget.
	The Department must ensure that the correct LTSM is delivered on time to all schools	LTSM for the 2014 Academic Year was delivered to schools as per their orders by the end of October 2013.
	The Department must ensure that all critical funded posts are filled	Critical vacant posts were prioritised and filled during the year under review, among these were the 20 posts for the newly established Maths & Science Academy.

8. SCOPA RESOLUTIONS

Resolution No.	Subject	Details	Response by Department	Resolved (Yes/No)
3.1	PREDETERMINED OBJECTIVES	The Accounting Officer must ensure that targets on the Annual Performance Plan are Specific, Measurable, Achievable, Realistic and Time bound.	The matter regarding smartness of indicators and targets has been addressed, as in the main these are sector customised. Technical definitions have been developed as these form part of the annual performance plan.	Yes
		The Accounting Officer must develop a strategy to turnaround the cash flow problems in the Department.	The availability of cash is checked on a daily basis and measured against the compensation of employee's payments and invoices to be paid on a particular day. All captured invoices for conditional grants payments are also claimed from the Provincial Treasury on a regular basis to ensure that sufficient cash exist to pay service providers claiming from these grants. The Department is strictly working according to the cash flow schedule submitted to the Provincial Treasury before the beginning of the financial year in accordance with chapter 5, section 40(4) (a) of the PFMA.	Yes
4.1	ANNUAL FINANCIAL STATEMENT, PERFORMANCE REPORT AND ANNUAL REPORT	The Accounting Officer must ensure that the Department submit proper financial statements in compliance with section 40 (1) (c) (i) of the PFMA, error free and without misstatements.	The Department will endeavour to submit Financial Statements which are error free and without misstatements. In an effort to achieve this ideal, the Department has already established a Financial Reporting Unit which is solely responsible for monthly, quarterly and annual financial statements. The unit has commenced its duties on 03 October 2013. Additional officials of three (3) of Assistant Directors have been appointed as at 01 April 2014 to enable the Unit to operate effectively and efficiently. The Department has introduced a system of compiling quarterly financial statements and these statements are quality assured by the Internal Audit Unit. The findings of the Internal Audit Unit are used to improve the financial statement of the subsequent quarter. Further the Department has established an Annual Financial Statement Committee which meets monthly to monitor the preparation of the Annual Financial Statements.	Yes
4.2	EXPENDITURE MANAGEMENT	The Accounting Officer must ensure that irregular, fruitless and wasteful expenditure is reported to Provincial Treasury as required by section 38(1) (g) of the PFMA.	The Department has developed registers for irregular, fruitless and wasteful expenditure. The Department will ensure that these registers are updated as and when these expenditures are discovered. The Department reports these expenditures to Provincial Treasury on a monthly basis.	Yes
		The Accounting Officer must take disciplinary action against official(s) who fail to pay creditors within 30 days after receipt of invoices.	The Department has decided on 12 September 2013 (during the Budget Committee meeting) to take action against all officials who fail to pay suppliers within 30 days of receipt of correct invoice. The Labour Relations unit is currently busy with the disciplinary processes and the outcome therefore will be reported in the second quarter of the 2014/15 financial period.	Yes
4.3	HUMAN RESOURCE MANAGEMENT	The Accounting Officer must ensure that leave forms are recorded as required by the Public Service Regulation 1/V/F (b) and properly filled.	Out of 65 602 leave forms received, a total of 65 522 leave forms were captured during this current financial year (period ending 31 March 2014). The remainder was not captured due to late submission by officials to HR component. All HR components furthermore now report on a monthly basis pertaining to the capturing of leave forms, and reports from PERSAL are submitted to substantiate all statistics. An HR Management system on the auditing of all leave forms before the payment of leave gratuities on PERSAL was also developed through the assistance of SITA, and the system has since been implemented. The Department has also introduced a system to conduct daily and monthly reconciliation on Human Resources Benefits, including leave	Yes

Resolution No.	Subject	Details	Response by Department	Resolved (Yes/No)
		The Accounting Officer must ensure that overtime performed does not exceed the required percentage as stipulated in the Public Service Regulation I/V/D.2(d) and any exceptional cases be addressed through the overtime policy of the Department.	A total of 3,450 claims were captured for the 2013/14 financial year which exceeded 30%, with the approval of the Accounting Officer. No overtime was paid without the approval of the Accounting Officer. Only the Accounting Officer approves all submissions for overtime.	Yes
		The Accounting Officer must ensure that no officials act in a vacant position for more than 12 months consecutively and/or outside the requirements of Public Service Regulations 1/IVV/B.5.3.	840 employees have been acting during this financial year of 2013/2014 (period ending the 31st March 2014). An HR Directive was approved and circulated which indicated that there should be at least a break of two weeks before an employee can be re-appointed in an acting capacity. Daily downloads on all payments of acting allowances are drawn on PERSAL to ensure correctness in calculations and that the maximum prescribed period of 12-months is not exceeded in the case of salary levels 1-12.	Yes
4.4	PROCUREMENT AND CONTRACT MANAGEMENT	The Accounting Officer must submit a report to the Committee on progress made on the case for Mviyadlala Trading (R 11 560.00), Hloniseni Trading Enterprise (R 9 750.00) and Jukiso Logistics and Trading (R3 250.00).	Hloniseni Trading Enterprise (R 9 750.00) and Jukiso Logistics and Trading (R 3 250.00) have been finalised as there was compliance with procurement processes and no form of irregular expenditure as per findings in the matter of Jukiso Logistics and Hloniseni Trading. The case for Mviyadlala Trading (R 11 560.00), the investigation has been conducted by the Internal Audit Unit. The Labour Relations Unit is currently busy with the disciplinary processes and the outcome will be reported in the second quarter of 2014/15 financial year.	Yes
		The Accounting Officer must review the issue of the quorum for the Bid Adjudication Committee and ensure compliance with relevant policies.	The Department has resolved the issue of the quorum for the Bid Adjudication Committee by reviewing the procurement policy.	Yes
		The Accounting Officer must timely take disciplinary measures against any official who conduct remunerative work outside his/her employment in the public service	The Department has conducted disciplinary hearing on the cases and the outcome is as follows: Ehlanzeni District = Out of 31 cases, eighteen (18) were issued with final written warning, one (1) employee resigned, one (1) employee retired and eleven (11) cases were withdrawn as the employees were able provide the CK2 which proves that they resigned as directors of the companies. Nkangala District – Out of 44 cases, one (1) has resigned, nine (9) were issued with final written warning, twelve (12) were found not guilty, seven (7) were withdrawn (as two (2) employees resigned from the companies, two (2) employees there was insufficient evidence, one (1) employee is stationed at the Head Office and has been referred to Head Office, one (1) employee is stationed at Gert Sibande and one (1) service provider is listed on the charge sheet not related to the matter) and eight (8) were issued with sanctions in the form of fines. It was discovered that seven of these officials are not working for the Nkangala district.	Yes
			Bohlabela District – Out of 34 cases, one (1) employee has resigned, one (1) employee retired due to ill health and one (1) resigned and relocated to Gauteng and thirty one (31) were provisionally withdrawn with a view to reinstate charges.	No
			Gert Sibande District – Out of 36 cases received, 8 cases have been handled, 5 employees were issued with Final Written Warning, 2 employees were sanctioned with a fine, 1 employee resigned and 28 cases are still outstanding.	No



Resolution No.	Subject	Details	Response by Department	Resolved (Yes/No)
4.5	SERVICE DELIVERY EDUCATION	The Accounting Officer must develop systems to ensure that planned projects of the Department are implemented according to the Annual Performance Plan.	<p>The Department has developed a Draft Business Process Plan which seeks to govern and coordinate all infrastructure processes. This process plan seeks to govern the full process of planning and implementation. IPIP and IPMP processes are to be clearly defined in the Draft Business Process Plan and will address the monitoring of implementation according to the Annual Performance Plan. Currently early verification and approval of feasibility studies by MDoE engineers prior to project implementation are being done. To support this, the planning section assisted by the Technical Advisor is busy preparing standard costed designs and drawings. All information will be compiled and consolidated in a standard operating design manual. The Department has also developed a comprehensive project evaluation tool and monitoring system to utilise for the independent verification and monitoring of all current projects.</p> <p>All completed monitoring reports are compiled into a monthly report and exceptions are raised on detected anomalies and challenges and technical staffs are deployed to address such. The Department is busy fully operationalizing the system and will presently be assigning dedicated officials from districts to monitor each project.</p> <p>This system will also enable the Department to conduct verification of projects before payments are effected with projects monitored on commencement, during construction and on completion to ensure that payments made are for real progress on site.</p>	Yes
		The Accounting Officer must monitor all projects commissioned to implementing agents and appropriately report on them.	<p>Infrastructure Coordination Meetings with implementing agents are held on a monthly basis for purpose of resolving project implementation obstacles and the Department is currently re-drafting the terms of reference to strengthen monitoring and evaluation functions. The terms of reference with implementing agents is being redrafted to better manage and stipulate coordination and planning.</p> <p>A schedule is being drafted to ensure that all projects are monitored at least once a month by inspectors from the Department. There are however challenges with resources and such are in the process of being quantified and delivered.</p> <p>The Department has employed nine (9) technically qualified practitioners that are providing the necessary technical expertise to assess and evaluate projects and ongoing construction challenges. The Department together with the Department of Public Works, Roads and Transport are busy aligning and consolidating infrastructure lists and reporting formats to improve reporting, monitoring and coordination. The Department is increasing its efforts to operationalize the EFMS to support the management of projects.</p>	Yes
4.6	TRANSFER OF FUNDS AND CONDITIONAL GRANTS	The Accounting Officer must obtain written assurance from entities that they had implemented effective, efficient and transparent financial management and internal control systems, as required by section 38(1)(j) of the PFMA prior to transferring any funds.	The Department has obtained written assurance from all entities that they have implemented effective, efficient and transparent financial management and internal control systems as required by section 38 (1) (j) of the PFMA prior to transferring any funds for the 2013/14 financial year. No further transfer would be allowed until such written assurance has been obtained from entities. Entities also have indicated according to Treasury Regulation 8.1, that they have used the funds for the intended purpose it was transferred.	Yes
		The Department must take disciplinary action against any official(s) who will in future transfer funds without obtaining written assurance as required by section 38(1)(j) of the PFMA.	The Department accepts the recommendation and commit to take disciplinary steps as per the recommendation. The Department has previously taken steps against officials although the charges were subsequently withdrawn due to lack of evidence. The Department has ensured that all transfers made to entities that the written confirmation that effective, efficient and transparent financial management and internal control systems were instituted as required by section 38 (1) (j) of the PFMA, be attached to the payments.	Yes

Resolution No.	Subject	Details	Response by Department	Resolved (Yes/No)
5.1	LEADERSHIP	The Executive Authority must develop systems to ensure that the Accounting Officer exercise oversight responsibility over the Department.	The Executive Authority has established a system whereby the Chairperson of the Audit Committee prepares and discusses a report after each ordinary sitting of the Audit Committee. The report briefs the Executive Authority on matters pertaining to governance, risk management and control within the Department. Over and above this, the Accounting Officer has assisted the Executive Authority in the preparation of commitment log to set the tone for a clean administration. The Executive Authority also convened a meeting of all HR Practitioners from the District and Head Office on the 27 March 2014 where she addressed them to ensure that all the internal controls that have been put in place in the clean audit action plan are implemented without failure from the 01 April 2014. The Executive Authority also convened the same meeting on the 31 March 2014 with all Senior and Middle Managers where she addressed the matter of clean audit for the 2014/15 financial year where the Office of the Auditor General and the Chairperson of the Audit Committee attended and also addressed management on issues that must be implemented on a daily basis to achieve a clean audit by all.	Yes
		The Accounting Officer must develop and implement procedure manuals and policies on Local Area Network access control, back-up control user access, business continuity and disaster recovery plans.	The Department has developed and implemented procedure manuals on Local Area Network (LAN) access control, back-up control and user access to back-ups, business continuity and disaster recovery plans on ICT support.	Yes
5.2	FINANCIAL PERFORMANCE MANAGEMENT	The Accounting Officer must develop an effective filling system to ensure that complete, relevant and accurate information was accessible and available to support financial and performance reporting.	The Department has developed an effective filing system for payment vouchers and as such the Auditor General received all the payment vouchers they requested and there was no qualification or matter of emphasis based on non-submission of payment vouchers or related finance documents. The Department's filing plan has been approved by the Department of Culture, Sports and Recreation and implementation of the approved plan is in progress.	Yes
		The Accounting Officer must ensure that Monitoring and Evaluation review financial and performance reports and ensure that they are evidenced by reliable information.	The Interim Financial Statements for the period ending 30 June 2013, 30 September 2013 and 31 December 2013 were presented to the AFS Committee and Internal Audit for review before they were submitted to Provincial Treasury.	Yes
5.3	GOVERNANCE	The Accounting Officer must take disciplinary action against the official/s who failed to perform regular and annual risk assessment in the Department.	The Department commits to take disciplinary steps against officials who have failed to perform regular and annual risk assessment in the Department by the end of the year 2013. The Department has conducted a training course on the basic of Risk Management facilitated by a service provider on two separate sessions. Forty (40) senior managers per session were trained and submitted POE's. The purpose was to capacitate managers and to make awareness on risk management. The Department had also appointed two external members to the Risk Committee as per the National Framework requirement. The first Quarter meeting was held on the 24 August 2013 for reporting progress on the risks mitigation. Risk owners are reminded via emails timeously to provide progress report on the identified risks. A risk assessment workshop for the 2014/15 financial year was held during February 2014 facilitated by a service provider where all senior managers were in attendance. The risk register was approved by the Risk Committee at its special sitting of the 17 March 2014 to inform the internal audit plan for 2014/15 financial year.	No

Resolution No.	Subject	Details	Response by Department	Resolved (Yes/No)	
6.1	INVESTIGATIONS	The Accounting Officer must finalise the cases and submit a detailed report to the Committee	The progress on the outstanding two matters is as follows:		No
			Case	Progress	
			Misappropriate of school funds by Mr Josau Du Plessis taking assets of the school.	The Department is still awaiting feedback from the Integrity. Management Unit, Office of the Premier.	
			Mr Moloi senior transport manager benefiting from scholar transport.	The Department is still awaiting feedback from the Integrity Management Unit, Office of the Premier.	
			A follow up letter was sent to the Office of the Premier during 2013 requesting the report on the investigation, but no response to date.		
7	CONTINGENT LIABILITIES (R578 000 000)	The Accounting Officer must develop mechanisms to minimise contingent liabilities and/or claims against the Department.	The Department will take all reasonable steps to ensure that contingent liabilities are minimised wherein all claims against the Department will be defended in such a manner that the Department does not pay exorbitant settlement amounts. The Department will also try to defend cases to a level where it will not have to settle any contingent liabilities (these will depend on the strength and merits of each case). The matters that have been finalised so far did not attract financial obligation on the part of the Department.		Yes

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

As measures to ensure that Auditor General matters are resolved, the Department has developed an action plan to isolate and remedy weakness identified audit findings. Progress on the action plan is monitored through the Audit Steering Committee on a monthly basis. Listed below are the matters of non-compliance reported by the office of the Auditor General:

Non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
Verification of new appointments	2012/13	DPSA has been notified that the Department will only be ready to conduct verification processes as from the 2014/15 financial year. The process to conduct Personnel Suitability Checks for all new officials appointed as from 1 April 2014 was successfully launched in April 2014.
Employees in acting positions for more than 12 months	2012/13	An analysis on all acting was conducted. The acting appointment letters clearly indicate the last days for acting. All acting appointments are captured on PERSAL indicating last day of acting and only resuscitate if approval granted.
Employees performing remunerative work outside the department	2011/12	175 cases were identified from the 2012/2013 Audit Findings on employees doing remunerative work outside employment. 98 Cases are reported finalised, 04 Cases withdrawn and progress report awaited on the outcome of the disciplinary hearings on 77 Cases of employees doing business with the state.
Submission of payroll reports	2012/13	All payrolls are checked on monthly basis for compliance and all pay-point certificates are received on a monthly basis.
Performance agreements were not signed and dated	2012/13	The SMS signed their performance agreement before the 31 May.
Vacancies not advertised within 6 months	2012/13	Of the 40 Senior Management posts that were funded for the 2013/14 financial year, 37 posts were filled with a resulting funded vacancy rate of 7.14%, with 3 funded posts vacant i.e. Chief Director: THRD and Director: Strategic Partnerships which were advertised on 28 November 2013 after concluding the interdepartmental HRD Function shift, staff placements and transfer of funding, as well as Director: HR Benefits and EHWP which was re-advertised on 02 February 2014.

Non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
Employees taken more than maximum allowed leave days	2012/13	<ul style="list-style-type: none"> a. The leave register for HR component was developed and is implemented. b. An HR Directive on Leave Management was issued in 2013 indicating roles and responsibilities. c. The leave plan per directorate has been drafted and will be circulated to all directorates. i. The HR Benefits Policy was developed and is being implemented. ii. The HR Benefits Procedure Manuals are in place and being implemented. iii. The Draft HR Benefits Delegations were developed and submitted. iv. Daily reconciliations on HR Benefits focus areas were done.
Employees exceeded maximum number of days five (5) allowed for family responsibility leave	2012/13	<ul style="list-style-type: none"> a. The leave register for HR component was developed and is implemented. b. An HR Directive on Leave Management was issued in 2013 indicating roles and responsibilities. c. The leave plan per directorate has been drafted and will be circulated to all directorates. i. The HR Benefits Policy was developed and is being implemented. ii. The HR Benefits Procedure Manuals are in place and being implemented. iii. The Draft HR Benefits Delegations were developed and submitted. iv. Daily reconciliations on HR Benefits focus areas were done.
Payment of suppliers within 30days	2009/10	The Department has already implemented an invoice tracking system. All invoices received are captured on this system which is web based and the invoices are also aged on monthly basis on the accrual listing. The accrual listing is presented on monthly basis to the Departmental Budget Advisory Committee and reasons for non -compliance are also submitted to Provincial Treasury. Letters intention to take disciplinary steps against the affected officials has already being issued.
Completion certificate	2012/13	Project files have be created and also payment certificates are loaded onto EFMS
Quotation obtained from less than three prospective bidders	2010/11	Prospective bidders are always invited to submit quotations. Supply Chain management officials check all quotations and ensure that three or more quotations are attached on the payment vouchers.
Declaration of interest(SDB4)	2012/13	SCM Unit is finalising the list of letters to companies/close corporations to be signed by the HOD by 31 January 2014 for response before further action can be taken by the Department. Restriction will be done once letters has been issued to service provider and their responses do not prove the Department in placing them under restriction.
CIDB Registration	2012/13	The Department verifies the registrations credentials for construction contracts before appointing the contractor.
Publication of winning bidders on the department's website	2012/13	The Department publishes the winning bidders on the website.
Valid Tax clearance certificates not obtained	2012/13	The Directorate of Supply Chain request tax clearance certificate to all procurement above R 30 000.

10. INTERNAL CONTROL UNIT

The Department has no specific unit dedicated to dealing with Internal Controls; however we have established key controls and measures that focus on critical areas identified by line management, facilitated by risk management and assessed and evaluated by the Internal Auditors. These include approved organizational structures, delegation of authority, quality assurance, and policies and procedures.

These controls are designed to provide a cost effective assurance that the Department's assets are safeguarded and that resources are efficiently managed. Regular Internal Audits are conducted to timely identify and control weaknesses in the system. Material control weaknesses are reported to appropriate senior management for correction and to the Audit Committee.

After the receipt of the 2012/13 Auditor-General's report the Department developed an action plan to resolve and implement the recommendations to improve on its internal controls. The implementation of the action plan was monitored by the Audit Steering Committee established by the Accounting Officer as well as the Audit Committee. Progress reports were submitted to Treasury and Auditor-General.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

Internal audit function has been established by the Department to independently determine whether the Department's network of risk management, control and governance processes are in place and are working as intended. The Internal Audit function reports to the Audit Committee of the Department, who has been appointed by the Executing Authority. The committee provides a forum for discussing risk, internal control and governance issues brought to their attention by the various assurance providers such as internal audit, External audit, management, legal consultants etc.

The Audit Committee is chaired by an independent person and all members in the committee possess varying qualifications and experience in field of accounting, business administration, education management, and enterprise wide risk management. Both Internal Audit function and Audit Committee functions are governed and guided by relevant charters (Internal Audit Charter and Audit Committee Charter)

Audit Committee Meetings and Member attendance

The Audit Committee held 5 meetings on the following dates in the financial year: 23 May 2013, 27 July 2013, 04 October 2013, 19 November 2013, and 27 February 2014. The table below illustrates qualification of the Audit Committee Members and their meeting attendance.

Name	Qualifications	Internal or external	If internal, position in the department	Date appointed	Date Resigned	No. of Meetings attended
Ms TI Ranape	B. Tech Public Admin and Management	External	N/a	Reappointed 1 Sep 2013	N/a	4 out of 5 meetings
Ms G Deiner	B Compt (Bachelor of Accounting Science) B.A. HED (PG) Professional Accountant (SA) (SAIPA)	External	N/a	Reappointed 1 Sep 2013	N/a	5 out of 5 meetings
Dr H Jooste	Doctorate in Business Administration	External	N/a	Reappointed 1 Sep 2013	N/a	3 out of 5 meetings
Ms M Gxoyiya	B Com Accounting	External	N/a	Appointed 1 Sep 2013	N/a	2 out of 3 meetings
Mr D Lekoto	B Com Accounting Certified Fraud Examiner General Internal Auditor (SA)	External	N/a	Appointed 1 Sep 2013	N/a	2 out of 3 meetings
Mr M Sibanyoni	B Com Accounting	External	N/a	March 2008	Contract expired 31 August 2013	2 out of 2 meetings
Mr A Keyser	Certificate in Accounting	External	N/a	September 2008	Contract expired 31 August 2013	2 out of 2 meetings
Mr T Ntuli	National Diploma in Business Admin	External	N/a	March 2008	Contract expired 31 August 2013	0 out of 2 meetings

12. AUDIT COMMITTEE REPORT

We are pleased to present our report for the financial year ended 31 March 2014.

Audit Committee Responsibility

The Audit Committee reports that it has complied with its responsibilities arising from Section 38 (1) (a) (ii) of the Public Finance Management Act and Treasury Regulation 3.1.13. The Audit Committee has adopted appropriate formal terms of reference as its Audit Committee Charter, has regulated its affairs in compliance with this charter and has discharged all its responsibilities as contained therein, except that we have not reviewed changes in accounting policies and practices.

The Effectiveness of Internal Control

Our review of the findings of the Internal Audit work, which was based on the risk assessments conducted in the department revealed certain weaknesses, which were then raised with the Department. The Audit Committee also met and discussed with the Member of the Executive council all matters that were brought to their attention through Internal Audit and other management reports.

The following internal audit work was completed during the year under review:

- 1) Public Ordinary School;
- 2) Infrastructure and Systems;
- 3) Public Examinations;
- 4) Governance and Risk Management;
- 5) Finance and HR Management;
- 6) MPAT submissions;
- 7) Information Technology;
- 8) Performance Information;
- 9) Supply Chain Management;
- 10) Follow up on external and internal audit findings;
- 11) Asset Management;
- 12) Curriculum Delivery.

The Internal Audit Reports highlighted several internal control weaknesses, which management has paid attention and attended to. This indeed has assisted in achieving an unqualified audit opinion from the external auditors with less emphasis of matter than recorded in the previous year. The following matters that were reported by internal audit needs attention:

- 1) Weak financial management and governance in schools.
- 2) Lack of control over NSNP stock at school level.
- 3) Backlogs in addressing ill health retirement matters.
- 4) Weak performance management of internal disciplinary process and implementation of sanctions.
- 5) Absence of change management policy within the ICT environment.
- 6) Inadequate environmental controls in the server room.
- 7) Non-compliance to SCM regulations – Price quotes not obtained; failure to complete SBD forms; bids awarded without tax clearance certificates.





In-Year Management and Monthly/Quarterly Report

The Audit Committee has taken note of the contents and quality of the monthly and quarterly reports prepared and issued by the Head of the Department during the period under review. The quality of these reports was in terms of the PFMA and the Division of Revenue Act. Though the Audit Committee has noted improvement in the completeness, accuracy and validity of reporting on performance information; the committee remains concerned that the system needs improvement in the compilation of the portfolio of evidence to substantiate performance reporting.

Evaluation of Financial Statements

The Audit Committee has reviewed the Annual Financial Statements prior to submission for external audit purposes.

Auditor General's Report

We have reviewed the Department's implementation plan for audit issues for the year 2013/14 and are satisfied that the Department has developed a combined plan to address matters raised both by internal and external auditors. The audit outcome of the external audit 2013/14 is a clear indication that management has addressed most of the internal control weaknesses. However certain matters, listed below, continue to occur in small magnitude and thus prevent the Department from realising the objective of a clean audit outcome and need attention:

- 1) Preparation of financial statements without misstatements.
- 2) Compliance to related prescripts on supply chain management.
- 3) Leave management
- 4) Delays in concluding internal disciplinary processes and implementation of sanctions

The Audit Committee has reviewed the report of the Auditor General and concurs with their opinion and conclusions on the Annual Financial Statements. In our discussions with various assurance providers (management, internal audit and external audit) it has been brought to our attention that resolution of certain matters need a broader intervention from government along with improvement of internal controls within the Department. We consider it appropriate to cite such matters with root causes so that such broader intervention can be solicited.

- Delayed banking of the equitable share by Provincial Treasury in April affects cash flow management and has a ripple effect in the year for the Department to meet its obligation of paying service providers within 30 days.
- Assistance needs to be sought from the Accounting Officers of other Departments, Municipalities and government entities to curb the practise of Department's officials doing business with other government institutions whilst in the employ of the state.

APPRECIATION

The committee takes opportunity to congratulate the Department for the improved audit outcome, further we also thank the Honourable Member of the Executive Council, the Accounting Officer and her management team, the Chief Audit Executive and his internal audit team for their dedication and support that enabled this committee to carry out its responsibilities efficiently.



Ms Thabisile Idah Ranape
Chairperson of the Audit Committee
Department of Education
31 July 2014







PART D:

HUMAN RESOURCE MANAGEMENT



INTRODUCTION

HR priority No 1: Recruitment / Staffing

Due to the long standing departmental and provincial moratoriums on the filling of posts in offices and the consequent increasing number of vacancies during previous years, the Department has to annually identify critical vacant posts in offices which are compromising essential service delivery. The first HR priority identified was therefore to facilitate the filling of key funded vacant posts in Head Office, 4 District Offices, 68 Circuit Offices, 15 Teacher Centres as well as the MST Academy.

The Department must be able to fund its HR priorities, and - despite the huge HR gaps pertaining to critical management and operational posts in offices; curriculum implementation and - support posts in districts, vacant posts in circuits, and support staff in schools - the majority of these vacant posts could not be funded for the 2013/14 financial year.

The Department therefore obtained the Executing Authority's approval to fill specific categories of critical funded posts in offices during the 2013/14 financial year.

After the Auditor-General in the Management Letter for the 2012/13 financial year raised the issue of the high vacancy rate for Senior Manager posts, the Department for the 2013/14 financial year specifically funded critical Senior Manager posts that were previously vacant in 2012/13. Four of the 5 posts were subsequently filled, while 1 post had to be re-advertised in February 2014. The Department also improved on the management of replacement employment of Senior Manager Posts, and the 2 Senior Management posts which became vacant due to the retirement of the incumbents, were filled within the first month after being vacated. The newly created posts of Chief Director: THRD and Director: Public Partnerships which could not be filled through transfer of staff after the provincial HRD function shift were subsequently advertised in November 2013. As a result of the Department's commitment of resources and effort in this regard, the funded vacancy rate for Senior Manager Posts reduced to 7.14%.

The critical posts for the new provincial MST Academy which opened in January 2014, was also timeously advertised in June 2013 and filled with effect from December 2013.

In as far as the remaining funded vacant posts in offices are concerned, the Department in general improved in terms of the frequency of advertising vacated posts when compared to the 2012/13 financial year. An Advert for 150 posts were placed on 30 June 2013, a follow-up Advert for 140 posts was placed on 2 February 2014, and office based posts vacated after January 2014 were advertised on 9 February 2014 and 16 March 2014 respectively. The time efficiency related to the capturing and completion of selection processes can however still improve. The 150 posts in offices were filled in phases due to administrative and financial challenges - with the majority of posts only filled during the 4th quarter.

HR priority No 2: Management of Leave

Various challenges on the management of leave were again identified by both the Internal Auditors as well as the Auditor-General's office. The second HR priority identified was therefore to further improve the management and administration of Leave in the Department with a view to:

- Promote the timeous submission of Leave forms as well as ensure timeous capturing thereof on PERSAL, in accordance with completed attendance registers and leave rosters;
- Develop an integrated Electronic HR database system, which will for the first phase focus on facilitating the correct calculation, payment and financial reporting pertaining to leave gratuities.

This HR priority is also in line with the national priority that teachers should be in school, in class, on time, teaching for at least seven hours a day as this remains pivotal to success.

A vertical banner collage of various educational icons. The icons include a trophy, a pencil, a beaker, musical notes, a group of people, a graduation cap, the letters 'ABC', a compass, a globe, a pie chart, a soccer ball, a book, a clock, a laptop displaying '123', and various numbers and symbols. The background is a light yellow with a subtle pattern.

- **Establishment of a Provincial MST Academy**

- **Establishment of a Financial Reporting Unit**

- **Strengthening of the Risk Management Unit**

Key strategies to attract and recruit a skilled and capable workforce

Apart from the above the Department during the period under review also implemented the approved Coordinating Results for Clerks as well as for specific categories of Support staff as communicated in DPSA Circular 016/6/7/4 dated 02 October 2012 and DPSA Circular 16/6/2/1 dated 12 December 2012 respectively. The re-grading of said posts has finally eliminated inconsistencies in the grading of similar jobs when compared to other government departments, and will also assist the Department to recruit and retain employees in these ranks.

Performance management and development is a continuous process of ensuring that employees know exactly what is expected of them, are properly trained or equipped to be able to do what is expected of them and produce the results required of them. The process obviously involves performance appraisal and is results-driven. It focuses more on what the employee has achieved in terms of quantity and quality (as measured against pre-determined performance standards) rather than on isolated activities.



Achievements:

- Performance bonuses and Pay progression were paid out to all deserving officials in terms of their assessment and moderated scores.
- Workshops or information sharing sessions conducted to Departmental officials with regard to the implementation of PMDS.

Challenges:

- Non compliance to the PMDS policy by some managers and their subordinates.

Future Actions

- Approved moderation schedule has already been issued out to PMDMC members.
- Monitoring in terms of compliance will be done through the printing of list with names of officials not assessed to Heads of Directorates so as to reflect on the compliance status well in advance.
- Procedure manual on PMDS has been approved.

Employee wellness programmes

Mpumalanga Department of Education like any other Department and/or company recognizes the need to have an instrument which will assist in addressing the challenges experienced by employees in a workplace. The Department developed an Employee Health and Wellness Policy which seeks to address all challenges in a workplace in order to enhance productivity and performance to the benefit of both the employee and the employer. The policy covers all aspects of the programme which are offered within the Employee Health and Wellness Component.

Achievements:

- The EHWP policy was adopted and approved in November 2012.
- New aspects of the Health and Wellness programme were introduced.
- More social partners came on board in partnering with the Department regarding workplace Health and Wellness programme.
- The Department was able to participate in inter-Provincial sport wellness with other Provinces.

Challenges:

- At times, support of the Wellness programme is challenged by low attendance of sessions by employees due to other Departmental engagements.
- Advisory Committee meetings are not taking place as scheduled.
- The Department experiences occupational health and safety challenges in some offices in the districts.

Future Actions

- The Employee Health and Wellness policy will be reviewed in the 2014/15 financial year, which gives ample time to fully implement the programme, such that by the time it is reviewed, all inputs regarding its review will be thorough and accurate, thus helping to improve the programme even more.
- The Advisory committee will be re-visited so as to make amends in terms of representation and participation. In this way programme ownership will be increased.
- To improve the coordination of Occupational health and safety issues in the Department. Occupational Health and Safety Representatives have since been appointed.

Policy development

Achievements

- All HRM policies are available on the Intranet and employees are made aware that they have to familiarise themselves with the content thereof. HRM Directives pertaining to new developments are also regularly formulated and circulated throughout the Department.

Challenges faced by the Department

- The funding limitations in terms of the approved 2013/2014 budget for personnel compensation was the single most limiting factor in ensuring that adequate staff are employed to execute Departmental priorities and outcomes. General financial pressures and constraints within the Department resulted in the phased funding and filling of critical posts.
- The limited HR Administration capacity of the Department also had an impact in executing the 2013/2014 HR priorities and outcomes. Despite the fact that the DPSA recommends that the vacancy rate in HR components should not be allowed to increase above 5%, the actual vacancy rate in these components - which includes Labour Relations and HR Development - remains in excess of 30%. The Department prioritised the filling of funded HR posts during the 2013/14 financial year. However the main concern still remains the high vacancy rate in regard of the foot soldiers i.e. the HR Clerks who captures the transactions on PERSAL, their immediate supervisory level who direct and monitor production level outputs and also review and approve transactions, as well as the HR Practitioners who advise on compliance with HR policies.
- The Department has in general improved in terms of the frequency of advertising vacant posts as compared to the 2012/13 financial year, but the time efficiency related to the capturing and completion of selection processes can still improve.
- Challenges were also identified pertaining to the need for additional training to be given to all employees in the Department on policies regulating HR Benefits. The working procedures followed by HR officials have to be formally reviewed and new systems implemented to ensure that all challenges identified by the Auditor- General are addressed. Additional training should also be given to HR Officials.
- Challenges on the finalisation of PILIR cases were experienced due to the unavailability of a service provider which resulted in the backlog of cases during the 2013/14 financial year. The service provider was appointed on 01 November 2013.
- Late Terminations has also proven to be a challenge during this period resulting to an increase in the departmental debt book. Systems and control measures to curb this problem has been put in place.

Future HR plans / goals

Holistic review of the Organisational structure

The Department's structural review processes are linked to Government's outcomes based programme that identified key service delivery outcomes which necessitate collaboration across government Departments. To achieve these outcomes, the Governance and Administration Cluster developed outputs, measures and activities for outcome 12, consisting of various projects such as the development of generic organisational structures for Health, Social Development, Education and Offices of the Premier. The DPSA was tasked to support departments, including the Departments of Education with generic organisational review and redesign processes as part of the Outcome 12 projects. The assumption is that services in provincial education departments are similar and require similar processes and technology, and should therefore have generic characteristics. The generic structure for provincial education departments as subsequently developed by the Department of Basic Education – in conjunction with the DPSA – was discussed in the Education HEDCOM and Council for Education Ministers (CEM), and adopted in principle for implementation by provincial education departments. The Mpumalanga Department of Education as part of its Implementation Plan for the 2014/15 financial year will be reviewing its organisational structure in line with the national generic structure for provincial education departments.





Implementing an Exit Management strategy

A Departmental staff retention policy was formally approved during the period under review, and partially implemented. The Department will now determine the scope and measures to be applied in conducting exit interviews pertaining to critical and scarce skills posts.

Improving the rate of filling vacated posts

As indicated, the Department has in general improved in terms of the frequency of advertising vacant funded posts as compared to the 2012/13 financial year, but the time efficiency related to the capturing and completion of selection processes can still improve.

The Department has considered the challenges that are still impeding performance pertaining to recruitment matters, and the resulting mitigation strategies has been included in the Department's Risk Management Plan for the 2014/15 financial year. These include the following:

- Vacancy Rate in HR components to be systematically reduced over time through the targeted funding and filling of vacant posts as and when savings become available, which in turn will facilitate the efficient filling of funded posts in all other components;
- Implementation of alternative advertising strategies i.e. the clustering of entry level posts in offices e.g. all Accounting Clerk posts in single advertised Post Ref Numbers per work station with generic duties and requirements;
- Advertisement of entry level jobs in offices through posting in the relevant municipalities only, instead of advertising in the national media.

Apart from the above the Department in its Implementation Plan for 2014/15 plans to further increase the frequency of general advertisements - i.e. advertisements that includes all recently vacated posts - to at least three times per annum. Said increase in frequency of general advertisements will place more strain on the capacity of the Department to deal with recruitment administration, but should also - together with the other mitigation strategies - contribute to further reducing the turn around time for filling of funded vacant posts.

The Department has also identified a high turnover rate pertaining to non-educator support staff in institutions - mainly due to age and early retirement. In order to ensure that said posts are filled within a reasonable period, all vacated support staff posts will as from the 2014/15 financial year also be included in the Vacancy Lists for educator posts in institutions which are issued at least 3 times per annum.

Re-training

Re-training of all employees in the Department pertaining to the policies regulating HR Benefits also have to be implemented.

3. HUMAN RESOURCE OVERSIGHT STATISTICS

3.1. 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 2013 and 31 March 2014

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)
1. Administration	1 051 961	822 380	2 490	0	78.2%	321
2. Public Schools	12 145 020	10 414 288	29 711	0	85.8%	280
3.Independent School subsidies	15 338	0	0	0	0	0
4.Special Schools	200 947	157 680	788	0	78.5%	233
5.FET Colleges	241 164	10 592	336	0	4.4%	342
6.ABET	137 471	124 556	491	0	90.6%	77
7.ECD	191 682	135 950	532	0	70.9%	65
8.Infrastructure	713 732	7284	0	0	1.0%	383
9.Auxiliary	235 475	81 227	0	0	34.5%	20 307
TOTAL	14 932 789	11 753 957	34 348	0	78.7%	266

Table 3.1.2 Personnel costs by salary band for the period 1 April 2013 and 31 March 2014

Salary band	Personnel Expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (Levels 1-2)	329 111	2.8%	3 162	104
Skilled (level 3-5)	681 729	5.8%	5 054	135
Highly skilled production (levels 6-8)	6 605 725	56.2%	24 496	270
Highly skilled supervision (levels 9-12)	3 972 837	33.8%	9 459	420
Senior and Top management (levels 13-16)	35 262	0.3%	39	904
Abnormal Appointment	129 293	1.1%	2 060	63
Total	11 753 957	78.7%	44 270	266

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2013 and 31 March 2014

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
1.Administration	581 567	4.9%	5 740	0.04%	25 172	0.21%	40 588	0.35%
2.Public Schools	7 806 869	66.4%	49	0.00%	344 427	2.93%	473 170	4.03%
3.Independent schools	0	0	0	0	0	0	0	0
4.Special Schools	112 630	0.96%	1 093	0.01%	6 135	0.05%	8 871	0.08%
5.FET Colleges	7 360	0.06%	0	0	206	0.00%	356	0.00%
6.ABET	88 023	0.75%	0	0	17 434	0.15%	189	0.00%
7.ECD	8 282	0.07%	0	0	306	0.00%	430	0.00%
8.Infrastructure	5 192	0.04%	0	0	127	0.00%	148	0.00%
9.Auxiliary	964	0.008%	4 546	0.04%	0	0	24	0.00%
TOTAL	8 610 887	73.26%	11 427	0.09%	393 808	3.35%	523 775	4.46%

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2013 and 31 March 2014

Salary Bands	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
Skilled (level 1-2)	218 624	1.86%	1 175	0.01%	31 736	0.27%	26 168	0.22%
Skilled (level 3-5)	470 139	4.00%	2 351	0.02%	50 542	0.43%	41 633	0.35%
Highly skilled production (levels 6-8)	4 916 659	41.83%	4 375	0.03%	218 674	1.86%	306 383	2.62%
Highly skilled supervision (levels 9-12)	2 977 256	25.33%	3 526	0.03%	91 681	0.78%	148 653	1.26%
Senior management (level 13-16)	28 209	0.24%	0	0.00%	1 175	0.01%	938	0.01%
Abnormal Appointment	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	8 610 887	73.26%	11 427	0.09%	393 808	3.35%	523 775	4.46%

3.2. 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

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 2014

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Program 1: Administration	3 734	2 565	31.3	4
Program 2: Public ordinary schools	39 308	37 255	5.2	7
Program 4: Public special schools	865	677	21.7	0
Program 5: Further education and training (FET)	32	31	3.1	0
Program 6: Adult basic education (ABET)	1 863	1 626	12.7	0
Program 7: Early childhood development (ECD)	2 149	2 093	2.6	0
Program 8: Infrastructure	24	19	20.8	0
Program 9: Auxiliary & associated Services	0	4	0	4
TOTAL	47 975	44 270	7.7	15

Scope:

Please note that apart from the 2060 Grade R Practitioners, persons remunerated on abnormal appointments (fixed stipend or on claims basis) are not included in the HR Oversight tables.

Notes on Staff in addition:

Pr1: 4 x fulltime staff employed for fixed period / project, i.e. DDG for Accelerated Capacity Building, Cleaner in the Office of the MEC, a Driver to accommodate a Manager with a disability, as well as 1 Director carried additional to the establishment until placement can be finalized.

Pr2: 5 x fulltime educators employed in terms of the QIDS UP Project.

Pr2: 2 x fulltime contract staff employed and remunerated from the Nutrition Conditional Grant.

Pr9: 4 x fulltime staff (2 educators and 2 non-educators) employed and remunerated from the Life Skills HIV and AIDS Conditional Grant.

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2014

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Lower skilled (1-2)	4 409	3 162	28.3	1
Skilled(3-5)	5 575	5 054	9.3	5
Highly skilled production (6-8)	25 714	24 496	4.7	6
Highly skilled supervision (9-12)	10 109	9 459	6.4	1
Senior management (13-16)	52	39	25	2
Abnormal Other (Grade R Practitioners)	2 116	2 060	2.6	0
Total	47 975	44 270	7.7	15

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2014

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administrative related	13	10	23.1	0
Architects town and traffic planners	3	3	0	0
Auxiliary and related workers	53	33	37.7	0
Building and other property caretakers	107	74	30.8	0
Bus and heavy vehicle drivers	15	9	40	0
Cleaners in offices workshops hospitals etc.	4 267	3 317	22.3	1
Client inform clerks(switchboard reception inform clerks)	11	5	54.5	0
Communication and information related,	9	6	33.3	0
Computer programmers.	1	0	100	0
Computer system designers and analysts.	12	4	66.7	0
Dieticians and nutritionists	5	2	60	0
Engineers and related professionals	2	1	50	0
Farm hands and labourers	1	1	0	0
Finance and economics related	46	33	28.3	0
Financial and related professionals	101	74	26.7	0
Financial clerks and credit controllers	194	109	43.8	0
Food services aids and waiters	59	43	27.1	0
General legal administration & rel. professionals	4	3	25	0
Head of department/chief executive officer	1	1	0	0
Household and laundry workers	142	117	17.6	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Household food and laundry services related	7	4	42.9	0
Human resources & organisational development & related profession	159	97	39	0
Human resources clerks	298	180	39.6	0
Human resources related	84	53	36.9	0
Information technology related	2	0	100	0
Inspectors of apprentices works and vehicles	23	9	60.9	0
Language practitioners interpreters & other commun	7	4	42.9	0
Librarians and related professionals	5	1	80	0
Library mail and related clerks	102	63	38.2	0
Light vehicle drivers	89	75	15.7	1
Logistical support personnel	180	134	25.6	0
Material-recording and transport clerks	290	189	34.8	0
Messengers porters and deliverers	28	28	0	0
Natural sciences related	1	1	0	0
Occupational therapy	1	1	0	0
Other administration & related clerks and organisers	2 945	2 353	20.1	4
Other administrative policy and related officers	16	13	18.8	0
Other information technology personnel	32	18	43.8	0
Photographic lithographic and related workers	17	14	17.6	0
Physiotherapy	0	0	0	0
Professional nurse	13	5	61.5	0
Quantity surveyors & related profession not class elsewhere	7	4	42.9	0
Risk management and security services	3	2	33.3	0
Secretaries & other keyboard operating clerks	311	174	44.1	0
Senior managers	50	37	26	2
Social work and related professionals	4	4	0	0
Speech therapy and audiology	7	7	0	0
Statisticians and related professionals	1	0	100	0
Work planners	3	1	66.7	0
Youth workers	32	13	59.4	0
Youth workers (Abnormal Grade R)	2 116	2 060	2.6	0
Other occupations (including Executing Authority)	36 096	34 881	3.4	7
TOTAL	47 975	44 270	7.7	15



3.3. 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 2014

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	1	1	100%	0	0%
Salary Level 16	0	0	0%	0	0%
Salary Level 15	2	2	100%	0	0%
Salary Level 14	5	4	80%	1	20%
Salary Level 13	34	30	88%	4	12%
Total	42	37	88%	5	12%

Notes for Table 3.3.1:

The funded SMS posts increased by 2 posts after September 2013, as the Department was able to additionally fund the posts of Chief Director: Transversal HRD as well as the post of Director: Strategic Partnerships after the funding related to the THRD Function Shift was re-allocated to the Department with the 2013/14 Adjustment Appropriation budget in November 2013.

The filled SMS posts exclude the DDG for Accelerated Capacity Building who is employed on fixed term contract additional to the approved establishment, as well as 1 Director carried additional to the establishment until placement can be finalized.

The 5 vacant SMS posts include the posts of Chief Director: Transversal HRD, Director: Strategic Partnerships, Director: Physical Resource Planning, Office Manager in the Office of the MEC, as well as Director: HR Benefits and EHWP.

Table 3.3.2 SMS post information as on 30 September 2013

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	1	1	100%	0	0%
Salary Level 16	0	0	0%	0	0%
Salary Level 15	2	2	100%	0	0%
Salary Level 14	4	4	100%	0	0%
Salary Level 13	33	31	94%	2	6%
Total	40	38	95%	2	5%

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2013 and 31 March 2014

SMS Level	Advertising	Filling of Posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months after becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General/ Head of Department	0	0	0
Salary Level 16 but not HOD	0	0	0
Salary Level 15	0	0	0
Salary Level 14	2	2	0
Salary Level 13	7	7	0
Total	9	9	0

Table 3.3.4 Reasons for not having complied with the filling of funded vacant SMS

Reasons for vacancies not advertised within six months

All funded posts were advertised within 6 months of becoming vacant or being funded with the exception of the post of Director: HR Benefits. The post of Director: HR Benefits and EHWP was funded for filling in the 2013/14 financial year, and initially advertised in good time in February 2013. After completion of selection processes and appointment of the candidate recommended for appointment could not be approved, and as a result the post had to be re-advertised in February 2014.

Reasons for vacancies not filled within twelve months

All funded posts were advertised within 6 months of becoming vacant or being funded with the exception of the post of Director: HR Benefits. The post of Director: HR Benefits and EHWP was funded for filling in the 2013/10 financial year, and initially advertised in good time in February 2013. After completion of selection processes the appointment of the candidate recommended for appointment could not be approved, and as a result the post had to be re-advertised in February 2014.

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 2013 and 31 March 2014

Reasons for vacancies not advertised within six months
Not applicable
Reasons for vacancies not filled within six months
Not applicable

3.4 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 2013 and 31 March 2014

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 (Levels 1-2)	4409	3 683	83.5	3 683	100	0	0
Skilled (Levels 3-5)	5 575	3 131	12.2	3 131	100	0	0
Highly skilled production (Levels 6-8)	25 714	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	10 109	0	0	0	0	0	0
Senior Management Service Band A	39	0	0	0	0	0	0
Senior Management Service Band B	8	0	0	0	0	0	0
Senior Management Service Band C	3	0	0	0	0	0	0
Senior Management Service Band D	2	0	0	0	0	0	0
Abnormal Other (Grade R Practitioners)	2 116	0	0	0	0	0	0
Total	47 975	6 814	14.2	6 814	100	0	0

Note:

The Department during the period under review implemented the re-grading of Support Staff posts and Clerk posts in line with the DPSA letters dated 2 October 2012 and 12 December 2012 respectively which stated that the Minister for Public Service and Administration has approved the outcome of the national process of benchmarking and job descriptions in respect of these posts.

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 2013 and 31 March 2014

Gender	African	Asian	Coloured	White	Total
Female	2 412	2	4	53	2 471
Male	1 467	0	1	5	1 473
Total	3 879	2	5	58	3 944
Employees with a disability					4

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 2013 and 31 March 2014

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Admin Related	2	11	12	Appointed to post advertised on higher level without Job Evaluation
Auxiliary & Related Workers	4	02	03	Grade Progression in terms of PSCBC Res 3 of 2009
Building & Other Property Caretakers	24	02	03	Grade Progression in terms of PSCBC Res 3 of 2009
Building & Other Property Caretakers	1	04	05	Grade Progression in terms of PSCBC Res 3 of 2009
Bus & Heavy Vehicle Drivers	1	04	05	Grade Progression in terms of PSCBC Res 3 of 2009
Cleaners In Offices Workshops Hospitals Etc.	564	02	03	Grade Progression in terms of PSCBC Res 3 of 2009
Client Inform Clerks	1	04	05	Grade Progression in terms of PSCBC Res 3 of 2009
Communication & Information Related	1	09	10	Appointed to post advertised on higher level without Job Evaluation
Communication & Information Related	1	09	10	Re-graded to higher level without Job Evaluation
Communication & Information Related	1	11	12	Appointed to post advertised on higher level without Job Evaluation
Dieticians & Nutritionists	1	09	10	Translation from educator rank with retention of salary level
Finance & Economics Related	3	09	10	Appointed to post advertised on higher level without Job Evaluation
Finance & Economics Related	1	09	10	Pre-2001 Rank promotion
Finance & Economics Related	10	09	10	Re-graded to higher level without Job Evaluation
Finance & Economics Related	3	11	12	Appointed to post advertised on higher level without Job Evaluation
Finance & Economics Related	5	11	12	Re-graded to higher level without Job Evaluation
Financial Clerks & Credit Controllers	24	05	06	Grade Progression in terms of PSCBC Res 3 of 2009
Financial Clerks & Credit Controllers	4	07	08	Grade Progression in terms of PSCBC Res 3 of 2009
Food Services Aids & Waiters	6	02	03	Grade Progression in terms of PSCBC Res 3 of 2009
Household & Laundry Workers	5	02	03	Grade Progression in terms of PSCBC Res 3 of 2009
Household & Laundry Workers	1	04	05	Grade Progression in terms of PSCBC Res 3 of 2009
Hr & Org Development & Related Professionals	1	07	08	Out of Adjustment absorption due to THRD Function Shift



Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Hr & Org Development & Related Professionals	8	09	10	Appointed to post advertised on higher level without Job Evaluation
Hr & Org Development & Related Professionals	8	09	10	Re-graded to higher level without Job Evaluation
Hr & Org Development & Related Professionals	2	09	10	Upgraded in line with Job Evaluation results
Hr & Org Development & Related Professionals	1	11	12	Appointed to post advertised on higher level without Job Evaluation
Hr Clerks	31	05	06	Grade Progression in terms of PSCBC Res 3 of 2009
Hr Clerks	5	07	08	Grade Progression in terms of PSCBC Res 3 of 2009
Hr Related	1	07	08	Out of Adjustment absorption due to THRD Function Shift
Hr Related	5	09	10	Appointed to post advertised on higher level without Job Evaluation
Hr Related	4	09	10	Re-graded to higher level without Job Evaluation
Hr Related	1	09	10	Transferred to Dept with retention of salary level after restructuring of THRD
Hr Related	4	09	10	Translation from educator rank with retention of salary due to restructuring of post
Hr Related	1	11	12	Absorbed with retention of salary level after restructuring
Hr Related	6	11	12	Appointed to post advertised on higher level without Job Evaluation
Hr Related	2	11	12	Out of Adjustment absorption due to THRD Function Shift
Hr Related	2	11	12	Pre-2001 Rank promotion
Hr Related	3	11	12	Re-graded to higher level without Job Evaluation
Library Mail & Related Clerks	4	05	06	Grade Progression in terms of PSCBC Res 3 of 2009
Library Mail & Related Clerks	2	07	08	Grade Progression in terms of PSCBC Res 3 of 2009
Logistical Support Personnel	4	07	08	Grade Progression in terms of PSCBC Res 3 of 2009
Logistical Support Personnel	1	09	10	Appointed to post advertised on higher level without Job Evaluation
Logistical Support Personnel	1	09	10	Pre-2001 Rank promotion
Logistical Support Personnel	3	09	10	Re-graded to higher level without Job Evaluation
Logistical Support Personnel	1	11	12	Appointed to post advertised on higher level without Job Evaluation
Logistical Support Personnel	1	11	12	Re-graded to higher level without Job Evaluation
Material-Recording & Transport Clerks	17	05	06	Grade Progression in terms of PSCBC Res 3 of 2009
Material-Recording & Transport Clerks	4	07	08	Grade Progression in terms of PSCBC Res 3 of 2009
Messengers, Porters & Deliverers	8	02	03	Grade Progression in terms of PSCBC Res 3 of 2009
Other Admin & Related Clerks & Organisers	255	05	06	Grade Progression in terms of PSCBC Res 3 of 2009
Other Admin & Related Clerks & Organisers	3	07	08	Grade Progression in terms of PSCBC Res 3 of 2009
Other Admin Policy & Related Officers	1	07	08	Grade Progression in terms of PSCBC Res 3 of 2009
Other It Personnel	1	09	10	Absorbed with retention of salary level after restructuring
Other It Personnel	1	09	10	Re-graded to higher level without Job Evaluation

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Photographic, Lithogr & Related Workers	3	02	03	Grade Progression in terms of PSCBC Res 3 of 2009
Risk Management & Security Services	1	09	10	Re-graded to higher level without Job Evaluation
Secretaries & Other Keyboard Oper Clerks	8	05	06	National Coordination of Secretary posts
Secretaries & Other Keyboard Oper Clerks	9	05	06	Grade Progression in terms of PSCBC Res 3 of 2009
Secretaries & Other Keyboard Oper Clerks	2	05	07	National Coordination of Secretary posts
Total number of employees whose salaries exceeded the level determined by job evaluation				1 078
Percentage of total employed				2.25

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 2013 and 31 March 2014

Gender	African	Asian	Coloured	White	Total
Female	570	4	5	56	635
Male	430	0	2	11	443
Total	1 000	4	7	67	1 078
Employees with a disability	3	0	0	0	3

3.5 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.

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2013 and 31 March 2014

Salary band	Number of employees at beginning of period-1 April 2013	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Lower skilled (Levels 1-2)	3 329	16	130	3.9
Skilled (Levels3-5)	5 193	352	430	7.5
Highly skilled production (Levels 6-8)	24 410	1 222	1 399	5.8
Highly skilled supervision (Levels 9-12)	9 649	28	597	6.2
Senior Management Service Bands A	26	2	3	11.5
Senior Management Service Bands B	3	0	0	0
Senior Management Service Bands C	3	0	0	0
Senior Management Service Bands D	2	0	0	0
Abnormal Other (Grade R Pract)	2 032	0	0	0
Total	44 647	1 620	2 559	5.7

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2013 and 31 March 2014

Critical occupation	Number of employees at beginning of period-1 April 2013	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Administrative related	8	0	0	0
Architects town and traffic planners	2	0	0	0
Auxiliary and related workers	28	3	0	0
Building and other property caretakers	75	4	5	6.7
Bus and heavy vehicle drivers	10	0	0	0
Cleaners in offices workshops hospitals etc.	3 421	5	128	3.7
Client inform clerks(switchboard recept inform clerks)	5	0	0	0
Communication and information related	6	0	0	0
Computer system designers and analysts.	4	0	0	0
Dieticians and nutritionists	2	0	0	0
Engineers and related professionals	2	0	0	0
Farm hands and labourers	1	0	0	0
Finance and economics related	31	1	0	0
Financial and related professionals	68	5	1	1.5
Financial clerks and credit controllers	108	4	1	0.9
Food services aids and waiters	43	1	1	2.3
Food services workers	0	1	0	0

Critical occupation	Number of employees at beginning of period -1 April 2013	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
General legal administration & rel. professionals	1	2	0	0
Head of department/chief executive officer	1	0	0	0
Household and laundry workers	135	4	5	3.7
Household food and laundry services related	4	0	0	0
Human resources & organisational development & relate professional	94	0	3	3.2
Human resources clerks	193	27	31	16.1
Human resources related	37	1	0	0
Inspectors of apprentices works and vehicles	9	0	0	0
Language practitioners interpreters & other commun	2	1	0	0
Librarians and related professionals	1	0	0	0
Library mail and related clerks	64	0	1	1.6
Light vehicle drivers	74	1	1	1.4
Logistical support personnel	130	3	2	1.5
Material-recording and transport clerks	190	5	4	2.1
Messengers porters and deliverers	78	0	2	2.6
Natural sciences related	1	0	0	0
Occupational therapy	1	0	0	0
Other administrative & related clerks and organisers	2 392	131	105	4.4
Other administrative policy and related officers	9	1	0	0
Other information technology personnel	15	4	1	6.7
Photographic lithographic and related workers	14	0	0	0
Professional nurse	6	1	0	0
Quantity surveyors & rela prof not class elsewhere	3	2	1	33.3
Risk management and security services	2	0	0	0
Secretaries & other keyboard operating clerks	175	1	5	2.9
Senior managers	32	2	3	9.4
Social work and related professionals	4	0	0	0
Speech therapy and audiology	8	1	0	0
Work planners	2	0	0	0
Youth workers	73	0	0	0
Youth workers (Abnormal Grade R)	2 032	0	0	0
Other occupations (including Executing Authority)	35 051	1 409	2 259	6.4
TOTAL	44 647	1 620	2 559	5.7



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 2013 and 31 March 2014


Termination Type	Number	% of Total Resignations
Death	243	9.5
Resignation	766	29.9
Expiry of contract	978	38.2
Dismissal – operational changes	0	0
Dismissal – misconduct	21	0.8
Dismissal – inefficiency	0	0
Discharged due to ill-health	5	0.2
Retirement	539	21.1
Transfer to other Public Service Departments	1	0
Other	6	0.2
Total	2 559	100
Total number of employees who left as a % of total employment	6%	

Table 3.5.4 Promotions by critical occupation for the period 1 April 2013 and 31 March 2014

Occupation	Employees 1 April 2013	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Administrative related	8	1	12.5	3	37.5
Architects town and traffic planners	2	1	50	1	50
Auxiliary and related workers	28	0	0	17	60.7
Building and other property caretakers	75	0	0	40	53.3
Bus and heavy vehicle drivers	10	0	0	5	50
Cleaners in offices workshops hospitals etc.	3 421	0	0	1 240	36.2
Client inform clerks(switchboard reception inform clerks)	5	0	0	0	0
Communication and information related	6	0	0	4	66.7
Computer system designers and analysts.	4	0	0	1	25
Dieticians and nutritionists	2	0	0	2	100
Engineers and related professionals	2	0	0	0	0
Farm hands and labourers	1	0	0	1	100

Occupation	Employees 1 April 2013	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
Finance and economics related	31	2	6.5	20	64.5
Financial and related professionals	68	3	4.4	55	80.9
Financial clerks and credit controllers	108	1	0.9	26	24.1
Food services aids and waiters	43	0	0	30	69.8
General legal administration & rel. professionals	1	0	0	0	0
Head of department/chief executive officer	1	0	0	0	0
Household and laundry workers	135	1	0.7	90	66.7
Household food and laundry services related	4	0	0	2	50
Human resources & organisat developm & relate prof	94	7	7.4	57	60.6
Human resources clerks	193	8	4.1	46	23.8
Human resources related	37	4	10.8	24	64.9
Inspectors of apprentices works and vehicles	9	0	0	1	11.1
Language practitioners interpreters & other commun	2	0	0	2	100
Librarians and related professionals	1	0	0	1	100
Library mail and related clerks	64	0	0	11	17.2
Light vehicle drivers	74	0	0	49	66.2
Logistical support personnel	130	7	5.4	70	53.8
Material-recording and transport clerks	190	3	1.6	45	23.7
Messengers porters and deliverers	78	0	0	15	19.2
Natural sciences related	1	0	0	0	0
Occupational therapy	1	0	0	1	100
Other administration & related clerks and organisers	2 392	7	0.3	200	8.4
Other administrative policy and related officers	9	1	11.1	6	66.7
Other information technology personnel.	15	2	13.3	8	53.3
Photographic lithographic and related workers	14	0	0	7	50
Professional nurse	6	0	0	2	33.3
Quantity surveyors & related professionals	3	1	33.3	0	0
Risk management and security services	2	0	0	2	100
Secretaries & other keyboard operating clerks	175	2	1.1	31	17.7
Senior managers	32	4	12.5	26	81.3





Occupation	Employees 1 April 2013	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
Social work and related professionals	4	0	0	1	25
Speech therapy and audiology	8	0	0	2	25
Work planners	2	1	50	0	0
Youth workers	73	0	0	0	0
Youth workers (Abnormal Grade R)	2 032	0	0	0	0
Other occupations (including Executing Authority)	35 051	918	2.6	30 590	87.3
TOTAL	44 647	974	2.2	32 734	73.3

Table 3.5.5 Promotions by salary band for the period 1 April 2013 and 31 March 2014

Occupation	Employees 1 April 2013	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
Lower skilled (Levels 1-2)	3 329	0	0	1 095	32.9
Skilled (Levels 3-5)	5 193	6	0.1	2 442	47
Highly skilled production (Levels 6-8)	24 410	498	2	20 708	84.8
Highly skilled supervision (Levels 9-12)	9 649	466	4.8	8 463	87.7
Senior Management (Level 13-16)	34	4	11.8	26	76.5
Abnormal Other (Grade R Practitioner)	2 032	0	0	0	0
Total	44 647	974	2.2	32 734	73.3

3.6 Employment Equity

Table 3.6.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2014

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	21	0	2	1	14	0	0	2	40
Professionals	11 018	34	90	684	21 025	69	116	2 166	35 202
Clerks	789	0	0	5	2 094	11	6	165	3 070
Service and sales workers	3	0	0	0	3	0	0	0	6
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	15	0	0	0	8	0	0	1	24
Plant and machine operators and assemblers	80	0	0	0	3	1	0	0	84
Elementary occupations	1 803	5	1	9	1 729	6	1	26	3 580
Abnormal Other (Gr. R Practitioners)	14	0	0	0	1 931	6	7	102	2 060
Total	13 822	39	93	703	26 918	94	130	2 471	44 270
Employees with disabilities	32	1	0	4	34	0	0	2	73

Table 3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2014

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	4	0	0	0	5
Senior Management	20	0	2	1	9	0	0	2	34
Professionally qualified and experienced specialists and mid-management	3 567	23	28	406	4 559	21	40	815	9 459
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	7 321	11	62	280	15 280	50	78	1 414	24 496
Semi-skilled and discretionary decision making	1 296	2	0	11	3 598	14	4	129	5 054
Unskilled and defined decision making	1 603	3	1	5	1 537	3	1	9	3 162
Abnormal Other (Gr. R Practitioners)	14	0	0	0	1931	6	7	102	2 060
Total	13 822	39	93	703	26 918	94	130	2 471	44 270

Table 3.6.3 Recruitment for the period 1 April 2013 to 31 March 2014

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	1	0	0	1	2
Professionally qualified and experienced specialists and mid-management	14	0	0	3	9	0	0	2	28
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	409	0	3	26	623	6	3	152	1 222
Semi-skilled and discretionary decision making	117	0	0	5	201	1	1	27	352
Unskilled and defined decision making	11	0	0	0	4	0	0	1	16
Total	551	0	3	34	838	7	4	183	1 620
Employees with disabilities	1	0	0	0	1	0	0	0	2

Table 3.6.4 Promotions for the period 1 April 2013 to 31 March 2014

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	2	0	0	0	2
Senior Management	19	0	1	2	5	0	0	1	28
Professionally qualified and experienced specialists and mid-management	3 249	20	27	388	4 375	20	37	813	8929
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	6 281	11	51	228	13 432	40	64	1 098	21 205
Semi-skilled and discretionary decision making	497	0	0	4	1 908	6	1	33	2 449
Unskilled and defined decision making	544	0	1	0	547	1	0	2	1 095
Total	10 590	31	80	622	20 269	67	102	1 947	33 708
Employees with disabilities	24	1	0	4	23	0	0	1	53

Note:

The promotion of staff as indicated in the Table above include both promotions to another salary level as well as progressions to another notch within the same salary level i.e. pay progression.

Table 3.6.5 Terminations for the period 1 April 2013 to 31 March 2014

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	2	0	0	1	0	0	0	0	3
Professionally qualified and experienced specialists and mid-management	225	0	6	20	295	0	3	48	597
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	484	1	9	27	704	2	10	162	1 399
Semi-skilled and discretionary decision making	123	0	0	2	292	0	0	13	430
Unskilled and defined decision making	71	0	0	0	58	1	0	0	130
Total	905	1	15	50	1 349	3	13	223	2 559
Employees with Disabilities	0	0	0	0	2	0	0	0	2

Table 3.6.6 Disciplinary action for the period 1 April 2013 to 31 March 2014

Disciplinary Action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Correctional Counselling	1	0	0	0	0	0	0	0	1
Verbal Written	0	0	0	0	0	0	0	0	0
Written Warning	10	0	0	2	4	0	0	0	16
Final written warning	30	1	0	1	15	1	0	2	50
Suspension Without Pay	14	0	0	0	8	0	0	0	22
Fine	24	1	1	04	18	0	0	0	48
Demotion	1	0	0	0	0	0	0	0	1
Dismissal	9	0	2	0	1	0	0	0	12
Not Guilty	10	0	0	1	7	1	0	0	19
Case Withdrawn	11	0	1	2	4	0	0	0	20
Total	112	2	4	10	57	2	0	2	189

Table 3.6.7 Skills development for the period 1 April 2013 to 31 March 2014

Occupational Category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	168	0	0	0	144	0	0	0	312
Professionals	367	0	0	0	502	0	0	0	869
Technicians and associate professionals	0	0	0	0	0	0	0	0	0
Clerks	85	0	0	0	128	0	0	0	213
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	0	0	0	0	0
Total	620	0	0	0	774	0	0	0	1 394
Employees with disabilities	0	0	0	0	0	0	0	0	0

3.7 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 31 May 2013

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	1	1	100%
Salary Level 16	0	0	0	0%
Salary Level 15	2	3	3	100%
Salary Level 14	4	3	2	67%
Salary Level 13	33	31	28	90%
Total	40	38	34	89%

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 May 2013

Reasons
Performance agreements were not concluded for 4 SMS members, 3 of whom have labour issues against the department, while 1 member was suspended pending disciplinary proceedings.

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 May 2013

Reasons
Not applicable as the cases of the members were still sub judice

3.8 Performance Rewards

To acknowledge excellent 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.

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2013 to 31 March 2014

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African	760	40 740	2.6	10 907	14 351
Male	358	13 822	2.6	5 212	14 558
Female	402	26 918	1.6	5 695	14 168
Asian	3	223	2.6	122	40 667
Male	2	93	2.2	114	57 176
Female	1	130	0.8	8	7 976
Coloured	4	133	2.6	69	17 250
Male	0	39	0	0	0
Female	4	94	4.5	69	17 315
White	37	3174	2.6	836	22 595
Male	6	703	0.9	272	45 300
Female	31	2471	1.3	564	18 207
Total	804	44 270	1.8	11 934	14 843

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2013 to 31 March 2014

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	
Lower Skilled (Levels 1-2)	399	3 162	12.6	2 838	7 113	0.86
Skilled (level 3-5)	136	5 054	2.7	1 305	9 596	0.19
Highly skilled production (level 6-8)	215	24 496	0.9	5 004	23 274	0.08
Highly skilled supervision (level 9-12)	47	9 459	0.5	1 960	41 702	0.05
Abnormal Other (Grade R Pract)	0	2 060	0	0	0	0.00
Total	797	44 231	1.8	11 107	13 936	0.09

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2013 to 31 March 2014

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
Administrative related	3	10	30	219	73 000
Architects town and traffic planners	0	3	0	0	0
Auxiliary and related workers	6	33	18.2	43	7 167
Building and other property caretakers	0	74	0	0	0
Cleaners in offices workshops hospitals etc.	435	3 317	13.1	3 160	7 264
Client inform clerks(switchb recept inform clerks)	0	5	0	0	0
Communication and information related	4	6	66.7	222	55 500
Computer system designers and analysts.	1	4	25	30	30 000
Dieticians and nutritionists	1	2	50	30	30 000
Engineers and related professionals	0	1	0	0	0
Farm hands and labourers	0	1	0	0	0
Finance and economics related	11	33	33.3	428	38 909
Financial and related professionals	38	74	51.4	1 003	26 395
Financial clerks and credit controllers	21	109	19.3	452	21 524
Food services aids and waiters	4	43	9.3	26	6 500
General legal administration & rel. professionals	0	3	0	0	0
Head of department/chief executive officer	1	1	100	114	114 000

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
Household food and laundry services related	0	4	0	0	0
Human resources & organisat developm & relate prof	34	97	35.1	1 106	32 529
Human resources clerks	28	180	15.6	690	24 643
Human resources related	9	53	17	357	39 667
Inspectors of apprentices works and vehicles	0	9	0	0	0
Language practitioners interpreters & other commun	1	4	25	32	32 000
Librarians and related professionals	1	1	100	14	14 000
Library mail and related clerks	7	63	11.1	191	27 286
Light vehicle drivers	21	75	28	195	9 286
Logistical support personnel	30	134	22.4	634	21 133
Material-recording and transport clerks	23	189	12.2	365	15 870
Messengers porters and deliverers	3	28	10.7	21	7 000
Natural sciences related	0	1	0	0	0
Other administrat & related clerks and organisers	61	2 353	2.6	1 105	18 115
Other administrative policy and related officers	5	13	38.5	106	21 200
Other information technology personnel.	1	18	5.6	49	49 000
Professional nurse	1	5	20	24	24 000
Quantity surveyors & rela prof not class elsewhere	0	4	0	0	0
Risk management and security services	2	2	100	54	27 000
Secretaries & other keyboard operating clerks	21	174	12.1	330	15 714
Senior managers	13	37	35.1	985	75 769
Social work and related professionals	1	4	25	16	16 000
Speech therapy and audiology	3	7	42.9	27	9 000
Work planners	0	1	0	0	0
Youth workers	0	13	0	0	0
Youth workers (Abnormal Grade R)	0	2 060	0	0	0
Other occupations	0	34 881	0	0	0
TOTAL	811	44 270	1.8	12 208	15 053

Table 3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2013 to 31 March 2014

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	9	30	30	511	56 778	1.8
Band B	1	4	25	45	45 000	1.2
Band C	3	3	100	429	143,000	9.7
Band D	1	2	50	114	114 000	3.1
Total	14	39	35.9	1 099	78 500	2.8

3.9 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 2013 and 31 March 2014

Salary band	01 April 2013		31 March 2014		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled (Levels 1-2)	0	0	0	0	0	0
Skilled (Levels 3-5)	90	11.9	82	10	-8	-13.1
Highly Skilled production (Levels 6-8)	665	88	735	90	70	114.8
Highly skilled supervision (Levels 9-12)	0	0	0	0	0	0
Abnormal Appointment	1	0.1	0	0	-1	-1.6
TOTAL	756	100	817	100	61	100

Table 3.9.2 foreign workers by major occupation for the period 1 April 2013 and 31 March 2014

Salary band	01 April 2013		31 March 2014		Change	
	Number	% of total	Number	% of total	Number	% Change
Other occupations (Educators)	756	100	817	100	61	100
TOTAL	756	100	817	100	61	100

3.10 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 2013 to 31 December 2014

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)
Lower Skills (Level 1-2)	6 513	88.1	1 102	6.2	6	1 681
Skilled (levels 3-5)	10 340.5	85.3	1 671	9.4	6	4 078
Highly skilled production (levels 6-8)	61 133.5	83.3	10 654	59.9	6	45 621
Highly skilled supervision (levels 9 -12)	26 511.5	85.7	4 338	24.4	6	30 442
Top and Senior management (levels 13-16)	132	93.9	17	0.1	8	400
Total	104 630.5	84.4	17 782	100	6	82 222

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2013 to 31 December 2014

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)
Lower skilled (Levels 1-2)	209	100	6	2.9	35	53
Skilled (Levels 3-5)	723	100	8	3.9	90	259
Highly skilled production (Levels 6-8)	7 561	99.4	120	58.3	63	5 790
Highly skilled supervision (Levels 9-12)	4 753	100	72	35	66	5 224
Senior management (Levels 13-16)	0	0	0	0	0	0
Total	13 246	99.6	206	100	64	11 326

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 2013 to 31 December 2013

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)	21 720	13	1 698
Skilled Levels 3-5)	27 872.92	14	1 976
Highly skilled production (Levels 6-8)	14 872	13	1 145
Highly skilled supervision (Levels 9-12)	20 218	16	1 296
Senior management (Levels 13-16)	733	22	34
Total	85 415.92	14	6 149



Table 3.10.4 Capped leave for the period 1 January 2013 to 31 December 2013

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 2014
Lower skilled (Levels 1-2)	3	2	55	2
Skilled Levels 3-5)	46	4	81	12
Highly skilled production (Levels 6-8)	928	2	63	372
Highly skilled supervision(Levels 9-12)	1 009	3	79	346
Senior management (Levels 13-16)	5	5	104	1
Total	1 991	3	70	733

Table 3.10.5 Leave pay-outs for the period 1 April 2013 and 31 March 2014

Salary band	Total amount (R'000)	Number of Employees	Average per employee (R'000)
Leave payout for 2013/14 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2013/14	3 294	417	7 899
Current leave payout on termination of service for 2013/14	0	24	0
TOTAL	3 294	441	7 469

3.11 HIV/AIDS & Health Promotion Programmes

Table 3.11.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
School-based educators – The crowded environment of class rooms create an increased risk of exposure to contagious diseases such as TB	Awareness campaigns conducted on contagious diseases

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.	x		Mr JM Tshoba, Chief Director for HRM
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	x		There are 21 EHWP officials in the Department appointed both at Head Office and the four Districts. Budget: approximately R2 m.
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	x		The following are the events that relate to EAP and Health programme: Candlelight memorials, Health screenings, substance abuse awareness sessions, sexually transmitted illnesses awareness sessions.

Question	Yes	No	Details, if yes
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.	x		The Department has since appointed Mr. Khoza (Chairperson), Ms D Hlungwani (Secretary), Mr MH Shongwe (member-Legal services), Ms D.Matjee (Union representative), Ms TT Nagel (member-Life skills), Mr S Mbuli (member-Transformation unit), Ms LFN Mkhabela (Wellness unit-Head office, Ms SNG Mahlangu (Wellness-Nkangala district), Mr. NM Magabane (Wellness-Gert Sibande district), Mr. K Mokoena (Wellness-Ehlanzeni district), Mr. M Bembe (Wellness-Bohlabela district) and Mr.M Bhembe (member-Risk Management) as a committee which was never effective due to the transfer of some of the members.
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.		x	The EHWP Policy was formally approved in November 2012. Therefore it will be reviewed in 2014/15.
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.	x		HIV/AIDS policy developed by the Department emphasises: <ul style="list-style-type: none"> • the protection of rights of people living with HIV/AIDS • the non-discrimination of people living with HIV/AIDS and • the de-stigmatisation of people living with HIV/AIDS in the workplace
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	x		The EHWP continuously facilitate HIV Counseling and Testing (HCT) sessions for employees in the workplace. These sessions are facilitated in collaboration with social partners. Employees respond positively due to the assurance of results confidentiality that ensures appropriate counseling.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	x		Each wellness session is followed up with evaluation by employees as consumers of the programme. In this way the Employee Health and Wellness Unit is able to assess the level of interest in the programme and its benefits thereof for future intensification of the programme.

3.12. Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2013 and 31 March 2014

Subject matter	Date
Collective Agreement No. 1 of 2014: "Transfer of serving Educators in Addition in terms of Operational Requirements and the Permanent Appointment of Temporary Educators in vacant substantive posts".	24 February 2014



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 2013 and 31 March 2014

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	1	0.53
Verbal warning	0	0
Written warning	16	8.46
Final written warning	50	26.46
Suspended without pay	22	11.64
Fine	48	25.40
Demotion	01	0.53
Dismissal	12	6.35
Not guilty	19	10.05
Case withdrawn	20	10.58
Total	189	100

Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2013 and 31 March 2014

Type of misconduct	Number	% of total
Unjustifiably prejudiced the administration	20	9.8
Financial mismanagement	7	3.4
Absenteeism	16	7.8
Assault	11	5.3
Negligent	11	5.3
Performed work for compensation without an approval from your employer	75	36.7
Exam irregularities	4	1.9
Sexual relationship with a learner	3	1.4
Fraud	11	5.3
Corporal punishment	10	4.9
In subornation	2	0.9
Speed violation	7	3.4
Fraudulent qualifications	1	0.4
Sexual harassment	5	2.4
Poor work performance	1	0.4
Late termination	20	9.8
Total	204	100

Table 3.12.4 Grievances logged for the period 1 April 2013 and 31 March 2014

Grievances	Number	% of Total
Number of grievances resolved	131	70.1%
Number of grievances not resolved	56	29.9%
Total number of grievances lodged	187	100%

Table 3.12.5 Disputes logged with Councils for the period 1 April 2013 and 31 March 2014

Disputes	Number	% of Total
Number of disputes upheld	7	13.5%
Number of disputes dismissed	34	65.4%
Number of disputes not finalised	11	21.1%
Total number of disputes lodged	52	100%

Table 3.12.6 Strike actions for the period 1 April 2013 and 31 March 2014

Total number of persons working days lost	0
Total costs working days lost	0
Amount recovered as a result of no work no pay (R'000)	0

Table 3.12.7 Precautionary suspensions for the period 1 April 2013 and 31 March 2014

Number of people suspended	26
Number of people who's suspension exceeded 30 days	26
Average number of days suspended	182
Cost of suspension(R'000)	R1 546 580

3.13. 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 2013 and 31 March 2014

Occupational Category	Gender	Number of employees as at 1 April 2013	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	11	0	175	0	175
	Male	24	0	235	0	235
Professionals	Female	23 466	0	347	0	347
	Male	11 912	0	309	0	309
Technicians and associate professionals	Female	111	0	287	0	287
	Male	82	0	191	0	191
Clerks	Female	2 329	0	24	0	24
	Male	797	0	19	0	19
Service and sales workers	Female	14	0	0	0	0
	Male	7	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	9	0	0	0	0
	Male	16	0	0	0	0
Plant and machine operators and assemblers	Female	4	0	0	0	0
	Male	80	0	0	0	0
Elementary occupations	Female	1 843	0	0	0	0
	Male	1 910	0	0	0	0
Abnormal Other (Gr. R Practitioners)	Female	2 021	0	0	0	0
	Male	11	0	0	0	0
Sub Total	Female	29 808	0	833	0	833
	Male	14 839	0	754	0	754
Total		44 647	0	1 587	0	1 587

Table 3.13.2 Training provided for the period 1 April 2013 and 31 March 2014

Occupational Category	Gender	Number of employees as at 1 April 2013	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	11	0	144	0	144
	Male	24	0	168	0	168
Professionals	Female	23 466	0	502	0	502
	Male	11 912	0	367	0	367
Technicians and associate professionals	Female	111	0	128	0	128
	Male	82	0	85	0	85
Clerks	Female	2 329	0	0	0	0
	Male	797	0	0	0	0
Service and sales workers	Female	14	0	0	0	0
	Male	7	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	9	0	0	0	0
	Male	16	0	0	0	0
Plant and machine operators and assemblers	Female	4	0	0	0	0
	Male	80	0	0	0	0
Elementary occupations	Female	1 843	0	0	0	0
	Male	1 910	0	0	0	0
Abnormal Other (Gr. R Practitioners)	Female	2 021	0	0	0	0
	Male	11	0	0	0	0
Sub Total	Female	29 808	0	774	0	774
	Male	14 839	0	620	0	620
Total		44 647	0	1 394	0	1 394

3.14. 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 2013 and 31 March 2014

Nature of injury on duty	Number	% of total
Required basic medical attention only	59	64.84%
Temporary Total Disablement	30	32.97%
Permanent Disablement	1	1.10%
Fatal	1	1.10%
Total	91	100.0%

3.15. Utilisation of Consultants

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2013 and 31 March 2014

Project Title	Total Number of consultants that worked on project	Duration Work days	Contract value in Rand
Supply, delivery and commissioning of an asset management system including bar coding, training support and maintenance	26	3 years (with effect from 28 October 2011)	1st Year: R3 074 785.20 2nd Year: R2 600 055.00 3rd Year: R1 136 751.00 (Including disbursements and VAT)
Debt collecting service with respect to outstanding debts for all districts and Head Office	Working offsite	3 years (with effect from 26 October 2011)	15% Commission (Excluding VAT)
Procurement of consultants services to assist in project planning, costing, budgeting, monitoring and management support of capital infrastructure projects for the Department of Education	02	3 years (with effect from 17 March 2013)(with effect from 17 March 2013)	R24 220 000.00
Co-sourcing and outsourcing of internal audit function	09	3 years (with effect from 12 February 2014)	As per tendered rates
Appointment to assist the Department of Education with quality assurance / post auditing of payment of vouchers for all payments processed from 01 October 2012 to 31 March 2013	15	Two months (as from 11 April 2013)	R1, 750,050.00 (including VAT and disbursements)

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
N/A	N/A	N/A	N/A

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2013 and 31 March 2014

Project Title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of Consultants from HDI groups that work on the project
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A

Table 3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2013 and 31 March 2014

Project Title	Total Number of consultants that worked on project	Duration Work days	Donor and Contract value in Rand
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2013 and 31 March 2014

Project Title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of Consultants from HDI groups that work on the project
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A

3.16. Severance Packages

Table 3.16.1 Granting of employee initiated severance packages for the period 1 April 2013 and 31 March 2014

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)	0	0	0	0
Skilled Levels 3-5)	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0
Highly skilled supervision(Levels 9-12)	0	0	0	0
Senior management (Levels 13-16)	0	0	0	0
Total	0	0	0	0





PART E:

**ANNUAL FINANCIAL
STATEMENTS**

**FOR MPUMALANGA
DEPARTMENT OF EDUCATION
VOTE NO. 7**



TABLE OF CONTENTS

Report Of The Auditor General	163
Annual Financial Statements.....	167
Appropriation Statement.....	167
Notes to the Appropriation Statement.....	183
Statement of Financial Performance	185
Statement of Financial Position	186
Statement of Changes in Net Assets.....	187
Cash Flow Statement	188
Accounting policies	189
Notes to the Annual Financial Statements.....	194
Annexures (Unaudited).....	222

Report of the auditor-general to the Mpumalanga Provincial Legislature on vote no. 7: Department of Education

Report on the financial statements

Introduction

1. I have audited the financial statements of the Department of Education set out on pages 167 - 221, which comprise the appropriation statement, the statement of financial position as at 31 March 2014, 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, comprising a summary of significant accounting policies and other explanatory information.

Accounting officer's responsibility for the financial statements

2. The accounting officer is responsible for the preparation and fair presentation of these financial statements in accordance with the Modified Cash Standard as 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, 2013 (Act No. 2 of 2013) (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.

Auditor-general's responsibility

3. My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA), the general notice issued in terms thereof and International Standards on Auditing. Those standards require that I comply with ethical requirements, and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
4. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

6. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Education as at 31 March 2014 and its financial performance and cash flows for the year then ended, in accordance with the Modified Cash Standard as prescribed by the National Treasury and the requirements of the PFMA and DoRA.





Emphasis of matter

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

Material impairments

8. As disclosed in note 27 to the financial statements, material impairments of R25 678 000 were incurred as a result of the provision for doubtful debts.

Report on other legal and regulatory requirements

9. In accordance with the PAA and the general notice issued in terms thereof, I report the following findings on the reported performance information against predetermined objectives for selected programmes presented in the annual performance report, non-compliance with legislation as well as internal control. The objective of my tests was to identify reportable findings as described under each subheading but not to gather evidence to express assurance on these matters. Accordingly, I do not express an opinion or conclusion on these matters.

Predetermined objectives

10. I performed procedures to obtain evidence about the usefulness and reliability of the reported performance information for the following selected programmes presented in the annual performance report of the department for the year ended 31 March 2014:
- Programme 2: public ordinary schools, on pages 33 - 52
 - Programme 8: infrastructure development, on pages 78 - 81
11. I evaluated the reported performance information against the overall criteria of usefulness and reliability.
12. I evaluated the usefulness of the reported performance information to determine whether it was presented in accordance with the National Treasury's annual reporting principles and whether the reported performance was consistent with the planned programmes. I further performed tests to determine whether indicators and targets were well defined, verifiable, specific, measurable, time bound and relevant, as required by the National Treasury's Framework for managing programme performance information.
13. I assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.
14. I did not raise any material findings on the usefulness and reliability of the reported performance information for selected programmes.

Additional matter

15. Although I raised no material findings on the usefulness and reliability of the reported performance information for the selected programmes, I draw attention to the following matter.

Achievement of planned targets

16. Refer to the Annual Performance Report on pages 24 to 86 for information on the achievement of the planned targets for the year.

Compliance with legislation

17. I performed procedures to obtain evidence that the department had complied with applicable legislation regarding financial matters, financial management and other related matters. My findings on material non-compliance with specific matters in key legislation, as set out in the general notice issued in terms of the PAA, are as follows:

Annual financial statements, performance report and annual report

18. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework, as required by section 40(1)(b) of the PFMA. Material misstatements identified by the auditors in the submitted financial statements were subsequently corrected, resulting in the financial statements receiving an unqualified audit opinion.

Procurement and contract management

19. Persons in the service of the department who had a private or business interest in contracts awarded by the department failed to disclose such interest, as required by treasury regulation 16A8.4 and public service regulation 3C.
20. Persons in the service of the department whose close family members, partners or associates had a private or business interest in contracts awarded by the department failed to disclose such interest, as required by treasury regulation 16A8.4.
21. Contracts were awarded to bidders based on preference points that were not allocated in accordance with the requirements of the Preferential Procurement Policy Framework Act of South Africa, 2000 (Act No. 5 of 2000) and its regulations.

Expenditure management

22. Contractual obligations and money owed by the department were not settled within 30 days or an agreed period, as required by section 38(1)(f) of the PFMA and treasury regulation 8.2.3.
23. The accounting officer did not take effective steps to prevent irregular as well as fruitless and wasteful expenditure, as per the requirements of section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1.

Human resource management

24. The accounting officer did not ensure that all leave taken by employees were recorded accurately and in full, as required by public service regulation 1/V/F(b).

Consequence management

25. Investigations were not conducted into all allegations of financial misconduct by officials, as required by treasury regulation 4.1.1.

Service delivery – education

26. Meals were not prepared according to the recommended food specifications and approved menu, in contravention of the Division of revenue grant framework published in Gazette 36581 dated 24 June 2013.
27. Conditions for the utilisation of the education infrastructure grant were not complied with, as infrastructure projects to be funded from the allocation were not published in the Provincial gazette, as required by section 13 of DoRA.



Internal control

28. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with legislation. The matters reported below are limited to the significant internal control deficiencies that resulted in the findings on non-compliance with legislation included in this report.

Leadership

29. The accounting officer did not always ensure ongoing monitoring and supervision to enable an assessment of the effectiveness of internal control.
30. The accounting officer did not evaluate whether management had implemented effective internal controls by gaining an understanding of how senior management members had met their responsibilities.

Financial and performance management

31. Management at the appropriate level did not ensure that compliance with applicable laws and regulations was adequately reviewed and monitored throughout the year.
32. Financial information submitted with the financial statements for auditing was not adequately reviewed for accuracy and completeness.

Other reports

Performance audits

33. The report of the Auditor-General of South Africa on the readiness of government to report on its performance will be tabled during 2014. The department was one of the 61 institutions audited during this audit. The performance audit focused on the following:
- The systems and processes that government departments have put in place to report on their performance.
 - The performance reporting guidance and oversight that government departments have received.
34. The outcomes of a performance audit on the early childhood development (ECD) programme will be included in the education sector report, which will be tabled towards the end of 2014. The audit focused on the economical, efficient and effective use of resources within the ECD programme.
35. The outcomes of a performance audit on the adult education and training (AET) programme will be included in the education sector report, which will be tabled towards the end of 2014. The audit focused on the economical, efficient and effective use of resources within the AET programme.

Investigations

36. The premier's integrity monitoring unit was conducting 37 investigations relating to alleged procurement irregularities, fraud, corruption, theft or misuse of public funds by employees of the department during the financial year ended 31 March 2014.
37. The Hawks was conducting one investigation into alleged fraud by an employee of the department during the financial year ended 31 March 2014.



AUDITOR-GENERAL
SOUTH AFRICA

Auditor-General

Mbombela
31 July 2014

APPROPRIATION STATEMENT

for the year ended 31 March 2014

Appropriation per programme

	2013/14							2012/13	
	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
1. ADMINISTRATION									
Current payment	1 098 069	(2 428)	(42 242)	1 053 399	1 034 181	19 218	98.2%	564 856	544 822
Transfers and subsidies	6 669	2 428	-	9 097	9 097	-	100%	3 429	3 327
Payment for capital assets	8 163	-	-	8 163	6 816	1 347	83.5%	11 467	11 007
Payment for financial assets	-	-	-	-	132	(132)	100.0%	-	-
	1 112 901	-	(42 242)	1 070 659	1 050 226	20 433		579 772	559 156
2. PUBLIC ORDINARY SCHOOLS EDUCATION									
Current payment	11 684 456	(9 752)	-	11 674 704	11 598 352	76 352	99.3%	11 399 766	11 486 328
Transfers and subsidies	533 314	9 752	-	543 066	543 066	-	100%	468 080	475 746
Payment for capital assets	2 500	-	-	2 500	3 602	(1 102)	144.1%	517 469	552 342
Payment for financial assets	-	-	-	-	-	-	-	-	-
	12 220 270	-	-	12 220 270	12 145 020	75 250		12 385 315	12 514 416
3. INDEPENDENT SCHOOLS SUBSIDIES									
Current payment	-	-	-	-	-	-	-	-	-
Transfers and subsidies	16 000	-	-	16 000	15 338	662	95.9%	12 467	12 381
Payment for capital assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
	16 000	-	-	16 000	15 338	662		12 467	12 381



2013/14								2012/13	
	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
4. PUBLIC SPECIAL SCHOOL EDUCATION									
Current payment	175 586	(39)	-	175 547	164 640	10 907	93.8%	172 956	164 383
Transfers and subsidies	31 975	39	-	32 014	32 014	-	100%	36 799	37 270
Payment for capital assets	5 000	-	-	5 000	4 293	707	85.9%	57 100	54 229
Payment for financial assets	-	-	-	-	-	-		-	-
	212 561	-	-	212 561	200 947	11 614		266 855	255 882
5. FURTHER EDUCATION AND TRAINING									
Current payment	12 949	(34)	-	12 915	11 843	1 072	91.7%	66 517	68 494
Transfers and subsidies	229 287	34	-	229 321	229 320	1	100%	447 364	451 350
Payment for capital assets	-	-	-	-	-	-		-	-
Payment for financial assets	-	-	-	-	-	-		-	-
	242 236	-	-	242 236	241 163	1 073		513 881	519 844
6. ADULT BASIC EDUCATION AND TRAINING									
Current payment	133 589	-	-	133 589	132 617	972	99.3%	131 848	131 826
Transfers and subsidies	5 002	-	-	5 002	4 854	148	97.0%	5 497	5 605
Payment for capital assets	-	-	-	-	-	-		-	-
Payment for financial assets	-	-	-	-	-	-		-	-
	138 591	-	-	138 591	137 471	1 120		137 345	137 431
7. EARLY CHILDHOOD DEVELOPMENT									
Current payment	170 248	(2 749)	-	167 499	163 375	4 124	97.5%	163 937	156 382
Transfers and subsidies	26 026	2 749	-	28 775	28 307	468	98.4%	23 441	23 863
Payment for capital assets	-	-	-	-	-	-		28 497	28 411
Payment for financial assets	-	-	-	-	-	-		-	-
	196 274	-	-	196 274	191 682	4 592		215 875	208 656

2013/14								2012/13	
	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
8. INFRASTRUCTURE DEVELOPMENT									
Current payment	33 234	(16 001)	-	17 233	32 518	(15 285)	188.7%	-	-
Transfers and subsidies	17	1	-	18	18	-	100.0%	-	-
Payment for capital assets	686 370	16 000	42 242	744 612	681 196	63 416	91.5%	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
	719 621	-	42 242	761 863	713 732	48 131		-	-
9. AUXILLIARY AND ASSOCIATED SERVICE									
Current payment	238 812	(27)	-	238 785	231 646	7 139	97.0%	166 830	141 609
Transfers and subsidies	3 803	-	-	3 803	3 803	-	100.0%	4 997	4 997
Payment for capital assets	72	27	-	99	26	73	26.3%	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
	242 687	-	-	242 687	235 475	7 210		171 827	146 606
Subtotal	15 101 141	-	-	15 101 141	14 931 054	170 087	98.9%	14 283 337	14 354 372
Statutory Appropriation									
Current payment	1 756	-	-	1 756	1 735	21	98.8%	1 657	1 652
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Payment for capital assets	-	-	-	-	-	-	-	-	-
Payment for financial assets	-	-	-	-	-	-	-	-	-
TOTAL	15 102 897	-	-	15 102 897	14 932 789	170 108	98.9%	14 284 994	14 356 024

2013/14				2012/13	
	Final Appropriation	Actual Expenditure		Final Appropriation	Actual Expenditure
TOTAL (brought forward)					
Reconciliation with statement of financial performance					
ADD					
Departmental receipts	6 478			1 280	
Actual amounts per statement of financial performance (total revenue)	15 109 375			14 286 274	
Actual amounts per statement of financial performance (total expenditure)		14 932 789			14 356 024



Appropriation Per Economic Classification

	2013/14							2012/13	
	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
Current payments									
Compensation of employees	11 888 196	(15 004)	(34 242)	11 838 950	11 752 219	86 729	99.3%	11 121 727	11 040 686
Goods and services	1 655 496	(16 026)	(8 000)	1 631 470	1 616 954	14 516	99.1%	1 544 984	1 653 121
Interest and rent on land	-	-	-	-	132	(132)	100%	-	39
Transfers and subsidies									
Provinces and municipalities	-	-	-	-	-	-		250	148
Departmental agencies and accounts	3 803	-	-	3 803	3 803	-	100.0%	10 325	8 180
Non-profit institutions	806 495	8 059	-	814 554	813 280	1 274	99.8%	942 837	951 327
Households	41 795	6 944	-	48 739	48 733	6	100.0%	48 662	54 882
Payments for capital assets									
Buildings and other fixed structures	691 121	16 000	42 242	749 363	682 505	66 858	91.1%	574 087	617 267
Machinery and equipment	14 235	(2 522)	-	11 713	10 920	793	93.2%	40 445	28 706
Intangible assets	-	2 549	-	2 549	2 508	41	98.4%	20	16
ments for financial assets				-	-	-		-	-
Total	15 101 141	-	-	15 101 141	14 931 056	170 085	98.9%	14 283 337	14 354 372

Statutory Appropriation

	2013/14							2012/13	
Direct changes against the National / Provincial Revenue Fund	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
Member of executive committee	1 756	-	-	1 756	1 735	21	98.8%	1 657	1 652
Total	1 756	-	-	1 756	1 735	21	98.8%	1 657	1 652

Detail per program 1 – ADMINISTRATION

For the year ended 31 March 2014

	Details per Sub-Programme 1	2013/14							2012/13	
		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
1.1	OFFICE OF THE MEC									
	Current payment	7 698	-	-	7 698	4 016	3 682	52.2%	5 040	4 219
	Transfers and subsidies	18	-	-	18	-	18	-	17	-
	Payment for capital assets	-	-	-	-	69	(69)	-	-	-
1.2	CORPORATE SERVICE									
	Current payment	418 032	-	(15 000)	403 032	383 885	19 147	95.2%	394 436	397 689
	Transfers and subsidies	4 194	-	-	4 194	2 517	1 677	60.0%	3 254	3 172
	Payment for capital assets	2 651	-	-	2 651	2 614	37	98.6%	8 253	4 794
	Payments For financial Assets	-	-	-	-	132	(132)	100%	-	-
1.3	EDUCATION MANAGEMENT									
	Current payment	654 583	(2 428)	(27 242)	624 913	631 239	(6 326)	101.0%	141 188	119 615
	Transfers and subsidies	2 454	2 428	-	4 882	6 580	(1 698)	134.8%	155	155
	Payment for Capital assets	1 965	-	-	1 965	1 394	571	70.9%	3 234	1 171
1.4	HUMAN RESOURCE DEVELOPMENT									
	Current payment	2 500	-	-	2 500	2 491	9	99.6%	3 348	3 130
1.5	EDUCATION MANAGEMENT SYSTEM									
	Current payment	15 256	-	-	15 256	12 550	2 706	82.3%	20 844	20 169
	Transfers and subsidies	3	-	-	3	-	3	-	3	-
	Payment for capital assets	3 547	-	-	3 547	2 739	808	77.2%	-	5 042
Total		1 112 901	-	(42 242)	1 070 659	1 050 226	20 433	98.1%	579 772	559 156



Statutory Appropriation per economic classification

Programme 1 - Administration

Programme 1 Per Economic classification	2013/14							2012/13	
	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
Current payments									
Compensation of employees	858 156	(2 428)	(34 242)	821 486	820 646	840	99.9%	363 943	343 910
Goods and services	239 913	-	(8 000)	231 913	213 535	18 378	92.1%	200 913	200 873
Interest and rent on land	-	-	-	-	132	(132)	100%	-	39
Transfers and subsidies									
Provinces and municipalities	-	-	-	-	-	-		250	148
Households	6 669	2 428	-	9 097	9 097	-	100%	3 179	3 179
Gifts and donations	-	-	-	-	-	-		-	-
Payments for capital assets									
Buildings and other fixed structures	-	-	-	-	-	-		-	-
Machinery and equipment	8 163	(2 549)	-	5 614	4 308	1 306	76.7%	11 467	10 991
Intangible assets	-	2 549	-	2 549	2 508	41	98.4%	20	16
Total	1 112 901	-	(42 242)	1 070 659	1 050 226	20 433	98.1%	579 772	559 156

Detail per programme 2 – PUBLIC ORDINARY SCHOOLS EDUCATION

For the year ended 31 March 2013/14

Detail per sub-programme 2	2013/14							2012/13	
	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
2.1 Public Primary School									
Current payment	6 978 998	(9 752)	-	6 969 246	6 746 730	222 516	96.8%	6 477 704	6 563 620
Transfers and subsidies	301 664	-	-	301 664	299 473	2 191	99.3%	301 026	290 071
Payment for capital assets	1 000	-	-	1 000	2 004	(1 004)	200.4%	31 807	31 091
2.2 Public Secondary School									
Current payment	4 195 701	-	-	4 195 701	4 362 779	(167 078)	104.0%	3 877 849	3 864 418
Transfers and subsidies	151 207	9 752	-	160 959	169 036	(8 077)	105.0%	140 198	158 111
Payment for capital assets	-	-	-	-	99	(99)	-	55 642	98 674
2.3 Human Resource Development									
Current payment	29 102	-	-	29 102	29 710	(608)	102.1%	41 108	39 084
2.4 In-School Sport and Culture									
Current payment	17 332	-	-	17 332	9 811	7 521	56.6%	16 455	15 543
2.5 Conditional Grants									
Current payment	463 323	-	-	463 323	449 322	14 001	97.0%	541 776	534 909
Transfers and subsidies	80 443	-	-	80 443	74 557	5 886	92.7%	25 416	25 359
Payment for capital assets	1 500	-	-	1 500	1 499	1	99.9%	429 768	422 473
2.6 Professional Services - POS									
Current payment	-	-	-	-	-	-	-	444 874	468 754
Transfers and subsidies	-	-	-	-	-	-	-	1 440	2 205
Payment for capital assets	-	-	-	-	-	-	-	252	104
Payment for financial assets	-	-	-	-	-	-	-	-	-
Total	12 220 270	-	-	12 220 270	12 145 020	75 250	99.4%	12 385 315	12 154 416

Statutory Appropriation per economic classification

Programme 2 – Public Ordinary Schools Education

Detail per sub-programme 2	2013/14							2012/13	
	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
Current payments									
Compensation of employees	10 491 199	(9 730)	-	10 481 469	10 414 288	67 181	99.4%	10 221 069	10 201 912
Goods and services	1 193 257	(22)	-	1 193 235	1 184 065	9 170	99.2%	1 178 698	1 284 418
Transfers and subsidies to:									
Departmental agencies and accounts	-	-	-	-	-	-	-	5 328	3 183
Non-profit institutions	498 754	5 753	-	504 507	504 506	1	100.0%	417 966	421 813
Households	34 560	3 999	-	38 559	38 559	-	100.0%	44 786	50 748
Payment for capital assets									
Buildings and other fixed structures	1 500	-	-	1 500	1 499	1	99.9%	495 295	539 202
Machinery and equipment	1 000	-	-	1 000	2 103	(1 103)	210.3%	22 173	13 140
Total	12 220 270	-	-	12 220 270	12 145 020	75 250	99.4%	12 385 315	12 514 416

Detail per program 3 – INDEPENDENT SCHOOLS SUBSIDIES
For the year ended 31 March 2014

2013/14								2012/13		
Details per Sub-Programme 3		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
3.1	PRIMARY PHASE									
	Current payment	-	-	-	-	-	-	-	-	-
	Transfers and subsidies	11 387	-	-	11 387	11 246	141	98.8%	8 873	8 873
3.2	SECONDARY PHASE									
	Transfers and subsidies	4 613	-	-	4 613	4 092	521	88.7%	3 594	3 508
	Payment for financial assets	-	-	-	-	-	-	-	-	-
Total		16 000	-	-	16 000	15 338	662	95.9%	12 467	12 381

Statutory Appropriation per economic classification

Programme 3 – Independent Schools Subsidies

2013/14								2012/13	
Programme 3 Per Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers and subsidies									
Non-profit institutions	16 000	-	-	16 000	15 338	662	95.9%	12 467	12 381
Total	16 000	-	-	16 000	15 338	662	95.9%	12 467	12 381



Detail per program 4 – PUBLIC SPECIAL SCHOOL EDUCATION
For the year ended 31 March 2014

2013/14								2012/13	
Details per Sub-Programme 4	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
4.1 SCHOOLS									
Current payment	174 780	(39)	-	174 741	163 852	10 889	93.8%	161 722	156 002
Transfers and subsidies	31 975	39	-	32 014	32 014	-	100%	36 677	37 270
Payment for capital assets	5 000	-	-	5 000	4 293	707	85.9%	6 598	4 369
4.2 HUMANRESOURCE DEVELOPMENT									
Current payment	806	-	-	806	788	18	97.8%	389	389
4.3 PROFESSIONAL SERVICES									
Current payment	-	-	-	-	-	-	-	10 845	7 992
Transfers and subsidies	-	-	-	-	-	-	-	122	-
Payment for capital assets	-	-	-	-	-	-	-	118	118
4.4 CONDITIONAL GRANTS									
Payment for capital assets	-	-	-	-	-	-	-	50 384	49 742
Total	212 561	-	-	212 561	200 947	11 614	94.5%	266 855	255 882

Statutory Appropriation per economic classification
Programme 4 - Public Special School Education

2013/14								2012/13	
Programme 4 Per Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation on employees	166 309	(39)	-	166 270	157 680	8 590	94.8%	164 934	156 361
Goods and services	9 277	-	-	9 277	6 960	2 317	75.0%	8 022	8 022
Transfers and subsidies									
Non-profit institutions	31 430	-	-	31 430	31 430	-	100.0%	36 268	36 635
Households	545	39	-	584	584	-	100.0%	531	635
Payments for capital assets									
Buildings and other fixed structures	-	-	-	-	-	-	-	50 384	49 742
Machinery and equipment	5 000	-	-	5 000	4 293	707	85.9%	6 716	4 487
Total	212 561	-	-	212 561	200 947	11 614	94.5%	266 855	255 882

Detail per programme 5 – FURTHER EDUCATION AND TRAINING
For the year ended 31 March 2014

2013/14								2012/13		
Details per Sub-Programme 5		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
5.1	PUBLIC INSTITUTIONS									
	Current payment	12 589	(34)	-	12 555	11 507	1 048	91.7%	9 548	9 574
	Transfers and subsidies	-	34	-	34	33	1	97.1%	1 338	150
5.2	YOUTH COLLEGES									
	Transfers and subsidies	98 000	-	-	98 000	98 000	-	100.0%	100 741	105 915
5.3	HUMAN RESOURCE DEVELOPMENT									
	Current payment	360	-	-	360	336	24	93.3%	56 969	58 920
	CONDITIONAL GRANT - FET									
	Transfers and subsidies	131 287	-	-	131 287	131 287	-	100.0%	345 285	345 285
Total		242 236	-	-	242 236	241 163	1 073	99.6%	513 881	519 844

Statutory Appropriation per economic classification
Programme 5 – Further Education and Training

2013/14							2012/13		
Programme 5 Per Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	10 944	(34)	-	10 910	10 592	318	97.1%	9 381	8 885
Goods and services	2 005	-	-	2 005	1 251	754	62.4%	57 136	59 609
Transfers and subsidies									
Non-profit institutions	229 287	-	-	229 287	229 287	-	100%	447 226	451 200
Households	-	34	-	34	33	1	97.1%	138	150
Total	242 236	-	-	242 236	241 163	1 073	99.6%	513 881	519 844



Detail per program 6 – ADULT BASIC EDUCATION AND TRAINING
For the year ended 31 March 2014

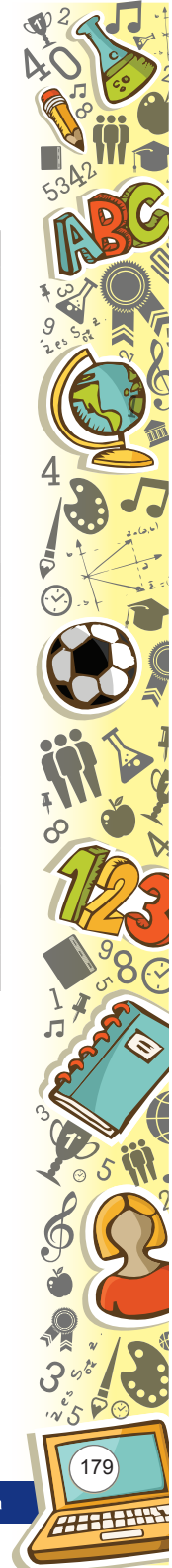
2013/14								2012/13		
Details per Sub-programme 6		Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
6.1	PUBLIC CENTRES									
	Current payment	133 061	-	-	133 061	132 126	935	99.3%	128 707	128 600
	Transfers and subsidies	5 002	-	-	5 002	4 854	148	97.0%	5 497	5 605
6.2	HUMANRERESOURCE DEVELOPMENT									
	Current payment	528	-	-	528	491	37	93.0%	500	500
	PROFESSIONAL SERVICES									
6.3	Current payment	-	-	-	-	-	-	-	2 641	2 726
Total		138 591	-	-	138 591	137 471	1 120	99.2%	137 345	137 431

Statutory Appropriation per economic classification
Programme 6 – Adult Basic Education and Training

2013/14							2012/13		
Programme 6 Per Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	125 435	-	-	125 435	124 555	880	99.3%	121 936	121 929
Goods and services	8 154	-	-	8 154	8 062	92	98.9%	9 912	9 897
Transfers and subsidies									
Non-profit institutions	4 998	-	-	4 998	4 854	144	97.1%	5 497	5 605
Households	4	-	-	4	-	4	-	-	-
Total	138 591	-	-	138 591	137 471	1 120	99.2%	137 345	137 431

Detail per programme 7 – EARLY CHILDHOOD DEVELOPMENT
For the year ended 31 March 2014

								2013/14	2012/13	
	Details per Sub-programme 7	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
7.1	GRADE-R IN PUBLIC CENTRES									
	Current payment	155 378	(2 749)	-	152 629	150 683	1 946	98.7%	152 382	144 605
	Transfers and subsidies	7 237	1 956	-	9 193	9 141	52	99.4%	-	170
	Payment for capital assets	-	-	-	-	-	-	-	89	88
7.2	GRADE R IN COMMUNITY CENTRES									
	Transfers and subsidies	18 789	793	-	19 582	19 166	416	97.9%	10 800	11 090
7.3	PRE-GRADE R									
	Current payment	14 328	-	-	14 328	12 160	2 168	84.9%	8 780	8 780
7.4	HUMAN RESOURCE DEVELOPMENT									
	Current payment	542	-	-	542	532	10	98.2%	451	450
7.5	PROFESSIONAL SERVICES - ECD									
	Current payment	-	-	-	-	-	-	-	2 324	2 547
	Transfers and subsidies	-	-	-	-	-	-	-	28	-
7.6	CONDITIONAL GRANTS									
	Transfers and subsidies	-	-	-	-	-	-	-	12 613	12 603
	Payment for capital assets	-	-	-	-	-	-	-	28 408	28 323
Total		196 274	-	-	196 274	191 682	4 592	97.7%	215 875	208 656



Statutory Appropriation per economic classification

Programme 7 – Early Childhood Development

Programme 7 Per Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	2013/14	Final Appropriation	Actual expenditure
							Expenditure as % of final appropriation		
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	140 175	(2 745)	-	137 430	135 950	1 480	98.9%	145 071	137 516
Goods and services	30 073	(4)	-	30 069	27 425	2 644	91.2%	18 866	18 866
Transfers and subsidies									
Non-profit institutions	26 026	2 306	-	28 332	27 865	467	98.4%	23 413	23 693
Households	-	443	-	443	442	1	99.8%	28	170
Payments for capital assets									
Buildings and other fixed structures	-	-	-	-	-	-	-	28 408	28 323
Machinery and equipment	-	-	-	-	-	-	-	89	88
Total	196 274	-	-	196 274	191 682	4 592	97.7%	215 875	208 656

Detail per program 8 – INFRASTRUCTURE DEVELOPMENT
For the year ended 31 March 2014

								2013/14	2012/13	
	Details per Sub-programme 8	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
8.1	ADMINISTRATION									
	Current payment	3 251	-	-	3 251	1 624	1 627	50.0%	-	-
8.2	PUBLIC ORDINARY SCHOOLS									
	Current payment	26 983	(16 001)	-	10 982	30 894	(19 912)	281.3%	-	-
	Transfers and subsidies	17	-	-	17	18	(1)	105.9%	-	-
	Payment for capital assets	606 245	16 000	42 242	664 487	609 162	55 325	91.7%	-	-
8.3	SPECIAL SCHOOL									
	Current payment	2 000	-	-	2 000	-	2 000	-	-	-
	Transfers and subsidies	-	1	-	1	-	1	-	-	-
	Payment for capital assets	51 155	-	-	51 155	66 059	(14 904)	129.1%	-	-
8.4	EARLY CHILDHOOD DEVELOPMENT									
	Current payment	1 000	-	-	1 000	-	1 000	-	-	-
	Payment for capital assets	28 970	-	-	28 970	5 975	22 995	20.6%	-	-
	Total	719 621	-	42 242	761 863	713 732	48 131	93.7%	-	-

Programme 8 – Infrastructure Development

								2013/14	2012/13	
	Programme 8 Per Economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
	Current payments									
	Compensation of employees	9 760	(1)	-	9 759	7 283	2 476	74.6%	-	-
	Goods and services	20 223	(16 000)	-	4 223	25 235	(21 012)	597.6%	-	-
	Transfers and subsidies									
	Departmental agencies and account	-	-	-	-	-	-	-	-	-
	Households	17	1	-	18	18	-	100.0%	-	-
	Payments for capital assets									
	Buildings and other fixed structures	689 621	16 000	42 242	747 863	681 006	66 857	91.1%	-	-
	Machinery and equipment	-	-	-	-	190	(190)	-	-	-
	Total	719 621	-	42 242	761 863	713 732	48 131	93.7%	-	-



Detail per program 9 – AUXILLIARY AND ASSOCIATED SERVICES
For the year ended 31 March 2014

2013/14								2012/13	
Details per Sub-programme 9	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
9.1 PAYMENT TO SETA									
Transfers and subsidies	3 803	-	-	3 803	3 803	-	100.0%	4 997	4 997
9.2 SPECIAL PROJECTS									
Current payment	79 700	-	-	79 700	79 084	616	99.2%	-	-
9.3 CONDITIONAL GRANTS PROJECTS									
Current payment	17 943	-	-	17 943	17 767	176	99.0%	17 896	17 813
Payment for capital assets	72	-	-	72	-	72	-	-	-
9.4 EXTERNAL EXAMINATION									
Current payment	141 169	(27)	-	141 142	134 795	6 347	95.5%	148 934	123 796
Payment for capital assets	-	27	-	27	26	1	96.3%	-	-
Total	242 687	-	-	242 687	235 475	7 212	97.0%	171 827	146 606

Statutory Appropriation per economic classification
Programme 9 – Auxiliary and associated services

2013/14								2012/13	
Programme 9 per economic classification	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	86 218	(27)	-	86 191	81 225	4 966	94.2%	95 393	70 173
Goods and services	152 594	-	-	152 594	150 421	2 173	98.6%	71 437	71 436
Transfers and subsidies to:									
Departmental agencies and accounts	3 803	-	-	3 803	3 803	-	100.0%	4 997	4 997
Payment for capital assets									
Machinery and equipment	72	27	-	99	26	73	26.3%	-	-
Total	242 687	-	-	242 687	235 475	7 212	97.0%	171 827	146 606

NOTES TO THE APPROPRIATION STATEMENT

for the year ended 31 March 2014

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-D) to the Annual Financial Statements.

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

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

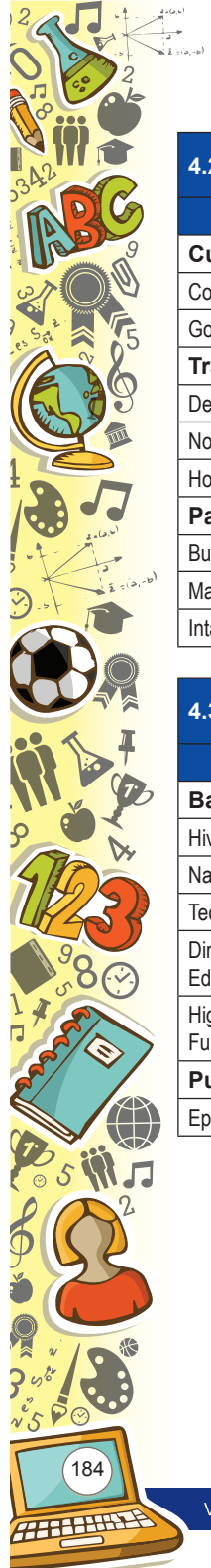
3. Detail on payments for financial assets

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

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

4.1 Per programme	Final Appropriation	Actual Expenditure	Variance R'000	Variance as a % of Final Appropriation
Programme 1: Administration	1 072 415	1 051 961	20 454	1.9%
Not all funded key vacant posts could be filled as at 31 March 2014. Austerity Measures on goods and services also caused a savings on this programme				
Programme 2: Public Ordinary Schools)	12 220 270	12 145 020	75 250	0.6%
The under expenditure on this programme is due to late appointment of 130 clerks as a result of vetting processes and non-implementation of teachers incentives because of technical challenges.				
Programme 3: Independent Schools	16 000	15 338	662	4.1%
Savings was realised due to the fact that one school has forfeited its subsidy in 2013/14 financial year for poor grade 12 results.				
Programme 4: Public Special Schools	212 561	200 947	11 614	5.5%
Not all funded key vacant posts could be filled as at 31 March 2014. Outstanding invoices on LTSM due to late delivery by the service provider.				
Programme 5: Further Education and Training	242 236	241 163	1 073	0.4%
Funded key vacant posts could be completely filled as at 31 March 2014. Savings was realised on goods and services due management subsistence claims put against college budget				
Programme 6: Basic Education and training	138 591	137 471	1 120	0.8%
Outstanding transfer payment to Masibekela B Adult Centre caused under spending on this programme.				
Programme 7: Early Childhood Development.	196 274	191 682	4 592	2.3%
Savings was realised due to resignations of Grade R practitioners in schools.				
Programme 8: Infrastructure Development	761 863	713 732	48 131	6.3%
Under spending caused by invoices received towards the end of the financial year. This ultimately increased accruals.				
Programme 9: Auxiliary and Associated Services	242 687	235 475	7 212	3.0%
Savings was realised due to a reduced number of markers employed during examinations				





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	11 840 706	11 753 956	86 750	0.7%
Goods and services	1 631 470	1 617 086	14 384	0.9%
Transfers and subsidies				
Departmental and agencies	3 803	3 803	-	0.0%
Non-profit institutions	814 554	813 280	1 274	0.2%
Households	48 739	48 733	6	0.0%
Payments for capital assets				
Buildings and other fixed structures	749 363	682 505	66 858	8.9%
Machinery and equipment	11 713	10 920	793	6.8%
Intangible assets	2 549	2 508	41	1.6%

4.3 Per economic classification	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	R'000
Basic Education				
Hiv/Aids (Life Skills Edu) Grant	18 015	17 767	248	1.0%
Nat School Nutrition Prog Grnt	504 835	484 947	19 888	4.0%
Tech Sec School Recap Gr	30 756	30 756	-	0.0%
Dinaledi Schools Grant	9 675	9 675	-	0.0%
Educ infrastructure grant	536 370	536 367	3	0.0%
Higher Education & Training	131 287	131 287	-	0.0%
Further edu and train col grant				
Public Works				
Epwp Inter Grnt Prov	3 000	3 000	-	0.0%

STATEMENT OF FINANCIAL PERFORMANCE

for the year ended 31 March 2014

REVENUE

Annual appropriation
Statutory appropriation
Departmental revenue

TOTAL REVENUE

EXPENDITURE

Current expenditure

Compensation of employees
Goods and services
Interest and rent on land

Total current expenditure

Transfers and subsidies

Transfers and subsidies

Total transfers and subsidies

Expenditure for capital assets

Tangible assets

Intangible assets

Total expenditure for capital assets

TOTAL EXPENDITURE

SURPLUS/(DEFICIT) FOR THE YEAR

Reconciliation of Net Surplus/(Deficit) for the year

Voted funds

Annual appropriation

Conditional grants

Departmental revenue and NRF Receipts

SURPLUS/(DEFICIT) FOR THE YEAR

Note	2013/14 R'000	2012/13 R'000
1	15 101 141	14 283 337
2	1 756	1 657
3	6 478	1 280
	15 109 375	14 286 274
4	11 753 954	11 042 338
5	1 616 954	1 653 121
6	132	39
	13 371 040	12 695 498
7	865 816	1 014 537
	865 816	1 014 537
8	693 425	645 973
	2 508	16
	695 933	645 989
	14 932 789	14 356 024
	176 586	(69 750)
	170 108	(71 030)
	149 969	-
	20 139	-
	6 478	1 280
	176 586	(69 750)



STATEMENT OF FINANCIAL POSITION

as at 31 March 2014

ASSETS

Current assets

Unauthorised expenditure

Cash and cash equivalents

Receivables

Non-current assets

TOTAL ASSETS

LIABILITIES

Current liabilities

Voted funds to be surrendered to the Revenue Fund

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

Payables

Non-current liabilities

TOTAL LIABILITIES

NET ASSETS

Represented by:

Capitalisation reserve

Recoverable revenue

Retained funds

Revaluation reserves

TOTAL

Note	2013/14 R'000	2012/13 R'000
	935 194	788 650
9	668 194	668 194
10	207 143	57 039
11	59 857	63 417
	-	-
	935 194	788 650

	932 148	784 822
	924 178	769 109
	2 699	2 406
	5 271	13 307
	-	-
	932 148	784 822
	3 046	3 828

Note	2013/14 R'000	2012/13 R'000
	-	-
	3 046	3 828
	-	-
	-	-
	3 046	3 828

STATEMENT OF CHANGES IN NET ASSETS

as at 31 March 2014

Recoverable revenue

Opening balance

Transfers:

Irrecoverable amounts written off

Debts revised

Debts recovered (included in departmental receipts)

Debts raised

Closing balance

TOTAL

Note	2013/14 R'000	2012/13 R'000
	3 828	5 112
	(1 814)	(1 284)
	3 483	-
	(4 265)	244
	-	(1 528)
	2 014	3 828
	3 046	3 828



CASH FLOW STATEMENT

for the year ended 31 March 2014

CASH FLOWS FROM OPERATING ACTIVITIES

Receipts

Annual appropriated funds received

Statutory appropriated funds received

Departmental revenue received

Interest received

Net (increase)/decrease in working capital

Surrendered to Revenue Fund

Current payments

Interest paid

Transfers and subsidies paid

Net cash flow available from operating activities

CASH FLOWS FROM INVESTING ACTIVITIES

Payments for capital assets

Proceeds from sale of capital assets

Net cash flows from investing activities

CASH FLOWS FROM FINANCING ACTIVITIES

Increase/(decrease) in net assets

Increase/(decrease) in non-current payables

Net cash flows from financing activities

Net increase/(decrease) in cash and cash equivalents

Cash and cash equivalents at beginning of period

Cash and cash equivalents at end of period

Note	2013/14 R'000	2012/13 R'000
1.1	15 131 956	14 310 313
2	15 101 141	14 283 337
2	1 756	1 657
3	25 253	22 519
	3 806	2 800
	(4 476)	(7 355)
	(44 498)	(63 097)
	(13 370 908)	(12 560 387)
6	(132)	(39)
	(865 816)	(1 014 537)
15	846 126	664 976
8	(695 933)	(645 989)
3	693	592
	(695 240)	(645 397)
	(782)	(1 284)
	-	-
	(782)	(1 284)
	150 104	18 295
	57 039	38 744
	207 143	57 039

ACCOUNTING POLICIES

for the year ended 31 March 2014

Summary of significant accounting policies

The financial statements have been prepared in accordance with the following policies, which have been applied consistently in all material aspects, unless otherwise indicated.

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.

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 (PFMA), Act 1 of 1999 (as amended by Act 29 of 1999), and the Treasury Regulations issued in terms of the PFMA and the annual Division of Revenue Act.

1	Basis of preparation The financial statements have been prepared in accordance with the Modified Cash Standard.
2	Going concern The financial statements have been prepared on a going concern basis.
3	Presentation currency Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department.
4	Rounding Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R'000).
5	Foreign currency translation Cash flows arising from foreign currency transactions are translated into South African Rands using the exchange rates prevailing at the date of payment / receipt.
6	Current year comparison with budget A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.
7	Revenue
7.1	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 statement of financial performance on the date the appropriation becomes effective. Adjustments made in terms of the adjustments budget process are recognised in the statement of financial performance on the date the adjustments become effective. 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.
7.2	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.



7.3	<p>Accrued departmental revenue Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when:</p> <ul style="list-style-type: none"> • it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and • the amount of revenue can be measured reliably. <p>The accrued revenue is measured at the fair value of the consideration receivable. Accrued tax revenue (and related interest and penalties) is measured at amounts receivable from collecting agents.</p>
8	Expenditure
8.1	Compensation of employees
8.1.1	<p>Salaries and wages</p> <p>Salaries and wages are recognised in the statement of financial performance on the date of payment.</p>
8.1.2	<p>Social contributions</p> <p>Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment.</p> <p>Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.</p>
8.2	<p>Other expenditure</p> <p>Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment.</p> <p>The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold.</p>
8.3	<p>Accrued expenditure payable</p> <p>Accrued expenditure payable is recorded in the notes to the financial statements when the goods are received or, in the case of services, when they are rendered to the department.</p> <p>Accrued expenditure payable is measured at cost.</p>
8.4	Leases
8.4.1	<p>Operating leases</p> <p>Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment. The operating lease commitments are recorded in the notes to the financial statements.</p>
8.4.2	<p>Finance leases</p> <p>Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment.</p> <p>The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions.</p> <p>Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of:</p> <ul style="list-style-type: none"> • cost, being the fair value of the asset; or • the sum of the minimum lease payments made, including any payments made to acquire ownership at the end of the lease term, excluding interest.
9	Aid Assistance
9.1	<p>Aid assistance received</p> <p>Aid assistance received in cash is recognised in the statement of financial performance when received.</p> <p>In-kind aid assistance is recorded in the notes to the financial statements on the date of receipt and is measured at fair value.</p> <p>Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.</p>
9.2	<p>Aid assistance paid</p> <p>Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.</p>

10	Cash and cash equivalents Cash and cash equivalents are stated at cost in the statement of financial position. Bank overdrafts are shown separately on the face of the statement of financial position. 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.
11	Prepayments and advances Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash. Prepayments and advances are initially and subsequently measured at cost.
12	Loans and receivables Loans and receivables are recognised in the statement of financial position at cost plus accrued interest, where interest is charged, less amounts already settled or written-off.
13	Investments Investments are recognised in the statement of financial position at cost.
14	Impairment of financial assets Where there is an indication of impairment of a financial asset, an estimation of the reduction in the recorded carrying value, to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset, is recorded in the notes to the financial statements.
15	Payables Loans and receivables are recognised in the statement of financial position at cost.
16	Capital Assets
16.1	Immovable capital assets Immovable capital assets are initially recorded in the notes to the financial statements at cost. Immovable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition. Where the cost of immovable capital assets cannot be determined accurately, the immovable capital assets are measured at R1 unless the fair value of the asset has been reliably estimated, in which case the fair value is used. All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) are recorded at R1. Immovable capital assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the immovable asset is recorded by another department in which case the completed project costs are transferred to that department.
16.2	Movable capital assets Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition. Where the cost of movable capital assets cannot be determined accurately, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R1. All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) are recorded at R1. Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the movable asset is recorded by another department/entity in which case the completed project costs are transferred to that department.





16.3	Intangible assets <p>Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition.</p> <p>Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project.</p> <p>Where the cost of intangible assets cannot be determined accurately, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1.</p> <p>All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) are recorded at R1.</p> <p>Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment.</p> <p>Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the intangible asset is recorded by another department/entity in which case the completed project costs are transferred to that department.</p>
17	Provisions and Contingents
17.1	Provisions <p>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 or service potential will be required to settle the obligation and 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.</p>
17.2	Contingent liabilities <p>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</p>
17.3	Contingent assets <p>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</p>
17.4	Commitments <p>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</p>
18	Unauthorised expenditure <p>Unauthorised expenditure is recognised in the statement of financial position until such time as the expenditure is either:</p> <ul style="list-style-type: none">• approved by Parliament or the Provincial Legislature with funding and the related funds are received; or• approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or• Transferred to receivables for recovery. <p>Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure.</p>
19	Fruitless and wasteful expenditure <p>Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed.</p> <p>The amount recorded is equal to the total value of the fruitless and or wasteful expenditure incurred.</p> <p>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.</p>

20	<p>Irregular expenditure</p> <p>Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the total value of the irregularity unless it is impracticable to determine, in which case reasons therefor are provided in the note.</p> <p>Irregular expenditure is removed from the note when it is either condoned by the relevant authority or transferred to receivables for recovery.</p> <p>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.</p>
21	<p>Prior period errors</p> <p>Prior period errors are omissions from, and misstatements in, the department's financial statements for one or more prior periods arising from a failure to use, or misuse of, reliable information that:</p> <ul style="list-style-type: none"> a) Was available when financial statements for those periods were authorised for issue; and b) Could reasonably be expected to have been obtained and taken into account in the preparation and presentation of those financial statements. <p>Such errors include the effects of mathematical mistakes, mistakes in applying accounting policies, oversights or misinterpretations of facts, and fraud. Prior year errors are therefore corrected retrospectively</p>
22	<p>Non-adjusting events after the reporting date</p> <p>Events after the reporting date are those events, both favourable and unfavourable, that occur between the reporting date and the date when the financial statements are authorised for issue. Two types of events can be identified:</p> <ul style="list-style-type: none"> a. those that provide evidence of conditions that existed at the reporting date (adjusting events after the reporting date); and b. those that are indicative of conditions that arose after the reporting date (non-adjusting events after the reporting date).



NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2014

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:

	Final Appropriation R'000	Actual Funds Received R'000	2013/14 Funds not requested/ not received R'000	2012/13 Appropriation received R'000
ADMINISTRATION	1 070 659	1 070 659	-	579 772
PUBLIC ORDINARY SCHOOL EDUCATION	12 220 270	12 220 270	-	12 385 315
INDEPENDENT SCHOOL SUBSIDIES	16 000	16 000	-	12 467
PUBLIC SPECIAL SCHOOL EDUCATION	212 561	212 561	-	266 855
FURTHER EDUCATION AND TRAINING	242 236	242 236	-	513 881
ADULT BASIC EDUCATION AND TRAINING	138 591	138 591	-	137 345
EARLY CHILDHOOD DEVELOPMENT	196 274	196 274	-	215 875
INFRASTRUCTURE DEVELOPMENT	761 863	761 863	-	-
AUXILIARY AND ASSOCIATED SERVICES	242 687	242 687	-	171 827
Total	15 101 141	15 101 141	-	14 283 337

The department received all of its appropriated funds for the 2013/14 financial year.

1.2 Conditional grants

	Note	2013/14 R'000	2012/13 R'000
Total grants received	33	1 233 938	1 451 546
Provincial grants included in Total Grants received		-	-

1.3 Unconditional grants

Note	2013/14 R'000	2012/13 R'000
Total grants received	-	-

The Department did not have Unconditional Grants as per the DORA.

2. Statutory Appropriation

	2013/14 R'000	2012/13 R'000
Member of executive committee	1 756	1 657
Total	1 756	1 657
Actual Statutory Appropriation received	1 756	1 657

3. Departmental revenue

Note	2013/14 R'000	2012/13 R'000
Sales of goods and services other than capital assets	14 813	14 185
Interest, dividends and rent on land	3 806	2 800
Sales of capital assets	693	592
Transactions in financial assets and liabilities	10 440	8 334
Total revenue collected	29 752	25 911
Less: Own revenue included in appropriation	(23 274)	(24 631)
Departmental revenue collected	6 478	1 280

Own revenue comparative has been restated to account for a prior-period error and has been disclosed on the Secondary Notes to the Annual Financial Statements.

3.1 Sales of goods and services other than capital assets

Sales of goods and services produced by the department
Sales by market establishment
Other sales
Total

Note	2013/14	2012/13
3	R'000	R'000
	1 382	1 661
	13 431	12 524
	14 813	14 185

3.2 Interest, dividends and rent on land

Interest
Total

Note	2013/14	2012/13
3	R'000	R'000
	3 806	2 800
	3 806	2 800

3.3 Sale of capital assets

Tangible assets
Machinery and equipment
Total

Note	2013/14	2012/13
3	R'000	R'000
	693	592
27	693	592

3.4 Transactions in financial assets and liabilities

Receivables
Other Receipts including Recoverable Revenue
Total

Note	2013/14	2012/13
3	R'000	R'000
	1 242	1 095
	9 198	7 239
	10 440	8 334

4. Compensation of employees

4.1 Salaries and Wages

	Note	2013/14	2012/13
	4	R'000	R'000
Basic salary		8 610 887	8 026 904
Performance award		12 126	40 768
Service Based		28 627	41 312
Compensative/circumstantial		257 450	229 021
Periodic payments		1 269	901
Other non-pensionable allowances		1 225 116	1 152 763
Total		10 135 475	9 491 669

4.2 Social contributions

	Note	2013/14	2012/13
	4	R'000	R'000
Employer contributions			
Pension		1 091 715	1 018 331
Medical		523 775	529 566
Bargaining council		861	623
Official unions and associations		2 128	2 149
Total		1 618 479	1 550 669
Total compensation of employees		11 753 954	11 042 338
Average number of employees		44 270	46 268



5. Goods and services

Administrative fees
Advertising
Capital assets less than R5 000
Bursaries (employees)
Catering
Communication
Computer services
Consultants, contractors and agency/outsourced services
Audit cost – external
Fleet services
Inventory
Consumables
Operating leases
Property payments
Rental and hiring
Travel and subsistence
Venues and facilities
Training and development
Other operating expenditure
Total

Note	2013/14 R'000	2012/13 R'000
	5 686	3 102
5.1	4 016	5 009
	2 059	19 522
	79 301	58 923
	13 627	16 232
	23 185	3 404
5.2	25 249	47 628
5.3	439 262	503 886
5.4	8 485	9 722
	15 947	16 461
5.5	665 337	524 179
5.6	19 446	79 163
	54 796	54 095
5.7	38 369	72 174
	1 516	1 345
5.8	106 166	109 743
	19 369	18 621
	60 113	59 583
5.9	35 025	50 329
	1 616 954	1 653 121

5.1 Capital assets less than R5 000

Tangible assets
Machinery and equipment
Transport assets
Intangible assets
Total

Note	2013/14 R'000	2012/13 R'000
5	2 059	19 516
	-	6
	-	-
	-	-
	2 059	19 522

5.2 Computer services

	Note	2013/14	2012/13
	5	R'000	R'000
SITA computer services		8 508	13 028
External computer service providers		16 741	34 600
Total		25 249	47 628

5.3 Consultants, contractors and agency/outsourced services

	Note	2013/14	2012/13
	5	R'000	R'000
Business and advisory services		10 172	-
Infrastructure and planning		7 335	31 840
Legal costs		1 273	2 563
Contractors		1 982	24 393
Agency and support/outsourced services		418 500	445 090
Total		439 262	503 886

5.4 Audit cost – External

	Note	2013/14	2012/13
	5	R'000	R'000
Regularity audits		8 485	9 722
Total		8 485	9 722

5.5 Inventory

	Note	2013/14	2012/13
	5	R'000	R'000
Learning, teaching and support material		576 381	524 179
Materials and supplies		88 956	-
Total		665 337	524 179



5.6 Consumables

Consumable supplies
Uniform and clothing
Household supplies
Building material and supplies
IT consumables
Other consumables
Stationery, printing and office supplies
Total

Note	2013/14	2012/13
5	R'000	R'000
	5 045	25 710
	434	-
	1 935	1 543
	65	6 476
	1 275	-
	1 336	17 691
	14 401	53 453
	19 446	79 163

The Inventory and Consumables comparatives have been restated to account for a prior-period error as disclosed on the Secondary Notes to the Annual Financial Statements

5.7 Property payments

Municipal services
Property maintenance and repairs
Other
Total

Note	2013/14	2012/13
5	R'000	R'000
	12 478	22 474
	-	6 292
	25 891	43 408
	38 369	72 174

5.8 Travel and subsistence

Local
Foreign
Total

Note	2013/14	2012/13
5	R'000	R'000
	106 166	109 704
	-	39
	106 166	109 743

5.9 Other operating expenditure

	Note	2013/14 R'000	2012/13 R'000
Professional bodies, membership and subscription fees	5	7 295	7 906
Resettlement costs		2 118	1 313
Other		25 612	41 110
Total		35 025	50 329

6. Interest and rent on land

	2013/14 R'000	2012/13 R'000
Interest paid	132	39
Total	132	39

7. Transfers and subsidies

	Note	2013/14 R'000	2012/13 R'000
Provinces and municipalities		-	3 332
Departmental agencies and accounts	Annex 1A	3 803	4 997
Non-profit institutions	Annex 1B	813 280	951 326
Households	Annex 1C	48 665	54 882
Gifts, donations and sponsorships made	Annex 1D	68	-
Total		865 816	1 014 537

8. Expenditure for capital assets

	Note	2013/14 R'000	2012/13 R'000
Tangible assets		693 425	645 973
Buildings and other fixed structures	30	620 131	569 530
Machinery and equipment	27	73 294	76 443
Intangible assets		2 508	16
Software	29	2 508	16
Total		695 933	645 989



8.1 Analysis of funds utilised to acquire capital assets – 2013/14

Tangible assets

Buildings and other fixed structures

Machinery and equipment

Specialised military assets

Intangible assets

Software

Total

Voted funds R'000	Aid assistance R'000	Total R'000
693 425	-	693 425
620 131	-	620 131
73 294	-	73 294
-	-	-
2 508	-	2 508
2 508	-	2 508
695 933	-	695 933

8.2 Analysis of funds utilised to acquire capital assets – 2012/13

Tangible assets

Buildings and other fixed structures

Machinery and equipment

Intangible assets

Software

Total

Voted funds R'000	Aid assistance R'000	Total R'000
645 973	-	645 973
569 530	-	569 530
76 443	-	76 443
16	-	16
16	-	16
645 989	-	645 989

9. Unauthorised expenditure

9.1 Reconciliation of unauthorised expenditure

Opening balance

Unauthorised expenditure – discovered in current year (as restated)

Less: Amounts approved by Parliament/Legislature with funding

Unauthorised expenditure awaiting authorisation

2013/14 R'000	2012/13 R'000
668 194	664 980
-	135 150
-	(131 936)
668 194	668 194

9.2 Analysis of unauthorised expenditure awaiting authorisation per economic classification

	2013/14 R'000	2012/13 R'000
Capital	-	-
Current	668 194	668 194
Transfers and subsidies	-	-
Total	668 194	668 194

9.3 Analysis of unauthorised expenditure awaiting authorisation per type

	2013/14 R'000	2012/13 R'000
Unauthorised expenditure relating to overspending of the vote or a main division within a vote	668 194	668 194
Total	668 194	668 194

10. Cash and cash equivalents

	Note	2013/14 R'000	2012/13 R'000
Consolidated Paymaster General Account		205 191	58 875
Disbursements		1 952	(1 836)
Total		207 143	57 039

11. Receivables

	Note	R'000 Less than one year	R'000 One to three years	R'000 Older than three years	2013/14 R'000 Total	2012/13 R'000 Total
Claims recoverable	11.1 Annex 3	-	2 663	-	2 663	3 221
Recoverable expenditure	11.2	309	5	9 295	9 609	14 129
Staff debt	11.3	8 407	12 971	24 826	46 204	45 078
Other debtors	11.4	1 381	-	-	1 381	989
Total		10 097	15 639	34 121	59 857	63 417

An Error on the comparatives was corrected and disclosed accordingly on the Secondary Notes to the AFS.

11.1 Claims recoverable

National departments
Provincial departments
Universities and technikons

Total

Note	2013/14	2012/13
11	R'000	R'000
	44	58
	2 562	3 061
	57	102
	2 663	3 221

11.2 Recoverable expenditure

Supplier and other receivables

Total

Note	2013/14	2012/13
11	R'000	R'000
	9 609	14 129
	9 609	14 129

11.3 Staff debt

Employees
Ex-Employees
Recoveries (Irregular Expenditure and Fruitless Expenditure)

Total

Note	2013/14	2012/13
11	R'000	R'000
	4 770	4 885
	41 434	39 878
	-	315
	46 204	45 078

11.4 Other debtors

EBT Control
Sal: Bargaining Council
Sal: Tax Debt
Pension Recoverable
Recoveries (Irregular Expenditure and Fruitless Expenditure)

Total

Note	2013/14	2012/13
11	R'000	R'000
	232	-
	-	1
	1 032	931
	117	-
	-	57
	1 381	989

12. Voted funds to be surrendered to the Revenue Fund

	Note	2013/14 R'000	2012/13 R'000
Opening balance		769 109	742 568
Transfer from statement of financial performance		170 108	(71 030)
Add: Unauthorised expenditure for current year	9	-	135 150
Paid during the year		(15 039)	(37 579)
Closing balance		924 178	769 109

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

	Note	2013/14 R'000	2012/13 R'000
Opening balance		2 406	2 013
Transfer from Statement of Financial Performance (as restated)		6 478	1 280
Own revenue included in appropriation	3	23 274	24 631
Paid during the year		(29 459)	(25 518)
Closing balance		2 699	2 406

14. Payables – current

	Note	2013/14 R'000	2012/13 R'000
Clearing accounts	14.1	1 399	763
Other payables	14.2	3 872	12 544
Total		5 271	13 307

14.1 Clearing accounts

	Note 14	2013/14 R'000	2012/13 R'000
Salary-disallowance account		-	4
Salary-Pension Fund		-	11
Salary-Garnishee order		-	8
Salary-Income tax		993	739
Salary-Medical Aid		401	-
EBT		5	-
Salary deduction		-	1
Total		1 399	763

14.2 Other payables

	Note 14	2013/14 R'000	2012/13 R'000
Description			
Sal Pension Debt		1 380	1 467
Sal Reversal Control account		47	167
Housing loan State Guarantees		465	489
Disallowance Miscellaneous		102	2 476
ACB Recalls		1 362	4 195
Underpayment of Employees		-	3 750
Over-recoveries - Receivables		516	-
Total		3 872	12 544

15. Net cash flow available from operating activities

	Note	2013/14 R'000	2012/13 R'000
Net surplus/(deficit) as per Statement of Financial Performance		176 586	(69 750)
Add back non cash/cash movements not deemed operating activities		669 388	734 726
(Increase)/decrease in receivables – current		3 560	(9 026)
(Increase)/decrease in other current assets		-	131 936
Increase/(decrease) in payables – current		(8 036)	4 885
Proceeds from sale of capital assets		(693)	(592)
Expenditure on capital assets		695 933	645 989
Surrenders to Revenue Fund		(44 498)	(63 097)
Own revenue included in appropriation		23 274	24 631
Net cash flow generated by operating activities		846 126	664 976

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

	Note	2013/14 R'000	2012/13 R'000
Consolidated Paymaster General account		205 191	58 875
Disbursements		1 952	(1 836)
Total		207 143	57 039

17. Contingent liabilities

Liable to	Nature	Note	2013/14 R'000	2012/13 R'000
Housing loan guarantees	Employees	Annex 2A	2 541	3 011
Claims against the department		Annex 2B	83 253	73 344
Intergovernmental payables (unconfirmed balances)		Annex 4	15	121
Other		Annex 2B	-	85 000
Total			85 809	161 476



	<i>Note</i>	2013/14	2012/13
		R'000	R'000
Listed by programme level			
Programme 1		22 038	17 166
Programme 2		82 334	76 828
Programme 3		-	-
Programme 4		1 409	-
Programme 5		61	-
Programme 6		4	25
Programme 7		586	-
Programme 8		176 641	2 635
Programme 9		6 403	-
Total		289 476	96 654

Material Accruals consist of Infrastructure Invoices and Completion Certificates received towards the end of the financial year. Disputes on invoices were also resolved as they became due. An Error on the comparatives was corrected and disclosed accordingly on the Secondary Notes of the financial statements.

	<i>Note</i>	2013/14	2012/13
		R'000	R'000
Inter-governmental Payables	<i>Annex 4</i>		
Confirmed balances with departments		3 514	410
		3 514	410

21. Employee benefits

	<i>Note</i>	2013/14	2012/13
		R'000	R'000
Leave entitlement		128 692	123 065
Service bonus (Thirteenth cheque)		369 681	348 353
Performance awards		12 197	23 003
Capped leave commitments		1 431 150	1 434 287
Other		45 942	56 485
Total		1 987 662	1 985 193

The opening balance for Leave Entitlement has been adjusted to include an amount of R 533 which was not included in the balance in the previous financial year.

22. Lease commitments

22.1 Operating leases expenditure

2013/14

Not later than 1 year
Later than 1 year and not later than 5 years
Later than five years

Total lease commitments

2012/13

Not later than 1 year
Later than 1 year and not later than 5 years
Later than five years

Total lease commitments

Buildings and other fixed structures	Machinery and equipment	Total
27 746	9 682	37 428
51 212	2 599	53 811
64 611	-	64 611
143 569	12 281	155 850

Buildings and other fixed structures	Machinery and equipment	Total
23 851	11 890	35 741
62 635	11 217	73 852
48 006	-	48 006
134 492	23 107	157 599

23. Irregular expenditure

23.1 Reconciliation of irregular expenditure

Opening balance
Add: Irregular expenditure – relating to prior year
Add: Irregular expenditure – relating to current year
Less: Amounts not recoverable (not condoned)
Irregular expenditure awaiting condonation

Analysis of awaiting condonation per age classification

Current year
Prior years
Total

Note	2013/14 R'000	2012/13 R'000
	225 112	212 016
	352	-
	55 521	39 957
	-	(26 861)
	280 985	225 112
	55 521	39 857
	225 464	185 155
	280 985	225 112

23.2 Details of irregular expenditure – current year

Incident	Disciplinary steps taken/criminal proceedings	2013/14 R'000
Irregular expenditure incurred as the result of contracts awarded in contravention of Supply Chain Management	The Suppliers have been listed on the National Treasury Website, as transgressors. Disciplinary sanctions have been taken against officials who did business with the state.	55 873
Total		55 873

Included on the Irregular expenditure, is an amount of R 18 535, which was discovered after the reporting date. The note has been adjusted to include this amount.

The department is investigating possible instances of irregular expenditure which have not been included in the amount disclosed above. The full extent of the irregularity will only be known at the conclusion of these investigations. The amount disclosed above may change, based on the outcomes of the investigations.

Irregular expenditure incurred in 2013/14 financial year amounting to R 55 521 has since been referred to the Labour Division for investigation.

24. Fruitless and wasteful expenditure

24.1 Reconciliation of fruitless and wasteful expenditure

	Note	2013/14 R'000	2012/13 R'000
Opening balance		4 418	1 433
Fruitless and wasteful expenditure – relating to prior year		-	2 851
Fruitless and wasteful expenditure – relating to current year		2 220	134
Less: Amounts resolved		(940)	-
Fruitless and wasteful expenditure awaiting resolution		5 698	4 418

The opening balance has been corrected due to a prior period error as disclosed on the Secondary notes to the Annual Financial Statements.

	Note	2013/14 R'000	2012/13 R'000
Current		2 220	91
Capital		-	2 902
		2 220	2 993



24.3 Analysis of Current year's fruitless and wasteful expenditure

Incident	Disciplinary steps taken/criminal proceedings	2013/14 R'000
Interest charged by Eskom, Telkom and Other Key Accounts.	Incident has been reported to the labour division for disciplinary proceedings	131
Cases where Leave gratuities were overpaid were discovered after the reporting date.	Subsequently debts were created after year-end to recover funds from the Employees/ Ex-Employees.	1 511
Cases where Qualification Bonuses were overpaid were discovered after the reporting date.	Subsequently debts were created after year-end to recover funds from the Employees/ Ex-Employees.	13
Cases where Acting Allowances were overpaid were discovered after the reporting date.	Subsequently debts were created after year-end to recover funds from the Employees/ Ex-Employees.	554
Cases where Overtime was overpaid were discovered after the reporting date.	Subsequently debts were created after year-end to recover funds from the Employees/ Ex-Employees.	2
Cases where Basic salary arrears were overpaid were discovered after the reporting date.	Subsequently debts were created after year-end to recover funds from the Employees/ Ex-Employees.	9
Total		2 220

25. Related party transactions

Payments made	Note	2013/14 R'000	2012/13 R'000
Goods and services		395	7 452
Total		395	7 452

Related party amount disclosed resulted from goods and services procured from the Mpumalanga Regional Training Trust. The Mpumalanga Department of Public Works, Roads and Transport is also a related party to the department.

26. Key management personnel

Payments made	No. of Individuals	2013/14 R'000	2012/13 R'000
Political office bearer	1	1 735	1 652
Officials:			
Level 15 to 16	4	6 002	4 885
Level 14 (incl. CFO if at a lower level)	4	3 893	3 595
Family members of key management personnel	10	4 160	3 092
Total		15 790	13 224

27. Provisions

	Note	2013/14 R'000	2012/13 R'000
Potential Irrecoverable Debts		25 678	3 767
Total		25 678	3 767

27.1 Reconciliation of movement in provisions – 2013/14

	Potential Irrecoverable Debts R'000	Total provisions R'000
Opening balance	3 767	3 767
Provisions raised	25 394	1 249
Settlement of provision without cost to the department	(3 483)	(3 483)
Closing balance	25 678	1 533

28. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	Opening balance R'000	Curr Year Adjust-ments to prior year balances R'000	Additions R'000	Disposals R'000	Closing Balance R'000
Machinery and Equipment					
Transport assets	36 291	668	5 313	(1 924)	40 348
Mobile classrooms	72 707	-	62 374	-	135 081
Computer equipment	38 137	(500)	3 746	(149)	41 234
Furniture and office equipment	17 834	(9)	993	(34)	18 784
Other machinery and equipment	3 688	109	868	-	4 665
Total Movable Tangible Capital Assets	168 657	268	73 294	(2 107)	240 112

28.1 Additions

ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	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					
Transport assets	5 313	-	-	-	5 313
Mobile Classrooms	62 374	-	-	-	62 374
Computer equipment	3 746	-	-	-	3 746
Furniture and office equipment	993	-	-	-	993
Other machinery and equipment	868	-	-	-	868
Total Additions To Movable Tangible Assets	73 294	-	-	-	73 294

28.2 Disposals

DISPOSALS OF MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	Sold for cash	Transfer out or destroyed or scrapped	Total disposals	Cash Received Actual
	R'000	R'000	R'000	R'000
Machinery and Equipment				
Transport assets	1 924	-	(1 924)	669
Mobile Classrooms	-	-	-	-
Computer equipment	149	-	(149)	22
Furniture and office equipment	34	-	(34)	2
Other machinery and equipment	-	-	-	-
Total Disposal Of Movable Tangible Capital Assets	2 107	-	(2 107)	693

29. Movement for 2012/13

	Opening balance	Curr Year Adjust-ments to prior year balances	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
Machinery and Equipment					
Transport assets	30 165	3 450	5 603	(2 927)	36 291
Mobile Classrooms	24 970	-	47 737	-	72 707
Computer equipment	30 019	572	16 290	(8 744)	38 137
Furniture and office equipment	17 326	144	1 411	(1 047)	17 834
Other machinery and equipment	3 952	22	4 669	(4 955)	3 688
Total Movable Tangible Capital Assets	106 432	4 188	75 710	(17 673)	168 657

30. Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2014

	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	-	45	-	51 414	-	51 459
Curr Year Adjustments to Prior Year balances	-	-	-	(308)	-	(308)
Additions	-	-	-	2 059	-	2 059
Disposals	-	(45)	-	(144)	-	(189)
Total Minor Assets	-	-	-	53 021	-	53 021
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	42 666	-	42 666
Number of minor assets at cost	-	-	-	42 666	-	42 666
TOTAL NUMBER OF MINOR ASSETS	-	-	-	42 666	-	42 666

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2013

	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	-	45	-	50 864	-	50 909
Curr Year Adjustments to Prior Year balances	-	-	-	1 793	-	1 793
Additions	-	-	-	17 558	-	17 558
Disposals	-	-	-	(18 801)	-	(18 801)
TOTAL MINOR ASSETS	-	45	-	51 414	-	51 459

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets						
Number of minor assets at cost	-	-	-	44 506	-	44 506
TOTAL NUMBER OF MINOR ASSETS	-	-	-	44 506	-	44 506

31. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	Opening balance	Current Year Adjust-ments to prior year balances	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
Software	296	-	2 508	-	2 804
TOTAL INTANGIBLE CAPITAL ASSETS	296	-	2 508	-	2 508

ADDITIONS TO INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	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	2 508	-	-	-	2 508
TOTAL ADDITIONS TO INTANGIBLE CAPITAL ASSETS	2 508	-	-	-	2 508

Movement for 2012/13

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2013

	Opening balance	Current Year Adjust-ments to prior year balances	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
Software	7 279	(395)	16	(6 604)	296
TOTAL INTANGIBLE CAPITAL ASSETS	7 279	(395)	16	(6 604)	296

32. Immovable Capital Assets

ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2014

	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					
Non-residential buildings	620 131	-	(620 131)		-
TOTAL ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS	620 131	-	(620 131)		-

Additions of Immovable Capital Assets are transferred to Work-in-Progress.

Movement for 2012/13

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2013

	Opening balance	Current Year Adjustments to prior year balances	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
BUILDING AND OTHER FIXED STRUCTURES					
Non-residential buildings	-	-	209 809	(209 809)	-
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	-	-	209 809	(209 809)	-



33. S42 Immovable assets 2013/14

BUILDINGS AND OTHER FIXED STRUCTURES

Non-residential buildings

TOTAL

Number of assets

R'000

70	376 922
70	376 922

S42 Immovable assets 2012/13

BUILDINGS AND OTHER FIXED STRUCTURES

Non-residential buildings

TOTAL

Number of assets

R'000

82	209 809
82	209 809

34. Prior period errors

a. Correction of prior period error on the Deficit reported on the 2012/13 Annual Report

The comparative amounts in Deficit were increased as follows:

Deficit for the Year

Net effect on the note

2012/13
R'000

2011/12
R'000

(1 000)	-
(1 000)	-

When comparing the prior year annual report and the annual Financial Statement the department noted a difference of R 1 000 000 in the deficit for the year caused by an oversight when printing.

b. Correction of prior period error for Inventories and Consumables reported on the 2012/13 Annual Report.

The comparative amounts in Note 5.5 and 5.6 were restated as follows:

Increase in Consumables

Net effect on the note

2012/13
R'000

2011/12
R'000

79 163	-
(79 163)	-
-	-

An error has been discovered on Goods and Services. Inventory Comparatives and Inventory: Consumables were restated because of an error discovered in the current year, where Consumables were mapped as Inventory. SCA updates have been taken into account also, causing a decrease in Inventory and an Increase in Consumables by an equal amount of R79 163 000.

c. Correction of prior period error for Property payments, Operating Leases, Rental and Hiring

The comparative amounts in Note 5 were restated as follows:

Decrease in Operating Leases

Increase in Property payments

Increase in Rental and Hiring

Net effect on the note

2012/13 R'000	2011/12 R'000
(73 519)	-
72 174	-
1 345	-
<u>-</u>	<u>-</u>

Items of Property Payments and Rental and Hiring were incorrectly mapped as Operating leases in 2012/13.

d. Correction of prior period error for Secondary Note for Accruals

The comparative amounts on Accruals were restated as follows:

Increase in Programme 2: Public Ordinary public School

Net effect on the note

2012/13 R'000	2011/12 R'000
5 000	-
<u>5 000</u>	<u>-</u>

An error has been discovered on the Accruals note for Programme 2:Public Ordinary Public schools when comparing figures between the annual report and the annual financial statements, due to oversight capturing resulting in an increase of R5 000 000.

e. Correction of prior period error for the Note for Receivables

The comparative amounts on Receivables were restated as follows:

Decrease in Staff Debts

Increase in Recoverable Expenditure

Net effect on the note

2012/13 R'000	2011/12 R'000
(14 129)	-
14 129	-
<u>-</u>	<u>-</u>

An error was discovered on the Receivables balance. Recoverable Expenditure was incorrectly disclosed as Staff Debts

f. Correction of prior period error for the Secondary Note for Employee Benefits

The comparative amounts on Employee Benefits were restated as follows:

Decrease in Leave Entitlement

Net effect on the note

2012/13

R'000

(360 000)

(360 000)

2011/12

R'000

-

-

The amount for Employee benefits was incorrectly captured on the annual report. Thus a difference of R 360 000.00 was recorded

g. Correction of prior period error on the Secondary Note for Fruitless and Wasteful Expenditure

The comparative amounts on fruitless and wasteful expenditure were restated as follows:

Decrease in opening balance:

Net effect on the note

2012/13

R'000

(8)

(8)

2011/12

R'000

-

-

A charge against Fruitless and Wasteful expenditure was duplicated, this occurred when two individuals were charged for the same offense. This was recorded the R8 000.00 was duplicated on the register and ultimately the disclosure note.

h. Correction of prior period error for the Note for Receivables

The comparative amounts on departmental revenue expenditure were restated as follows:

Increase in Own Revenue:

Decrease in Departmental Revenue

Net effect on the note

2012/13

R'000

24 631

(24 631)

-

2011/12

R'000

-

-

An accounting treatment which came-about in the 2012/13 financial year was not applied. The Own-revenue was not deducted from the Departmental Revenue account

35. STATEMENT OF CONDITIONAL GRANTS RECEIVED

NAME OF GRANT RECEIVED	GRANT ALLOCATION					Amount received by department	SPENT			2012/13	
	Division of Revenue Act/ Provincial Grants	Roll Overs	DORA Adjustments	Other Adjustments	Total Available		Amount spent by department	Under / (Overspending)	% 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
HIV/AIDS	18 015	-	-	-	18 015	18 015	17 767	248	99.0%	17 896	17 813
NSNP	496 661	8 174	-	-	504 835	504 835	484 947	19 888	96.0%	506 561	498 387
INFRASTRUCTURE GRANT	531 504	4 866	-	-	536 370	536 370	536 367	3	100.0%	530 711	527 662
FET RECAPITALISATION	130 670	-	617	-	131 287	131 287	131 287	-	100.0%	345 285	345 285
TECHNICAL SEC SCHOOL RECAPITALISATION GRANT	27 058	3 698	-	-	30 756	30 756	30 756	-	100.0%	25 678	21 980
DINALEDI SCHOOLS GRANT	9 675	-	-	-	9 675	9 675	9 675	-	100.0%	9 802	9 787
EPWP INCENTIVE INFRASTRUCTURE	3 000	-	-	-	3 000	3 000	3 000	-	100.0%	3 000	2 990
EPWP SOCIAL SECTOR GRANT	-	-	-	-	-	-	-	-	-	12 613	12 603
	1 216 583	16 738	617	-	1 233 938	1 233 938	1 213 799	20 139		1 451 546	1 436 507

The Grants received were deposited into the Departments Paymaster General Account.

ANNEXURE 1A

STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

DEPARTMENT/ AGENCY/ ACCOUNT	TRANSFER ALLOCATION				TRANSFER		2012/13
	Adjusted Appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
ETDP SETA	3 803	-	-	3 803	3 803	100.0%	5 328
	3 803	-	-	3 803	3 803		5 328

ANNEXURE 1B

STATEMENT OF TRANSFERS TO NON-PROFIT INSTITUTIONS

NON-PROFIT INSTITUTIONS	TRANSFER ALLOCATION				TRANSFER		2012/13
	Adjusted Appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
Mpumalanga Regional Training Trust	98 000	-	-	98 000	98 000	100.0%	100 741
	98 000	-	-	98 000	98 000		100 741
Subsidies							
Section 21	504 507	-	-	504 507	504 507	100.0%	417 966
Independent Schools	16 000	-	-	16 000	15 338	96.0%	12 467
Special Schools	31 430	-	-	31 430	31 430	100.0%	36 268
Further Education and Training	131 287	-	-	131 287	131 287	100.0%	346 485
Adult Basic Education and Training	4 998	-	-	4 998	4 854	97.0%	5 497
Early Childhood Development	28 332	-	-	28 332	27 865	98.0%	23 413
	716 554	-	-	716 554	715 281		842 096
Total	814 554	-	-	814 554	813 281		942 837



ANNEXURE 1C

STATEMENT OF TRANSFERS TO HOUSEHOLDS

NON-PROFIT INSTITUTIONS	TRANSFER ALLOCATION				TRANSFER		2012/13
	Adjusted Appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
Household Social Benefits	41 795	-	-	41 795	48 665	116%	48 662
	41 795	-	-	41 795	48 665		48 662
Subsidies							
Total	-	-	-	-	-		-
	41 795	-	-	41 795	48 665		48 662

ANNEXURE 1D

STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS MADE AND REMISSIONS, REFUNDS AND PAYMENTS MADE AS AN ACT OF GRACE

NATURE OF GIFT, DONATION OR SPONSORSHIP (Group major categories but list material items including name of organisation)	2013/14	2012/13
	R'000	R'000
Paid in cash		
Funeral Expenditure- Bohlabela household	68	-
TOTAL	68	-

A gratuitous disposition in the form of R68 000.00 was made after careful consideration by the department to fund a funeral of a learner.



ANNEXURE 2A

STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2014 – LOCAL

Guarantor institution	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2013	Guarantees draw downs during the year	Guarantees repayments/ cancelled/ reduced/ released during the year	Revaluations	Closing balance 31 March 2014	Guaranteed interest for year ended 31 March 2014	Realised losses not recoverable i.e. claims paid out
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Standard Bank of SA Ltd	Housing	-	511	-	(74)	-	437	-	-
Nedbank Ltd	Housing	-	481	-	(10)	-	471	-	-
First National Bank		-	155	-	(98)	-	57	-	-
ABSA	Housing	-	284	-	(48)	-	236	-	-
Company Unique Finance	Housing	-	298	-	(1)	-	297	-	-
First Rand Bank	Housing	-	877	-	(90)	-	787	-	-
Northern Province Development	Housing	-	346	-	(125)	-	221	-	-
Peoples Bank	Housing	-	59	-	(24)	-	60	-	-
TOTAL		-	3 011	-	(470)	-	2 541	-	-

ANNEXURE 2B

STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2014

Nature of Liability	Opening Balance	Liabilities incurred during the year	Liabilities paid/cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Opening Balance
	1 April 2013				31 March 2014
	R'000				R'000
Claims against the department					
NEW HIGHTS 1448 CC	939	-	-	-	939
ZACHARIA MALOMA	2 000	-	-	-	2 000
MEDIAWORKS	28	-	-	-	28
TECHNOLOGIES ACCEPTANCE	91	-	-	-	91
S NKOSI	3 000	-	-	-	3 000
D S VILIKAZI	63	-	-	-	63
THOKOZANE HLATSHAWAYO	1 000	-	-	-	1 000
DHUKHI R T	3 300	-	-	-	3 300
MAPUTLE AND 3 OTHERS	10 000	-	-	-	10 000
B NKOSI	10	-	-	-	10
ZACHARIA MALOMA	74	-	-	-	74
T & C CIVILS	332	-	-	-	332
MVUDI PARK TRADING	853	-	-	-	853
MRS FOUCHE O.B.O JL FOUCHE	610	-	-	-	610
AFRICAN GAZA CHURCH	78	-	-	-	78
ROSE N SKOSANA	6 000	-	-	-	6 000
UKHOZI INFORMATION TECHNOLOGIES	6 423	-	-	-	6 423
A DE WET STANDER	52	-	-	-	52
AURECON	19 000	-	-	-	19 000
SIBANYONI JZ OBO SIBANYONI S	620	-	-	-	620
MTK CORPORATE SOLUTIONS (PTY	163	-	-	-	163
ANNA MARIE VILJOEN	2 260	-	-	-	2 260
THABANE EZEKIEL MAJA	20	-	-	-	20
BALISABELA UNQEDO TRADING CC	420	-	-	-	420
MHLUZI BUSINESS ENTERPRISE	16	-	-	-	16
RB MASHEGO	600	-	-	-	600
ROBERT BRUCE TREFRY AND MRS	175	-	-	-	175
LUSENGA DA	7 750	-	-	-	7 750

ANNEXURE 2B CONTINUES

Nature of Liability	Opening Balance	Liabilities incurred during the year	Liabilities paid/cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Opening Balance
	1 April 2013				31 March 2014
	R'000				R'000
PS SHABANGU	-	120	-	-	120
T MAVUSO	-	75	-	-	75
ERNEST MASINGA	-	100	-	-	100
ALETTA MLOTSHWA	-	8 000	-	-	8 000
LO MOHLALELE	-	300	-	-	300
MP NDLOVU	-	300	-	-	300
N NKWASHU	-	300	-	-	300
GIJIMA M.NDIMANDE	-	63	-	-	63
RUANDI FOURIE	-	458	-	-	458
SB NDLOVU	-	7 165	-	-	7 165
IFA LAKWAMTHETHWA	-	130	-	-	130
MJ NKOSI	2 843	-	(2 843)	-	-
O SKOSANA O.B.B SOLOMON	500	-	(500)	-	-
NKADIMENG KA	569	-	(569)	-	-
VM SWAN	1 406	-	(1 406)	-	-
BITA BYTE PUBLISHING	183	-	(183)	-	-
LE PARADISE	8	-	(8)	-	-
MPUMALANGA COPIERS	66	-	(66)	-	-
SABENZA MOTORS CC	328	-	(328)	-	-
FP MBUYANE	29	-	(29)	-	-
CHEROL ELLEN MBATHA	290	-	(290)	-	-
TEVIN AND BONGANI	402	-	(402)	-	-
JR MONDLANE	187	-	(187)	-	-
J KRUGER	656	-	(656)	-	-
MIDDLEGROUND AND CONSTRUCTION	-	49	-	-	49
HJ HANEKOM	-	316	-	-	316
Subtotal	73 344	17 376	(7 467)	-	83 253
Other					
FINAL ACCOUNTS ON PROJECTS	-	-	-	-	-
EXAMINATION MARKERS	85 000	-	(85 000)	-	-
TOTAL	158 344	17 376	(92 467)	-	83 253

ANNEXURE 2B CONTINUES

Nature of Liabilities recoverable	Opening Balance	Details of Liability and Recoverability	Movement during year	Opening Balance
	1 April 2013			31 March 2014
	R'000			R'000
Application to recover Irregular Expenditure (WJP Kotze), Notice to defend has been filed. Awaiting response	-	Recovery of Irregular Expenditure	4 691	4 691
Total	-		4 691	4 691



ANNEXURE 3

CLAIMS RECOVERABLE

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2014	31/03/2013	31/03/2014	31/03/2013	31/03/2014	31/03/2013
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
Mpumalanga. Dept of Community, Safety, Security and Liaison	-	11	-	-	-	11
SAPS	-	16	-	-	-	16
Gauteng Department of Health	-	12	-	-	-	12
Limpopo Department of Education	-	-	228	48	228	48
National Department of Correctional Services	-	19	-	-	-	19
KwaZulu Natal Department of Education	-	407	316	-	316	407
Gauteng Department of Education	-	1 377	513	-	513	1 377
National Department of Home Affairs	-	8	-	-	-	8
Mpumalanga Office of The Premier	-	93	39	-	39	93
Provincial Treasury	-	-	833	833	833	833
Eastern Cape Education	-	-	127	-	127	-
Limpopo Health	-	-	-	-	-	-
Mpumalanga (Nkangala FET)	-	57	-	-	-	57
Mpumalanga (Enhlanzeni FET)	-	45	19	-	19	45
National Department of Justice and Constitutional Affairs	-	6	-	-	-	6
Mpumalanga Department of Health	-	44	186	-	186	44
Mpumalanga Department of Social Development	-	21	-	-	-	21
Mpumalanga DARDLA	-	197	-	-	-	197
Mpumalanga COPTA	-	18	-	-	-	18
North West Education	-	-	361	-	361	-
National Department of Public Works	-	9	9	-	9	9
Mpumalanga Sports and Culture	-	-	32	-	32	-
TOTAL	-	2 340	2 663	881	2 633	3 221

ANNEXURE 4

INTER-GOVERNMENT PAYABLES

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2014	31/03/2013	31/03/2014	31/03/2013	31/03/2014	31/03/2013
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
Current						
KwaZulu Natal Dept. of Education	2 997	386	-	-	2 997	386
Mpumalanga Department of Finance	-	-	2	-	2	-
Mpumalanga Social Service	-	15	-	86	-	101
Gauteng Department of Education	69	-	-	-	69	-
North West Education Department	33	-	-	-	33	-
Limpopo Department of Education	185	-	-	-	185	-
Mpumalanga Public Works	230	-	-	-	230	-
Department of Energy	-	9	-	-	-	9
Department of Higher Education and Training	-	-	13	35	13	35
Subtotal	3 514	410	15	121	3 529	531
Non-current						
	-	-	-	-	-	-
	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-
TOTAL	3 514	410	15	121	3 529	531



ANNEXURE 5

INVENTORY

Inventory	Note	Quantity	2013/14	Quantity	2012/13
			R'000		R'000
Opening balance		-	-	-	-
Add/(Less): Adjustments to prior year balance		-	-	-	-
Add: Additions/Purchases - Cash		4 077 529	665 337	2 196 618	524 179
Add: Additions - Non-cash		(4 077 529)	(665 337)	(2 196 618)	(524 179)
(Less): Disposals		-	-	-	-
(Less): Issues		-	-	-	-
Add/(Less): Adjustments		-	-	-	-
Closing balance		-	-	-	-

The annexure has been restated due to a prior period error disclosed on the secondary notes to the financial statements.

ANNEXURE 7A

MOVEMENT IN CAPITAL WORK IN PROGRESS

MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2014				
	Opening balance	Current Year Capital WIP	Completed Assets	Closing balance
	R'000	R'000	R'000	R'000
Non-residential buildings	448 202	620 131	(552 448)	515 885
TOTAL	448 202	620 131	(552 448)	515 885

The opening balance on Capital Work-in Progress has been restated to include other projects which were in-progress on 31 March 2013.

Completed assets consist of projects which are in the retention phase and those which have been transferred to the Mpumalanga Department of Public Works as required by the Government Immovable Assets Management Act (GIAMA).

	R'000
Immovable Assets Completed and In-Process of being Transferred to DPWRT at year-end	138 963
Immovable Assets Completed and Transferred to DPRT at year-end	376 922

