

ANNUAL REPORT 2017/18



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**Annual
Report
2017/2018**

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Part A:
General Information

I. Contact Information

Registered Name	South African Council for Natural Scientific Professions
Physical Address	Suite L4 Enterprise Building Innovation Hub, Pretoria Gauteng 0087
Postal Address	Private Bag X540 Silverton Gauteng
Telephone Number	012 748 6500
Email	sacnasp@sacnasp.org.za
Web	www.sacnasp.org.za
External Auditors	Balushi Incorporated
Bank	Nedbank Silverton Branch

2. List of Abbreviations

A&RCo	Audit and Risk Committee
Accounting Authority	Council of SACNASP
Council	Council of SACNASP
CEO	Chief Executive Officer of SACNASP
CHE	Council for Higher Education
CSIR	Council for Scientific and Industrial Research
CPD	Continuing Professional Development
DST	Department of Science and Technology
EXCO	Executive Committee
Executive Authority	Minister of Science and Technology
HSRC	Human Science Research Council
HEQC	Higher Education Quality Council
HR&RemCo	Human Resources and Remuneration Committee
NSP Act	Natural Scientific Professions Act, 2003. (No. 27 of 2003) as amended
NSI	National System of Innovation
NDP	National Development Plan 2030
NGP	New Growth Path
NSTF	National Science and Technology Forum
NACI	National Council for Science Innovation
PAC	Professional Advisory Committee
PFMA	Public Finance Management Act No. 1 of 1999, as amended, including Treasury Regulations
PESTLE	Political Economic Social Technological and Environmental Analysis
PCC	Professional Conduct Committee
QAC	Qualifications Assessment Committee
RCo	Registration Committee
SANAS	South African National Accreditation System
SACNASP	South African Council for Natural Scientific Professions
STEM	Science, Technology, Engineering
SAQA	South African Qualifications Authority
STI	Science, Technology and Innovation
SPC	Strategic Projects Committee
VA's	Voluntary Associations

3. Statement of Responsibility

To the best of our knowledge and belief we confirm that:

All information and amounts disclosed are consistent with the Annual Financial Statements as audited.

The annual report is complete and has been prepared in accordance with the guidelines on annual reporting as issued by National Treasury.

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

In our opinion the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the Council for the financial year ended 31 March 2018.

Yours faithfully,



Dr G.E. Botha Pr.Sci.Nat.

Chairperson



Dr P. Rampersadh Pr.Sci.Nat.

Chief Executive Officer

4. Foreword by Chairperson, Dr Gerda Botha (Pr.Sci.Nat.)

I am privileged to present to you the SACNASP 2017-2018 annual report. I am appreciative of the SACNASP team for their



performance that led to the many highlights and positive outcomes. The Council's focus on the strategic objectives ensured the increased visibility and growth of the organisation at all levels. As indicated in our previous annual report, Council has committed itself to delivery on its strategic objectives. This is guided by the Council's vision and mission statements: "Leading the development and advancement of the Natural Science Professions in South Africa;" and "To provide an efficient statutory Council for the recruitment, registration, regulation and advancement of the Natural Scientific Professionals to ensure high quality services for economic growth and societal benefit;" respectively. I am proud to announce that the 2017-2022 Five-year Strategic Plan and the 2017/18 Annual Performance Plan was presented to the Minister of Science and Technology and both were approved on the 25th July 2017. This is a strategic step forward to ensure alignment of SACNASP's deliverables to that of the Department of Science and Technology and other government departments.

The Department of Science and Technology is currently reviewing the Natural Science Professions Act (Act No. 27 of 2003). Substantial progress has been made from both the DST and SACNASP perspectives. Registered scientist's inputs were invited and SACNASP appointed a Task Team, consisting of Council members and staff to work directly on incorporating comments and changes. The revisions are currently being assessed by the DST for incorporation in the draft Amendment Bill for further processing.

Apart from registration, another key area SACNASP focuses on is regulation. SACNASP has further taken note of the point raised at the 2018 State of the Nation address, by His Excellency, Mr Cyril Ramaphosa, President of South Africa when he said, *inter alia* "We urge professional bodies and regulatory authorities to take action against members who are found to have acted improperly and unethically." Central to regulation is the SACNASP Code of Conduct. Council this year undertook the process of reviewing the Code of Conduct and the amended Code of Conduct was approved by Council to be distributed for comment to the DST, the voluntary associations and the registered scientists.

SACNASP financial matters are well monitored and controlled. The positive status is attributed to prudent governance and also the DST contribution towards strategic projects.

It is noteworthy that SACNASP has been actively engaging stakeholders in natural science. This includes the Voluntary Associations, academia, government and industry. SACNASP is now more regularly being invited to attend key national policy debates and discussions. This allows SACNASP an opportunity to give input on behalf of natural science professions on key policy documents that guide our country. Furthermore, SACNASP eagerly awaits the finalisation of the White Paper on Science and Technology. The critical skills support provided by SACNASP is another area that was being noted in Parliament during the budget vote by the Minister of Science and Technology. SACNASP is also part of the DST Basic Sciences Platform (SABSPlat) meetings which is important in terms of strengthening the Basic Sciences in South Africa. SACNASP has also engaged with the Department of Higher Education and Training (DHET) on South African National Qualification Framework. In terms of other Professional bodies, SACNASP has been actively engaging the South African Veterinary Council (SAVC) on alignment of SACNASP registered scientists working with animals.

One proactive initiative by SACNASP was a report compiled with input from the (VA's) that focused on the role of the VAs in skills development, knowledge production and transformation as well as challenges experienced in the Science, Technology, Engineering, and Mathematics environment. This report, entitled, "The Role of the South African Council for Natural Scientific Professions and its Voluntary Associations in the National System of Innovation" was prepared by the Human Science Research Council (HRSC) on behalf of SACNASP. This report consists of recommendations for SACNASP in enhancing its mandate; recommendations for government departments and recommendations for employers and other external stakeholders. This report will be presented to the Minister of Science and Technology on the 14th June 2018.

One of the highlights of the calendar year was the participation of SACNASP at the Science Forum 2017. SACNASP presented two sessions; "Determining competency of professional natural scientists" and the "Role of a professional registering body and its constituent voluntary associations in the National System of Innovation". Both sessions were fully subscribed and stimulated a lively debate.

For the future outlook it is important that we recognise some of the challenges SACNASP is facing. The most important of which is a greater buy-in by all key stakeholders, including sectors of government, industry and academia for professional registration. It is only by ensuring that our natural scientists are registered that we can not only regulate them but also enable them.

In terms of changes at Council level, Dr P. Matutu, the Department of Science and Technology appointed representative from DST resigned from her position at DST, effectively resulting in her having to step down from her position as a member of Council. Over the years Dr Matutu provided much needed advise to SACNASP in terms of departmental and national priorities. This helped shape some of the key decisions that needed to be taken at Council level. I, on behalf of Council thank Dr Matutu for her guidance and dedication to SACNASP and wish her all the best in the future. SACNASP welcomes the appointment of Dr Sagren Moodley, Director: Basic Sciences, as the new DST representative. Dr Moodley brings with him years of experience in the natural sciences and SACNASP looks forward to working and engaging with him.

In conclusion, I would like to thank those who assisted the Council in achieving its success this year. This includes the Members of Council, Members of Committees including the Registration and Professional Advisory Committees, the CEO and staff of SACNASP, the VAs, the registered scientists and various stakeholders. SACNASP looks forward to achieving its objectives in the 2018/19 financial year and entrenching some of the successes of the last financial year.

SACNASP would also like to thank the Honourable Minister of Science and Technology and her Deputy as well as her officials at the DST for their guidance.

5. Chief Executive Officer's Report, Dr Pradish Rampersadh (Pr.Sci.Nat)



The 2017/18 financial year was another exciting year for SACNASP. SACNASP experienced a healthy growth in this period with 2 037 new registrations and the total number of registered scientists growing to 12 694 at the end of the 2017/18 financial year. SACNASP has focused on industry, government, academia and the recognised VA'S SACNASP is still in discussions with the entities of DST with the aim of allowing our registered scientists to be more involved in some of their work and to contribute to the national agenda. These entities include the South African Agency for Science and Technology (SAASTA) on training of scientists, South African National Space Agency (SANSA) on the promotion of science and the Council for Scientific and Industrial Research (CSIR), specifically the Bio Manufacturing Centre on courses offered by them for Continuing Professional Development (CPD). Entities are starting to realise the value of engaging with scientists on the SACNASP database.

SACNASP has also been in discussions with government departments regarding the registration of scientists working in their departments. These include the (DST) where SACNASP accompanied and represented the department at some of its engagements and discussions on the revision of the White Paper on Science and Technology. SACNASP also assists the Department of Home Affairs (DHA) with critical skill evaluations in the natural sciences. SACNASP is participating in the

Basic Sciences Platform (SABSPlat) meetings arranged by DST in support of strengthening the basic sciences. SACNASP is part of the steering committee that the Department of Water and Sanitation (DWS) has established to review their candidate learnership programme and is also advising the Department of Public Works (DPW) in a similar project. There is an ongoing relationship between SACNASP and the Department of Agriculture, Forestry and Fisheries (DAFF) on the registration of Extension Scientists and the Department of Environmental Affairs (DEA) on the governance of environmental matters. SACNASP has also been engaging with the Department of Public Works (DPW) on their Water Care Candidacy Mentoring Programme. SACNASP is working with government departments on their mentoring programmes and is also developing its own candidate mentoring framework.

SACNASP has further interacted with Higher Educational Institutions e.g. University of Pretoria on CPD programmes; Pearson Institute of Higher Education on registration for scientists. Further engagements have taken place at the University of South Africa and the University of Limpopo on registration of academic staff and CPD. SACNASP has signed a Memorandum of Understanding with the SAQA on collaboration in terms of international qualifications and is represented on the Proset Forum of the National Science and Technology Forum (NSTF). SACNASP also engaged with Pick n Pay on the professional registration of their scientific staff in this financial year. At the request of our scientists SACNASP has commenced networking sessions in all provinces. Two such sessions were held in 2017/18: one in the Western Cape and one in KwaZulu-Natal. Both events were well attended and there was lively dialogue especially on issues pertaining to CPD. SACNASP was also an active participant in the Women in Science Networking programme held in Midrand and hosted by the Eskom Woman Advancement Programme. This was done in partnership with the National Research Foundation (NRF) and Mintek. SACNASP also regularly attends conferences and workshops held by VA's to assist them with professional registration and CPD. One of the highlights of the year, was that SACNASP was nominated at the Vision 2030 awards in the Small, Medium and Micro Sized Enterprises category.

A South African Council for Natural Scientific Professions priority has been to focus on youth in 2017/18 and SACNASP has therefore started the Free Student Enrolment at Higher Educational Institutions (HEI's). SACNASP visited the University of Johannesburg, University of Pretoria, Tshwane University of Technology, University of Free State, Central University of Technology, University of Mpumalanga and North West University. The students were excited by the prospect of becoming part of a professional

body. This programme will see students gaining access to science networks, information and the VA's aligned to SACNASP. Finally, SACNASP also participated in school science festivals, which included the 4th Annual Rural Festival held at the Tivumbeni Multipurpose Centre in Nkowankowa, Limpopo, P-STEM Foundation event in Rustenburg and SciFest Africa festival in Grahamstown.

In 2017/2018 the following VA's requested recognition by SACNASP and were accepted:

- Institute of Environmental and Recreation Management
- Parasitological Society of Southern Africa
- International Association of Impact Assessors South Africa
- Fire Protection Association of Southern Africa
- South African Branch of the World's Poultry Science Association
- South African Bat Assessment Association
- Southern African Association of Geomorphologists

These seven new VA's recognised by SACNASP brings the total number of VA's recognised by SACNASP to forty eight (48). This substantial number of VAs aligned to SACNASP is an important indicator of the growing influence of SACNASP in the natural science sector. This alignment can be utilised to further develop the natural sciences in South Africa.

SACNASP has maintained strict financial control and prudent budgeting. In terms of income, it can be noted however that the downturn in the economy in the past period has resulted in some job losses amongst the scientific community. SACNASP has also experienced this in terms of registered scientists struggling to meet their annual obligation to pay registration fees. The non-payment of annual fees is a concern that needs to be addressed going forward as registration fees are the principal income source of SACNASP. SACNASP however did receive substantial assistance from the Department of Science and Technology (DST) with a R12.6m grant over a three-year period (ending in March 2019). These funds are being utilised for DST approved projects.

Further, in terms of bad debts, SACNASP started the process of writing off and removing from the database those registered scientists who had not paid their annual fees. This exercise was necessary to ensure that SACNASP has a current database of registered scientists.

In terms of governance, SACNASP focused on ensuring that key policies were updated and put in place. Council approved six policies in the 2017/18 financial year. Council also introduced a document management system to ensure greater efficiency at meetings and upgraded the database to create an improved system to comply with SAQA's requirement for data for the National Learner Records Database (NRLD). In terms of staff, SACNASP improved the staff benefits by introducing medical aid and group life insurance for staff. The appointment of an Information Officer in 2017 has assisted SACNASP greatly in terms of promoting professionalism to the broader scientific community. The resignation of the Registration and Finance Managers was one of the lowlights of the last financial year. The Finance Manager position was filled in November 2017 and the Registration Manager position is in the process of being filled.

Finally I would like to thank those who assisted SACNASP the Members of Council and Committees, the Staff of SACNASP, the line department being DST, the VA's and the registered scientists. SACNASP looks forward to achieving its objectives in the 2018/19 financial year and consolidating some of the successes of the last financial year. This includes increasing its footprint in natural science in South Africa both in terms of the number of registered scientists and further in terms of the influence it has.

6. Strategic Overview

6.1 Vision

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

6.2 Mission

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

6.3 Values

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

The Council for Natural Scientific Professions (SACNASP) was established as a juristic person in 1982 by an Act of Parliament, the Natural Scientists Act, 1982 (Act 55 of 1982), which has subsequently evolved into the directives of the Natural Scientific Professions Act, 2003 (Act 27 of 2003) as amended by the Science Amendment Act, 2014 (Act no 7 of 2014). The Council is therefore mandated as the Accounting Authority to implement the provisions of the Act, under the oversight of its Executive Authority, the Minister of Science and Technology.

In terms of the Act it is a statutory requirement:

- That persons practicing in any of the fields of practice listed in Schedule I of the Act, must be registered with the Council in any of the prescribed categories [Section 18]
- That only a registered person may practise in a Consulting capacity [Section 20]
- That the Council must determine the requirements with which a voluntary association must comply with to qualify for recognition [Section 26].

7. Legislative and other Mandates

The Council for Natural Scientific Professions (SACNASP) was established as a juristic person in 1982 by an Act of Parliament, the Natural Scientists Act, 1982 (Act 55 of 1982), which has subsequently evolved into the directives of the Natural Scientific Professions Act, 2003 (Act 27 of 2003) as amended by the Science Amendment Act, 2014 (Act no 7 of 2014). The Council is therefore mandated as the Accounting Authority to implement the provisions of the Act, under the oversight of its Executive Authority, the Minister of Science and Technology.

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Constitutional mandate

SACNASP as an institution of the Department of Science and Technology is governed by various specific legislative requirements, which prescribe the governance formations and duties of those structures, *inter alia* the South African Constitution, which is an overarching law. SACNASP is not specifically mentioned in the Constitution. However, the way in which it conducts its work, it is bound by the Bill of Rights in the Constitution, and Section 16 which addresses freedom of expression, including the right to academic

freedom and freedom of scientific research, as well as Section 24 which pertains to the protection of the environment.

Policy Context - National and cross-cutting policies

Although the primary role of SACNASP is to be a registration, regulatory and development body for natural scientists, SACNASP operates in a country pursuing a specific set of mandates, with the notion that amongst others, science and technology is an excellent vehicle that the State can use to achieve its growth and development objectives.

Based on the above and in accordance with the Government's call for radical transformation in addressing the triple challenges of poverty, inequality and unemployment, SACNASP can make a contribution in terms of the Sustainable Development Goals (SDGs) Africa 2063, Government's Vision 2030 and the Science and Technology Objectives outlined in **the National Development Plan (NDP)** and **the New Growth Path (NGP)**:

- A focus on education is crucial for a developing society and the NDP aims to increase enrolment at universities by at least 70% by 2030, with at least 1.62 million students enrolled. The objective includes increasing the number of students eligible to study science- and mathematics-based degrees to 450 000 by 2030. This will increase the pipeline of graduates that can immediately leverage scientific knowledge to the benefit of society and move on to postgraduate studies, contributing to the NDP aim of producing more than 5 000 PhD graduates a year. This higher number of postgraduates and especially PhD graduates will potentially contribute significantly in increasing South Africa's innovation performance.
- The NDP also proposes to "expand science, technology and innovation output by increasing the research and development spending by Government and through encouraging industry to do so". Science councils such as SACNASP can play a pivotal role in this directive by guiding the Government on areas where investment should be made. SACNASP can also make a contribution to "strengthening the coordination between departments, as well as the private and non-profit sectors", which is a further requirement of the NDP.
- The NDP notes the need to "relax immigration requirements for highly skilled science and mathematics teachers, technicians and researchers", adding "all graduates from foreign countries should be granted seven-year work permits". This will help bolster South Africa's skills base and increase production through innovation. SACNASP has been evaluating and confirming the skills of foreign researchers and technicians applying for critical skills visas in the natural science fields to work in South Africa, thus contributing to this action item as indicated in the NDP.
- The NDP states that in order to make the public service and local government careers of choice, the Government should "establish a formal graduate recruitment scheme for the public service with provision for mentoring, training and reflection". It should also "formulate long-term skills-development strategies for senior managers, technical professionals and local government staff". SACNASP has begun development work to establish mentoring and CPD programmes to ensure that less experienced candidates are ready for professional registration and, once registered, that their skills levels are maintained and, if necessary, developed via the CPD programme.
- The NDP has identified agriculture as a significant sector for the creation of jobs and an area with the potential for economic activity in rural areas.

South Africa has also developed **a Ten-year Innovation Plan** to "help drive South Africa's transformation towards a knowledge-based economy, in which the production and dissemination of knowledge leads to economic benefit and enriches all fields of human endeavour". The plan refers to the Government's broad socioeconomic mandate and the need to accelerate and sustain economic growth:

- SACNASP believes it can contribute to the four elements of a knowledge-based economy, which are: Human capital development, Knowledge generation and exploitation, Knowledge infrastructure and Enablers to address the "innovation chasm" between research results and socioeconomic outcomes. Working closely with the voluntary associations allows SACNASP to gain insight into the above-mentioned elements and can hence guide the Government as required.
- SACNASP can also create the platform to allow input from registered scientists into the National System of Innovation and

the Grand Challenges identified for it. This is also applicable to the 2002 National Research and Development Strategy, based on the following three pillars of Innovation,

- Science, engineering and technology,
 - Human resources and transformation and
 - Creating an effective government science and technology system.
- The strategy indicates that “around the world the time-tested way to produce high-quality creative scientists capable of transferring from one discipline to another is to focus on excellence”. SACNASP’s registration process is excellence based, ensuring that scientists meet certain minimum criteria before they can register. The development programmes introduced will further enhance the registered scientists’ professional standing. The strategy further indicates that “our human resources for science and technology are not being adequately renewed” and SACNASP’s contribution will be to help mentor developing scientists to achieve their full potential.

The DST’s **Science Engagement Framework** published in 2014 stated that science, technology and innovation knowledge workers in South Africa were affiliated to numerous professional bodies.

- These bodies (including SACNASP) would be encouraged to contribute to the framework by creating incentives for their members or registered scientists to effectively communicate their work to the broader society.
- The framework focuses mostly on communication and engagement and SACNASP will be developing an aggressive marketing campaign to ensure that we reach a broader audience to promote science in society.

As part of SACNASP’s ever broadening horizons we are of the view that South Africa has a productive natural scientific community generating world-class knowledge in several areas, such as astronomy, indigenous knowledge systems, geological research, etc. Both the abundance of natural resources and productive scientific community present opportunities for government to develop the country to a different trajectory. The Draft White Paper on Science, Technology and Innovation (STI) is therefore underpinned by the premise that South Africa has the foundation and untapped potential to transform society by using STI for inclusive economic growth and development. Moreover, The African Union’s (AU) Science, Technology and Innovation Strategy for Africa (STISA-2024), which was adopted by African heads of state in 2014, responds to the demand for STI to play a role in critical sectors such as agriculture, energy, environment, health, infrastructure, mining, security and water.

8. Strategic Goals and Objectives

Table I Achievements against 2017/2018 Annual Performance Plan (unaudited)

SO-OG 1 Increased knowledge generation		
Strategic objective: To proactively advise government and relevant stakeholders on the contributions and role of the Natural Science Professions in South Africa.		
Five-year strategic plan	Performance Indicator	Performance against goal 2017/2018
Goal a) Provide 3 briefs on relevant government policy matter;	A research-based report to inform formulation of government policy every two years.	Report completed and approved by Council.
SO-OG 2 Human Capital Development		
Strategic Objective: To register and regulate natural science professionals		
Goal a) To increase the number of scientists registered at SACNASP		
25 000 scientists to be registered on SACNASP database by 2022	Increase the number of scientists by at least 2 000 per annum	Achieved: 2 037 new registration in 2017/2018 resulting in a total of 12 964 in the database.
Goal b) Development of mechanisms to incorporate natural science students at SACNASP		
All HEIs visited to enrol final year students at SACNASP	Enrol final year students for free with SACNASP	Seven HEI's were visited and a total of 1 633 students were enrolled.
Strategic Objective: To promote SACNASP and the natural science professions in South Africa		
Goal a) Public dialogue and publications to promote dissemination of knowledge		
Five workshops to be convened by 2022 resulting in increased understanding of the role and importance of the natural science professions at both systemic and institutional level.	One workshop to be convened	Three workshops were held one in conjunction with the DST to advise scientists specifically about CPD but also provide information on SACNASP's goals. These were held in the Western Cape, KwaZulu Natal and at SFSA 2017.
Goal b) Collaboration with other science Councils and higher education institutes to promote the involvement of the natural scientist		
Three MOUs on collaborative interactions with key stakeholders in Science South Africa.	At least one MOU relevant stakeholders every 2 years.	One MOU with South African Qualifications Authority (SAQA)
Strategic Objective: To promote professional development and transformation of the natural science sector of South Africa		
Goal a) Provide networks for scientists		
Establish portals and mechanisms for scientists to network and obtain information relevant to themselves	Progress towards creating networking opportunities for scientists to register network information.	Process to appoint a service provider is underway.
Goal b) Foster priority training areas in the natural sciences which allows South Africa a competitive advantage		
Structure CPD programme for natural scientists in South Africa	Progression towards implementation of the CPD programmes at SACNASP from 2017 with continuous monitoring and evaluation	Addressed concerns as received at networking sessions and conferences.

SO-OG 1 Increased knowledge generation

Structured CMP programme for natural scientists in South Africa	Progress towards implementation of CMP programmes at SACNASP from 2017 with continuous monitoring and evaluation	Service provider appointed, and programmes developed.
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SO-OG 4 Good governance and Financial sustainability**Strategic Objective: To foster a culture of good corporate governance in relation to the Council****Goal a) Maintain effective and efficient systems of financial management and control**

Strict adherence to the approved budget with a maximum 5% over expenditure on budget by 2022	25% reduction in variance in terms of the expenditure component of the annual budget	3% over expenditure on budget with a budget surplus realised
Five unqualified audit reports on financial and governance matters issued by external auditor by 2022	Annual unqualified audit report on financial and governance matters issued by external auditor.	Unqualified audit issued for the 2017/2018 financial year.
All financial and HR policies in place and approved.	Four policies approved or reviewed at Council level annually.	Six policies were approved in the 2017/2018 financial year.
NSP act revised and approved by Parliament	Progress towards a parliamentary approved NSP Act	Task team established and comments submitted to the DST
Strategic Objective: To register and regulate natural science professionals		
Goal a) To ensure that the disciplines required for professional registration are maintained		
Annually review the Code of Conduct of SACNASP	A relevant Code of Conduct is annually reviewed	The amended Code of Conduct was presented to Council and adopted for presentation to stakeholder comment.

9. Organisational Structure

SACNASP Council Members 2017/2018



Back row

Ms T Mashanda CA(SA)RA, Mr F. Ramagwede (Pr.Sci.Nat), Dr M. Mayekiso (Pr.Sci.Nat), Dr F. Tereblanche (Pr.Sci.Nat), Dr P. Rampersadh (Pr.Sci.Nat) (Executive Director), Prof B. Reilly (Pr.Sci.Nat), Mr D. Musetsho (Pr.Sci.Nat), Dr R. Coetzer (Pr.Sci.Nat), Mr N. Baartjies (Pr.Sci.Nat), Ms D. Fisher (Board Secretary)

Front row

Ms M. Masemola CA (SA), Prof M. Gulumian (Pr.Sci.Nat), Prof J. Galpin (Pr.Sci.Nat), Dr P. Vukea, Dr G. Botha (Pr.Sci.Nat), Prof K. Nephawe (Pr.Sci.Nat), Dr P.T. Govender (Pr.Sci.Nat), Dr J. van Heerden (Pr.Sci.Nat).

Missing from photo

Prof Robin Crewe (Pr.Sci.Nat), Dr W. Ngoma, Prof G. Bredenkamp (Pr.Sci.Nat), Prof I. Gledhill (Pr.Sci.Nat).



Vice Chairperson, Chief Executive Officer and Chairperson

Prof K. Nephawe (Pr.Sci.Nat), Dr P. Rampersadh (Pr.Sci.Nat), Dr G. Botha (Pr.Sci.Nat)

SACNASP STAFF (refer to Human Resources report)



Dr Pradish Rampersadh
(Pr.Sci.Nat)



Sarah van Aardt



Landi Jacobs



Terrence Mangalana



Sujo Abraham



Desiree Fisher



Hellen Mkabela



Matshidiso Matabane (Pr. Sci.Nat)



Lientjie Mogano



Violet Modiselle



Vuyiswa Mahlangu



Boitumelo Semanya



Agnes Ledwaba



Iris Popela



Suzan Pitso



Boitumelo Mareus



Tshepo Makhatholela



Lindiwe Sibanyoni



Lerato Hlongwane



Aviwe Khewana

1. Ms Mariette le Roux resigned in October 2017, The Operations Manager is acting Registrations Manager
2. Ms Nombuso Zwane resigned as Finance Manager in November 2017 and was replaced by Mr Terrence Mangalana



Part B:
Performance Information

I. Operations Report

Registration Numbers

There were 2 037 registrations in the financial period 2017/2018 of which 1 660 were from designated groups. This is in line with our strategic goal of registering minimum 2 000 scientists per year. The total number of scientists registered on the SACNASP database at the end of the financial period 2017/2018 is 12 694.

Table 2 Annual registrations

2015/2016	2016/2017	2017/2018
1 973	2 507	2 037

Table 3. Critical Skills

2015/2016	2016/2017	2017/2018
110	127	128

There were two new subfields of practice gazetted by the Minister of Science and Technology on the 16th February 2018

Table 4. New subfields of practice

Subfield	Field of Practice
Forestry and Wood Science	Agricultural Science
Fire origin and cause investigation	Specified Science

Continuing Professional Development (CPD)

The CPD Programme was launched on 1 April 2017 to ensure compliance with the NSP Act. The programme entails that all professional and certificated natural scientists accumulate 5 CPD credits per year over a 5-year period. This encourages natural scientists to remain current in their careers and ensure they have the latest technical knowledge. This activity is closely aligned to the activities of the VAs and has attracted more VAs to the SACNASP portfolio. Substantial effort has been placed into explaining the CPD programme through networking sessions as well as different VAs events.

Fire Protection Association of Southern Africa (FPASA)
South African brand of the World's Poultry Science Association (WPSA)
International Association for Impact Assessment South Africa (IAIASa)
South African Association of Geomorphologists (SAAG)
South African Bat Assessment Association (SABAA)
Institute of Environmental and Recreation Management (IERM)
Parasitological Society of Southern Africa (PARSA)

Student enrolment history and numbers

Part of the SACNASP Annual Performance Plan: Strategic Goal 2 is to enrol final year and post graduate students from Higher Education Institutes (HEIs) with SACNASP. The purpose of the free student enrolment campaign at all the HEIs is to create awareness about professional registration, accessibility to information about training, courses as well as networking opportunities. For the successful implementation of this campaign, HDI Youth Marketers has been contracted to run student engagement days at HEIs across South Africa for students to enrol with SACNASP and guide the students through the enrolment process as well as provide marketing material.

Table 5 Free student enrolment at different HEIs

Dates	Universities	Number of students
5 – 6 February 2018	University of Johannesburg	215
12 – 13 February 2018	Tshwane University of Technology	525
15 – 16 February 2018	University of Pretoria	221
19 – 20 February 2018	University of Free State	223
21 - 22 February 2018	Central University of Technology	56
27 February 2018	University of Mpumalanga	158
23 March 2018	North West University	235
Total		1 633



Picture 1 Free student enrolment campaign at Central University of Technology, Bloemfontein and University of Johannesburg, Johannesburg.

Trend Analysis

SACNASP is still focussed on transformation of the scientists in the database.

Table 1 indicates the distribution of registered natural scientists per category according to. The total number of African natural scientists remains low. Historically, there was a low number of African professionals registered under the professional natural science category. The trend is slowly changing as there is an increase in the number of African professional natural scientists in the 2017/2018 financial year (Table 6). Table 4 indicates a serious shortage in the number of female natural scientists. However, there is good progress in increasing the overall number of female natural scientists registered.

Table 6 Race distribution on the SACNASP database

Race	Cand.Sci.Nat	Cert.Sci.Nat	Pri.Sci.Nat	Totals
White	332	209	4231	4772
Asian	51	45	347	443
Coloured	41	53	168	262
African	2474	2217	2526	7217
Totals	2898	2524	7272	12694

Table 7 Year on year registration by race

Race	2015/2016	2016/2017	2017/2018
White	389	413	385
Asian	67	74	64
Coloured	33	51	38
African	1 471	1 970	1 550
Total	1 960	2 508	2 037

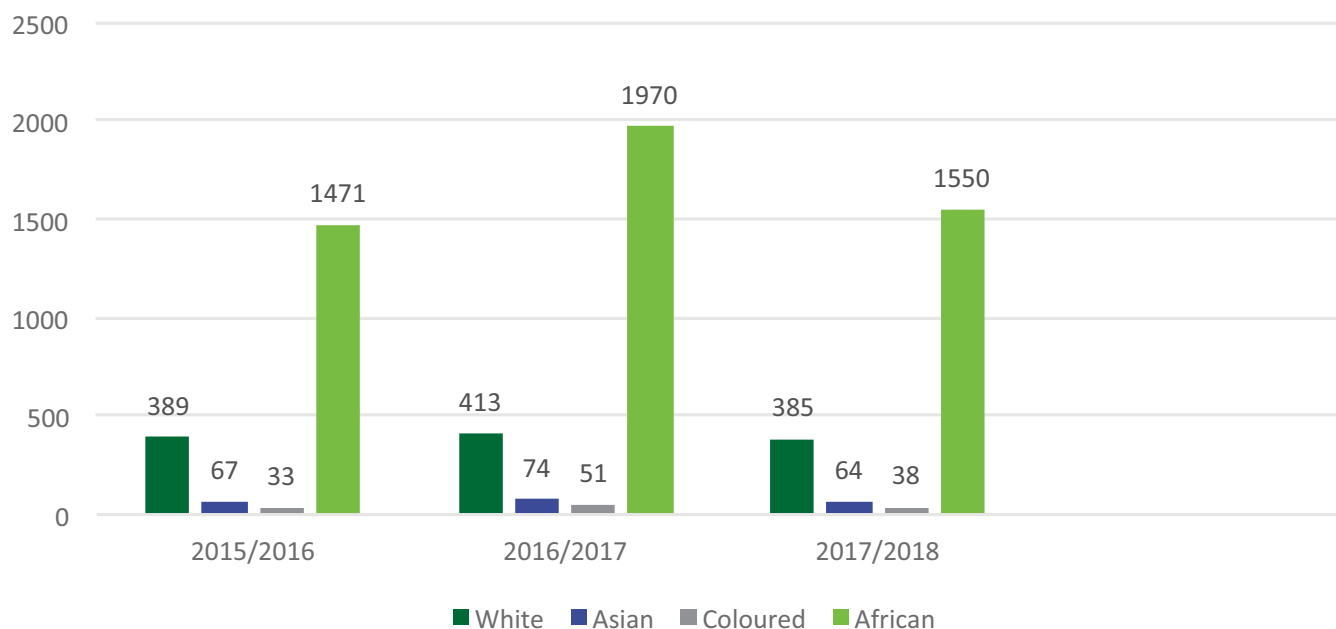


Figure 1 Year on year registration by race

Table 8 Registration 2017/2018 by race and category

	Cand.Sci.Nat	Cert.Sci.Nat	Pr.Sci.Nat
White	102	31	252
Asian	13	9	42
Coloured	11	10	17
African	781	408	361
Totals			

Table 9 Gender Distribution Total Database

Gender	Cand.Sci.Nat	Cert.Sci.Nat	Pr.Sci.Nat	Totals
Male	1335	1442	4970	7747
Female	1563	1082	2302	4947
Totals	2898	2524	7272	12694

Table 10 Year on Year registration by gender

	2015/2016	2016/2017	2017/2018
Male	1105	1418	1052
Female	855	1090	985
Total	1960	2508	2037

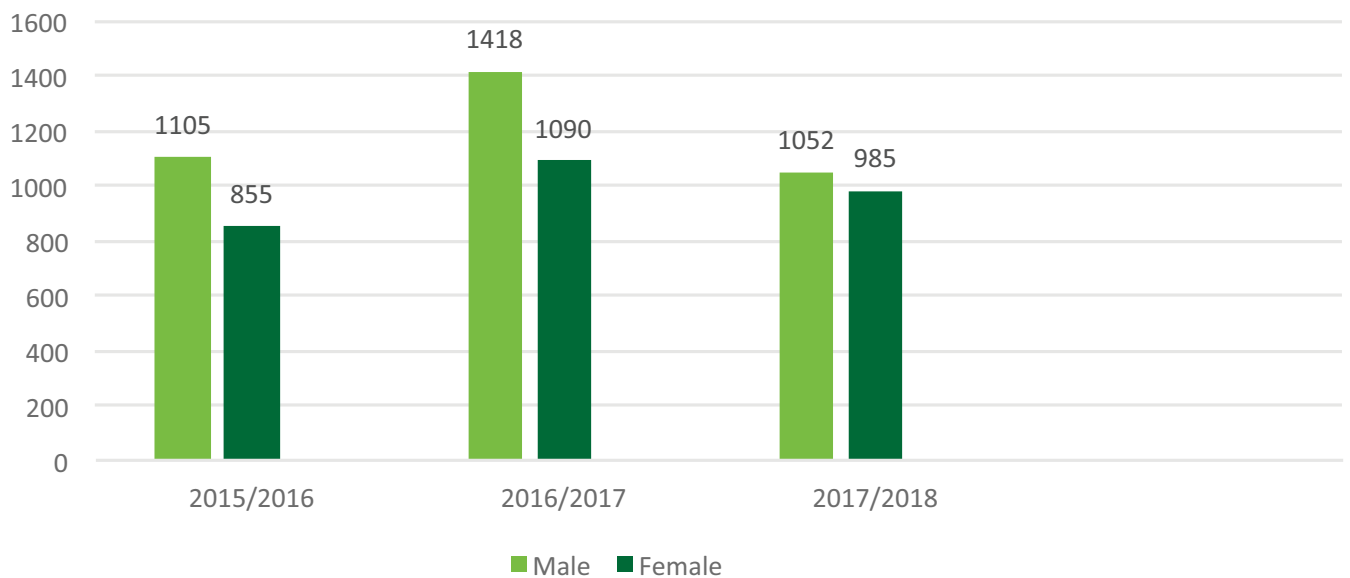


Figure 2 Year on year registration by gender

Table 11 Age distribution on the SACNASP database

Age	Cand.Sci.Nat	Cert.Sci.Nat	Pr.Sci.Nat	Totals
60-plus	2	98	1154	1254
50-59	34	524	1430	1988
40-49	194	804	2166	3164
30-39	1353	1002	2356	4711
20-29	1315	96	166	1577
Less than 19	0	0	0	0
No data	0	0	0	0
Totals	2898	2524	7272	12694

Table 12 Age Distribution on the SACNASP database

Age	2015/2016	2016/2017	2017/2018
60-plus	34	35	26
50-59	168	321	121
40-49	335	539	306
30-39	900	966	817
20-29	438	647	766
Less than 19	0	0	1
Total	1960	2508	2037

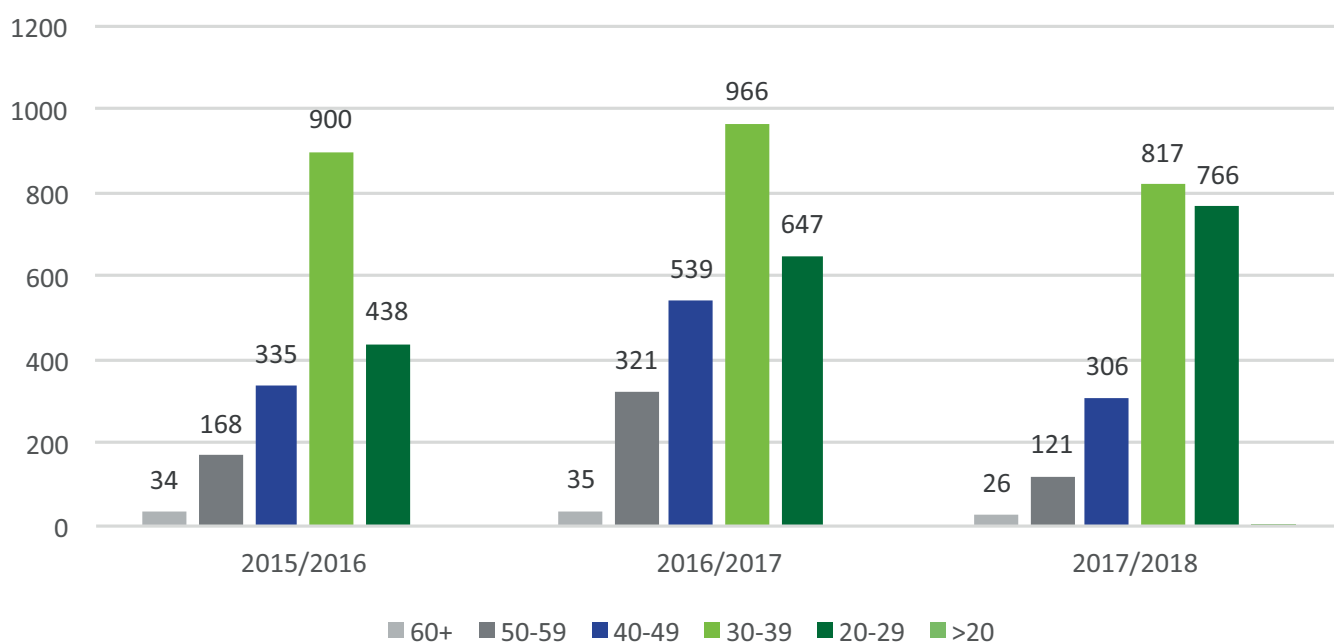


Figure 3 Year on year registration by age

2. Registration Report

Registration meetings take place every second month. The process has been streamlined and the chairpersons of the Professional Advisory Committee receive all their data electronically through the database. This speeds up the turnaround time of the registrations. However, registration still can take up to six months if not all the requested documents are in place.

Table 10 Qualifications approved by the Qualifications Assessment Committee (QAC)

April 17	May 17	June 17	Aug 17	Oct 17	Dec 17	Jan 18	Mar 18	Total
84	29	66	56	73	53	52	58	471

Table 11 Natural scientist registered by category

Category	2015/2016	2016/2017	2017/2018
Professional Natural Scientist	691	784	673
Candidate Natural Scientist	720	797	458
Certificated Natural Scientist	562	962	906
Totals	1 973	2 507	2 037

Table 12 Registrations by field of practice (note some Scientists register in more than one FOP hence the higher number)

Field of practice	Registrations	Registration (2nd Field of practice)
Agricultural science	440	
Animal science	151	
Zoological science	15	1
Biological Science	123	3
Botanical Science	19	2
Chemical Science	115	1
Conservation Science	9	
Earth Science	87	3

Field of practice	Registrations	Registration (2nd Field of practice)
Ecological Science	62	7
Environmental Science	262	8
Extension Science	238	
Food Science	55	1
Geological Science	164	1
Geospatial Science	12	2
Materials Science	7	
Mathematical Science	12	
Microbiological Science	55	2
Physical Science	18	2
Soil Science	28	2
Statistical Science	12	1
Toxicological Science	2	
Water Resources Science	129	4
Zoological Science	22	2
Grand total	2 037	42

3. Finance Report

SACNASP achieved a positive financial performance during the year under review. Revenue increased by 15% compared to the prior year and a surplus of R560 503 was realised. Despite the positive results, the Council continues to experience challenges in collecting annual fees and bad debts have increased by 52% from prior year. Furthermore, long overdue registered scientists were cancelled due to non-payment of their annual fees for more than three years. This was done in order to be aligned with section 21 (iii) of the Natural Scientific Profession Act, 2003 (Act No 27 of 2003) which states: "The Council may cancel the registration of a registered person if he or she fails to pay the prescribed annual fee or a portion thereof, within 60 days from it becoming due or within such further period as the Council may allow, either before or after expiry of the 60 days." We continue to monitor long outstanding debtors closely and a provision has been raised for doubtful debtors > 120 days.

Based on the above, the Management has implemented and continues with tighter controls over the budget. This can be seen by a surplus achieved last year and this year respectively. SACNASP also continues to develop strategies that will help improve and maintain financial stability. Funding from the Department of Science and Technology has assisted the Council in marketing the business, implementing IT systems that will improve the registration process and developing the CDP website. R4.4 million was allocated by DST for this financial year; and details on the funding can be found in note 8 of the annual financial statements.

The Strategic Plan (2017-2022) and Annual Performance Plans ensure that the Council takes a strategic approach to its financial planning, by putting in place a forward-looking strategy covering a five-year period. It also helps to put in place a link between the Council's strategic aims and the priorities of the government, as set out in the National Development Plan, and the resources that are likely to be available to fund the delivery and achievement of these.

SACNASP wishes to thank all registered scientists for their continued support and payment of annual fees. SACNASP would like to thank the Audit and Risk Committee for their consistent guidance that promotes and ensures strict financial discipline and the finance staff for their tireless efforts to make certain that actions are taken timeously, thereby resulting in improved results.

4. Marketing and stakeholder report

In terms of marketing and stakeholder engagement, SACNASP has focused on industry, government, academia and the recognised VAs. SACNASP is in discussions with the entities of DST with the aim of allowing SACNASP registered scientists to be more involved in some of the activities of the entities. These entities include the South African Agency for Science and Technology (SAASTA) on training of scientists, South African National Space Agency (SANSA) on the promotion of science and the Council for Scientific and Industrial Research (CSIR), specifically the Bio Manufacturing Centre on courses offered by them for Continuing Professional Development (CPD).

SACNASP has also been in discussions with government departments regarding the registration of scientists working in their departments. These include the (DST). SACNASP also assists the Department of Home Affairs (DHA) with critical skill evaluations in the natural sciences. SACNASP is participating in the Basic Sciences Platform (SABSPlat) meetings arranged by DST in support of strengthening the basic sciences. SACNASP is part of the steering committee that the Department of Water and Sanitation (DWS) has established to review their candidate learnership programme and is also advising the Department of Public Works (DPW) in a similar project. There is an ongoing relationship between SACNASP and the Department of Agriculture, Forestry and Fisheries (DAFF) on the registration of Extension Scientists and the Department of Environmental Affairs (DEA) on the governance of environmental matters. SACNASP has also been engaging with the Department of Public Works (DPW) on their Water Care Candidacy Mentoring Programme.

SACNASP has further interacted with Higher Educational Institutions e.g. University of Pretoria and the Pearson Institute of Higher Education. Further engagements have taken place at the University of South Africa and the University of Limpopo on registration of academic staff and CPD. SACNASP has signed a Memorandum of Understanding with the SAQA on collaboration in terms of international qualifications. SACNASP is represented on the Proset Forum of the National Science and Technology Forum (NSTF). SACNASP also engaged with Pick n Pay on the professional registration of their scientific staff in this financial year. SACNASP has commenced with networking sessions in all provinces. Two such sessions were held in 2017/18: one in the Western Cape and one in Kwazulu Natal. SACNASP was also an active participant in the Women in Science Networking programme held in Midrand and hosted by the Eskom Woman Advancement Programme. SACNASP also regularly attends conferences and workshops held by Voluntary Associations to assist them with professional registration and CPD.

A SACNASP priority has been to focus on youth in 2017/18 and SACNASP has therefore started the Free Student Enrolment at Higher Educational Institutions (HEI's). SACNASP visited the University of Johannesburg, University of Pretoria, Tshwane University of Technology, University of Free State, Central University of Technology, University of Mpumalanga and North West University. This programme will see students gaining access to science networks, information and the Voluntary Associations aligned to SACNASP.

5. Social outreach report

4TH ANNUAL RURAL FESTIVAL, NKOWANKOWA, LIMPOPO PROVINCE

The 4th Annual Rural Festival is an annual event that plays a significant role in promoting science and technology literacy among all sectors particularly learners. The main theme of the event was "Science contributes to economic development". There were various institutions that participated in this initiative addressing topics such as life sciences, engineering, physics, space science and chemistry through exhibitions, lectures, displays as well as demonstrations. SACNASP had an opportunity to engage with learners, teachers, researchers, scientists and community members that attended the festival.



Picture 2: Learners from various schools in Nkowankowa, Limpopo Province.

SACNASP promoted science and technology to teachers and learners (Grade 7 -12.) As not all learners participated in the programme SACNASP information brochures were distributed to the teachers to ensure that the information was disseminated to the relevant learners.



Part C:
Governance

I. Council Committee Reports

I.1. Professional Conduct Committee

The mandate of the Professional Conduct Committee (PCC) is to regulate compliance to the Natural Scientific Professions Act (No. 27 of 2003), and to the SACNASP Code of Conduct.

Chair Dr P.T. Govender (Member of Council), Pr. Sci. Nat.

Members

Prof KA Nephawe (Deputy Chairperson, SACNASP Council), Pr. Sci. Nat.

Prof JB Malherbe (Chair of the Physical Science Professional Advisory Committee), Pr. Sci. NAT.

Mr N Baartjes member of Council, Pr. Sci. Nat.

Dr M Mayekiso member of Council

Mr L Hlophe (Department of Science & Technology). Representative

The work of the committee is supported by SACNASP's legal service provider, RW Attorneys and SACNASP's Secretariat.

During the 2017/18 financial year, the PCC met three times to deliberate and decide on a diverse number of issues which included:

- c. Inputs into the review of the Natural Scientific Professions Act 27 of 2003: SACNASP Amendment Bill;
- d. Reviewing and updating the SACNASP Code of Conduct for Registered Persons;
- e. SACNASP's proposal to the Department of Environmental Affairs (DEA) with respect to the appointment as the registration authority for Environmental Assessment Practitioners (EAPs); DEA has subsequently appointed the Environmental Assessment Practitioners Association of South Africa (EAPASA) as the registration body for EAPs; SACNASP however continues to engage with DEA and EAPASA due to the overlap of the work of natural scientists who also practice as EAPs and vice versa;
- f. SACNASP has begun engagements with the Department of Agriculture, Fisheries and Forestry, the Department of Water and Sanitation, and the DEA on a number of collaboration issues with respect to investigations of natural scientists who contravene the legislation that these government departments are responsible for;
- g. Investigation of the following matters:
 - allegations of misconduct relating to the construction of a resort;
 - an incomplete or problematic environmental assessment for a residential development;
 - unprofessional and unethical conduct of natural scientists towards their employer;
 - allegations of improper geotechnical study and report;
 - unregistered scientists undertaking natural science work;
 - submission of incomplete and forged qualifications for registration with SACNASP;
 - plagiarism of other's work without proper referencing;
 - the increasing number of SACNASP Referee reports that are received where there is evidence of reports being copied, or actually written by the applicant her/himself.

Given the increasing awareness of SACNASP and its work across the country and the growing number of registered scientists, there is likely to be an increase in legal matters for the PCC to handle. Registered scientists and members of the public are invited to report to SACNASP any and all instances of unprofessional conduct by registered scientists, or unregistered scientists undertaking natural science work. SACNASP will then undertake the necessary investigations and actions to protect the public and the profession.

1.2. Human Resources and Remuneration Report

Chair Dr Wendy Ngoma (Member of Council)

Members

Prof K Nephawe (Deputy Chairperson, SACNASP Council) Pr.Sci.Nat

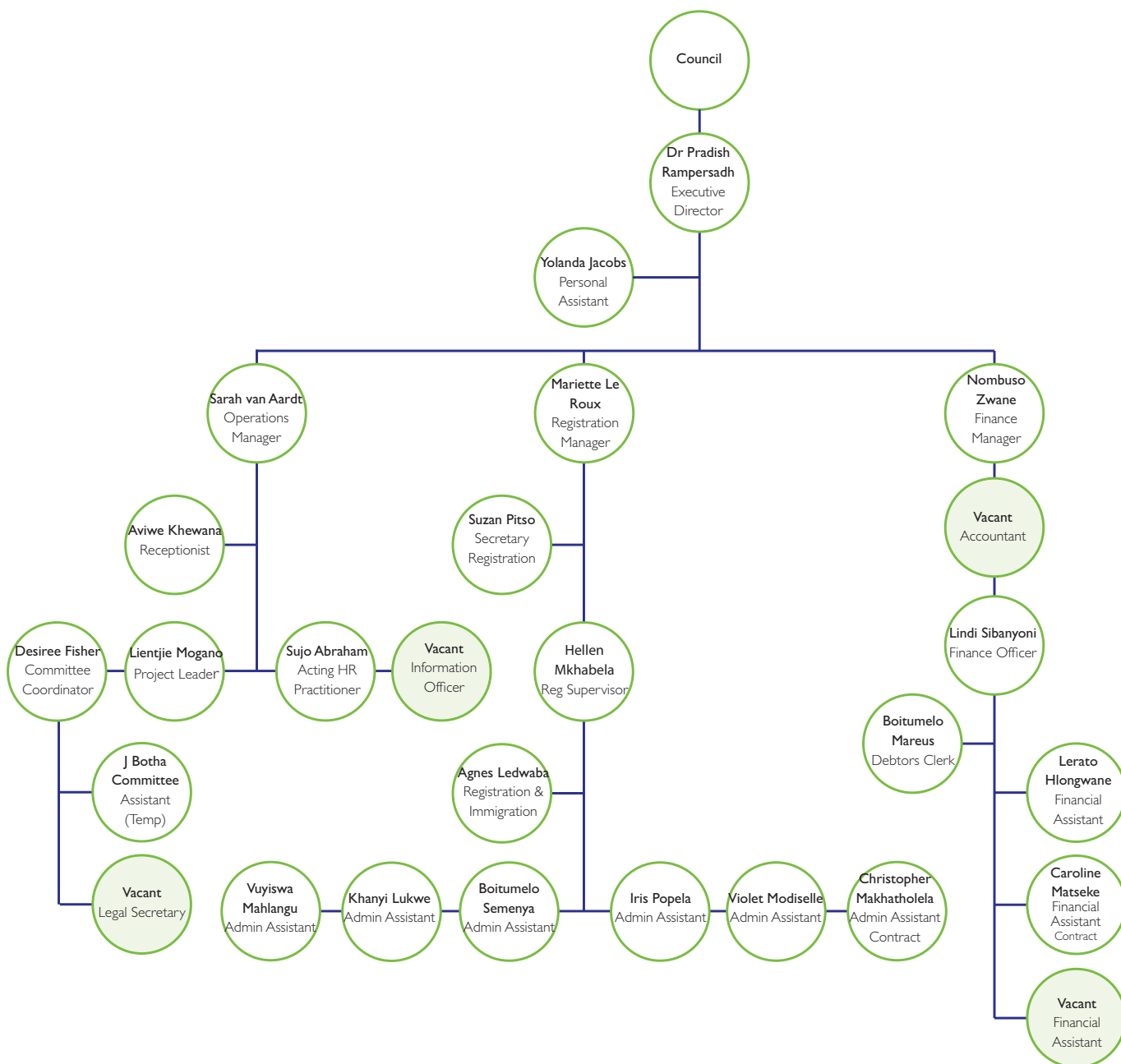
Mr K Musetsho (Member of Council) Pr.Sci.Nat

Consistent with the mandate of SACNASP, the legislative obligations for human resources and the organisational strategies, the Human Resources function regards its mission as dedicating itself to serve and support the organisation in achieving its strategic objectives.

The HR function strives to transform SACNASP by providing HR services that give effect to its mission. HR endeavours to empower SACNASP's employees towards maximising their personal potential so as to achieve an employee corps with high morale and a high commitment to delivering and exceeding organisational goals/values.

Organisation Structure

SACNASP Office Organogram



HR Focus Areas for 2017-2018

Recruitment:

SACNASP has maintained a balanced approach to talent acquisition. Whenever a job opening comes up the position is advertised internally and externally. This is to facilitate employee's career development.

During the period under review two positions, that of HR Practitioner and Immigration and Registration Assistant, were filled through internal recruitment. External recruitments were completed for two financial assistants, an Information Officer and Finance Manager.

Temporary Contract staff was reduced from three in the previous year to one for 2017-2018.

Employee Benefits and Compensation:

Medical Aid and Retirement annuity benefits were introduced during the period under review.

Migration to SAGE

The Employees Self Service Scheme (ESS) was introduced. ESS helps the employees to manage their leaves via the self-service process and this has also helped to curb the administrative costs relating to payroll down as the information is available online to all employees and does not require printing.

Highlights of Achievements

A total of seven staff members continued with their education to upgrade their skills. SACNASP could provide bursaries to two staff members, partially or fully from its limited resources. SACNASP is very proud that one staff member completed her degree bringing the total number of graduates and post graduates to seven at SACNASP.

SACNASP has 23 staff members including one temporary staff member. There were two resignations in 2017 due to personal reasons.

Training was given to existing staff for upgrading skills. Training was given to all staff for Excel and CPD. The members of the Employment Equity Committee were given the opportunity to attend a seminar to perform their work effectively. Due to the implementation of the ESS system training was given to all staff for ESS.

Four policies relating to HR was approved during the year:

1. Employee Benefits for Permanent Staff
2. Leave Policy and Procedures
3. Sexual Harassment
4. Training and Development Policy

Employment Equity

The Employment Equity report for 2017 was submitted to the Department of Labour in September 2017.

Challenges faced by the Organisation:

Attracting skilled personnel and further training the existing staff members still remains a challenge for SACNASP due to its financial constraints.

Future Human Resource Goals

Goals for the future are achieving market related salaries and attracting skilled staff.

Human Resource Statistics:

Permanent: 22

Short term Contract: 1

Statistics of SACNASP Staff:

SACNASP staff composition is made up of 87 percent women and 23 percent men out of which 73.91 percent are African, 4.35 percent Coloured, 8.70 percent Indian and 13.04 percent White race.

Work force Profile by Age:

Age Group	20-29	30-39	40-49	50-59	Above 60	Total
Number	5	10	3	4	1	23
Percentage	22	43.4	13	17.3	4.3	100

Employment Changes:

Level of Management	At the beginning	Appointments	Termination	At the end
Top Management	1	0	0	1
Senior Management	3	1	2	2
Professionally Qualified	2	1	0	3
Junior Management	4	0	0	4
Semiskilled	11	2	0	13
Total	21	4	2	23

Reasons for Staff leaving:

Reasons	Number	Percentage
Death	0	0
Ill health	0	0
Resignation	2	100
Dismissal	0	0
Total	2	100

Employment Equity Status:

Race	Male	Female	Total
African	2	15	17
Coloured	0	1	1
Indian	1	1	2
White	0	3	3
Total	3	20	23

I.3. Strategic Projects Committee

STRATEGIC PROJECTS COMMITTEE

Chairperson. Prof. R.M. Crewe (Member of Council), Pr. Sci. Nat

Members (including any non SACNASP/Council Members): Prof. M. Gulumian (Pr. Sci. Nat)

Dr R Coetzer (Member of Council) Pr. Sci. Nat

Dr J van Heerden (Member of Council) Pr. Sci. Nat

Prof I Gledhill (Member of Council) Pr. Sci. Nat

Dr PVukea (Member of Council)

Role of the Committee: The Strategic Projects Committee identifies relevant matters of significance to Council for investigation and reviews policy matters relating to the basic sciences and the natural scientific professions in South Africa. The committee will be required to make recommendations on these matters to Council for its consideration.

Number of meetings held during financial year: 2 meetings were held on August 2017 and February 2018

Key Activities: To advise the Council on matters that could be of relevance to the future of the Council and its operations.

Key outcomes/achievements: The advice to the Council is considered and acted upon.

Challenges if any - None

Future goals – To fulfil its mandate as defined in its Role above.

Matters discussed by the Committee and advice provided to Council:

1. Reviewed the revised APP for 2018/2019 and provided suggestions for changes.
2. Prepared the agenda and suggested a structure for discussions at the Council Strategic Session on 23 August 2017
3. Discussed the redial plan proposed on the basis of the PESTLE analysis and made recommendations to Council
4. Discussion of the activities of the Workplan 2018 and made recommendations.
5. Discussed the report of the Survey of the VAs and made proposals for amendments to the document.
6. The committee received feedback on the following matters that it had discussed:
 - Update on the Registration Categories.
 - Response to SANAS regarding the registration of their members.
 - Reviewed the continuing professional development program.
 - Recommended engagement with the process to comment on the draft White Paper on Science and Technology.
 - Comments solicited on the CHE draft framework to clarify the roles of the CHE/Higher Education Quality Council (HEQC), SAQA and the council in making inputs into the curricula that would be the basis for professional practise in SACNASP fields of practise.

2. SACNASP Council Report

The Council appointed in June 2015 have completed their third year of tenure under the guidance of Dr Gerda Botha (Chairperson) and Prof Khathushelo Nephawe (Vice Chairperson)

COUNCIL MEMBERS as at 31 March 2018

NAME Nominated by VAs		
Mr N.L. Baartjes Pr.Sci.Nat.		
Dr G.E. Botha Pr.Sci.Nat.		
Prof. G.J. Bredenkamp Pr.Sci.Nat.		
Dr R. Coetzer Pr.Sci.Nat.		
Prof. R.M. Crewe Pr.Sci.Nat.		
Prof J.S. Galpin Pr.Sci.Nat.		
Prof I. Gledhill Pr.Sci.Nat.		
Prof. M. Gulumian Pr.Sci.Nat.		
Mr K. Musetsho Pr.Sci.Nat		
Prof. K.A. Nephawe Pr.Sci.Nat.		
Prof. B.K. Reilly Pr.Sci.Nat.		
Dr S.E.Terblanche Pr.Sci.Nat.		
Dr J van Heerden Pr.Sci.Nat		
NOMINATED BY THE STATE		
Dr M. Mayekiso		
Mr F. Ramagwede Pr.Sci.Nat.		
Dr. S Moodley		
Dr P.R.Vukea		
NOMINATED BY THE PUBLIC		
Dr P.T. Govender Pr.Sci.Nat.		
Dr W. Ngoma		
Ms T.N. Mashanda CA(SA)RA		
Ms M.P. Masemola CA(SA)		
Independent Members		
REGISTRATION AND QAC	Prof. J. B. Malherbe Pr.Sci.Nat.	
REGISTRATION	Dr W.Vlok Pr.Sci.Nat.	
REGISTRATION	Prof E. van Marle-Köster Pr.Sci.Nat.	
REGISTRATION	Prof. D. Hughes Pr.Sci.Nat.	
REGISTRATION	Dr K. Lucas Pr.Sci.Nat.	
QAC		
L&D C		
Registration	Prof Van Niekerk, Pr. Sci. Nat	
Co-opted	Dr O. Fourie Pr.Sci.Nat.	
Toxicological Science		
REGISTRATION		
Co-opted	Prof. O.J. Okonkwo Pr.Sci.Nat.	
QAC		
Co-opted QAC	Prof P Taylor, Pr. Sci. Nat	
Co-opted	Prof. L. R. Brown Pr.Sci.Nat.	
QAC		

SACNASP Council meeting attendance

COUNCIL MEMBER	REPRESENTING	(No. of meetings attended)						
		COUNCIL (4)	EXCO (4)	A & R COM (6)	QAC (6)	HR & REM (4)	PCC (3)	SPC (2)
Baartjies, N, Mr	Voluntary Ass.	4/4					2/3	
Botha, G, Dr	Voluntary Ass.	4/4	4/4					2/2
Bredenkamp, G, Dr	Voluntary Ass.	1/4						
Coetzer, R, Dr	Voluntary Ass.	3/4						2/2
Crewe, R, Prof	Voluntary Ass.	2/4	4/4					2/2
Galpin, J, Prof	Voluntary Ass.	4/4	3/4					
Gledhill, I	Voluntary Ass.	3/4						2/2
Govender, PT, Dr	Public	4/4	4/4	4/6			3/3	
Gulumian, M, Prof	Voluntary Ass.	2/4						2/2
Matutu, P, Dr (re-resigned 2017)	State							
Malherbe, J, Prof	Co-opted						2/3	
Masemola, P, Ms CA(SA)	Public	1/4		5/6				
Mashanda, T, Ms CA(SA) RA	Public	2/4	3/4	5/6				
Mayekiso, M, Dr	State	2/4					0/3	
Musetsho, D, Mr	Voluntary Association	3/4		5/6		2/2		
Nephawe, K, Prof	Voluntary Ass.	4/4	3/4	5/6		2/2	3/3	
Ramagwede, F, Mr	State	1/4						
Ngoma, W, Dr	Public	1/4	2/4			2/2		
Reilly, B, Prof	Voluntary Ass.	2/4	1/4					
Terblanche, S, Dr	Voluntary Ass.	4/4						
Van Heerden, J, Prof	Voluntary Ass.	4/4						2/2
Vukea, PR, Dr	State	3/4						1/2
Hlope, L, Mr							3/3	
Members of the QAC								
Botha, G, Dr					3/6			
Brown, L, Prof					4/6			
Lucas, K, Dr					4/6			
Malherbe, J, Prof					5/6			
Okonkwo, J, Prof					4/6			
Siweya, HJ, Prof					4/6			
Taylor, P, Prof					2/6			
Nephawe, K, Prof					2/6			
Mbatha, K, R, Prof					2/6			

Registration meetings

Registration Meeting Chairs (Chairpersons of the Professional Advisory Committees)	Field of Practice	Total meetings 6
Botha, G. Dr	Food Science	5/6
Breet, E.L.J Prof	Chemical Science	5/6
Crockcroft, A Dr	Zoological Science	0/6
Eloff, J.F. Dr	Soil Science	4/6
Fourie ,O. Dr	Toxicological Science	2/6
Galpin, J, Prof	Statistical Science	6/6
Govender, P.T, Dr	Environmental Science	6/6
Henry, G. Dr	Geological and Earth Science	5/6
Hughes, D. Prof	Water resources Science	4/6
Koch, B.H. Dr	Agricultural Science	5/6
Lucas, K. Dr	Biological Science	5/6
Malherbe, J,B Prof	Physical Science	5/6
Musetsho, K.D. Mr	Environmental Science	6/6
Nephawe, K, Prof	Animal Science	5/6
Reilly, B, Prof	Ecological Science and Conservation Science	5/6
Terblanche, S, Dr	Extension Science	5/6
Siweya, B.K. Prof	Mathematical Science	5/6
Van Niekerk, A. Prof	Geospatial Science	3/6
Van Rensburg, C.J. Dr	Animal Science	5/6
Vlok, W. Dr	Aquatic Science	3/6



Part D:
Financial Information

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

General Information

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Regulatory body for the practice of natural sciences in South Africa
Council members	Dr G.E. Botha Pr.Sci.Nat Prof. K.A. Nephawe Pr.Sci.Nat Prof. R.M. Crewe Pr.Sci.Nat Prof J.S. Galpin Pr.Sci.Nat. Dr P.T. Govender Pr.Sci.Nat Dr W. Ngoma Ms T.N. Mashanda CA(SA) RA Mr N.L. Baartjes Pr.Sci.Nat. Prof. G.J. Bredenkamp Pr.Sci.Nat Dr R. Coetzer Pr.Sci.Nat Prof I. Gledhill Pr.Sci.Nat. Prof. M. Gulumian Pr.Sci.Nat. Mr K. D. Musetsho Pr.Sci.Nat. Dr S.E. Terblanche Pr.Sci.Nat Dr J. van Heerden Pr.Sci.Nat. Dr M. Mayekiso Mr F. Ramagwede Pr.Sci.Nat. Dr P.R. Vukea Ms M.P. Masemola CA(SA) Prof. B.K. Reilly Pr.Sci.Nat. Dr S. Moodley
Registered office	Suite L4 & L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street Pretoria 0087
Business address	Suite L4 & L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street Pretoria 0087
Postal address	Private Bag X540 Silverton Pretoria 0127
Bankers	Nedbank Limited
Auditors	Balushi Incorporated Chartered Accountants (S.A.) Registered Auditors
Secretary	Mrs D Fisher

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Tax reference number	9808825146
Level of assurance	These annual financial statements have been audited in compliance with the applicable requirements of the Natural Scientific Professions Act, 2003 (Act No 27 of 2003).
Preparer	The annual financial statements were internally compiled by: T Mangalana (Bcom Accounting) under the supervision of N Zwane CA (SA)
Published	July 31, 2018
Chief Executive officer	Dr P Rampersadh Pr.Sci.Nat
Attorneys	RW Attorneys

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

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The reports and statements set out below comprise the annual financial statements presented to the registered scientists of South African Council for Natural Scientific Professions:

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South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Council Members' Responsibilities and Approval

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

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

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

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

The Council members have reviewed the Council's cash flow forecast for the year to March 31, 2019 and, in the light of this review and the current financial position, they are satisfied that the Council has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors is responsible for independently auditing and reporting on the Council's annual financial statements. The annual financial statements have been examined by the Council's external auditors and their report is presented on page 7.

The annual financial statements set out on pages 10 to 28, which have been prepared on the going concern basis, were approved by the on July 31, 2018 and were signed on its behalf by:

Approval of financial statements



Dr G.E. Botha (Pr.Sci.Nat)
Chairperson



Dr P. Rampersadh (Pr.Sci.Nat)
Executive Director

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Audit and Risk Committee Report

This report is provided by the Audit and Risk Committee appointed in respect of the 2018 financial year of South African Council for Natural Scientific Professions.

1. Audit and Risk Committee Members

The Audit and Risk Committee consists of five Council members:

Name	Attendance
Ms T N Mashanda (Chairperson) CA(SA)RA	5/6
Mr K D Musetsho, Pr. Sci Nat	5/6
Ms M P Masemola CA(SA)	5/6
Prof K A Nephawe Pr. Sci Nat	5/6
Dr P T Govender Pr. Sci. Nat	4/6

The committee's objective is to assist the Council with its responsibility of ensuring that adequate systems and controls are in place.

The committee met six times in the 2018 financial year. Members of management and external auditors attend these meetings by invitation. This committee does not form part of management, its role is of an independent and objective adviser and it operates as an overseer, making recommendations to Council for final approval.

2. Audit and Risk Committee Responsibilities

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

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

3. The Effectiveness of Internal Control and Risk Management

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

Currently the Council does not have an internal audit function due to limited financial resources and the Council relies on combined assurance provided by its subcommittee structures, management and the external auditor.

4. External Audit

Balushi Incorporated was appointed by Council as the external auditors for 2018 financial year.

The committee is satisfied that Balushi Incorporated is independent of the Council.

The audit fee was approved on 23 March 2018 for the 2018 financial year and the fee was considered reasonable.

5. Integrated Annual Report

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

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Audit and Risk Committee Report

6. Annual Financial Statements

The committee reviewed the results of 31 March 2018 annual financial statements and made recommendations to the Council for its approval. In the course of its review the committee:

- Took appropriate steps to ensure that the annual financial statements were prepared in accordance with IFRS for SMEs;
- Considered the appropriateness of accounting policies and disclosures made.

On behalf of the Audit and Risk Committee

A handwritten signature in black ink, appearing to read 'T N Mashanda', enclosed within a hand-drawn oval shape.

Ms T N Mashanda CA(SA) RA

Chairperson Audit and Risk Committee

Independent Auditor's Report

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

Opinion

We have audited the financial statements of the South African Council for Natural Scientific Professions (SACNASP) set out on pages 12 to 27, which comprise the statement of financial position as at 31 March 2018, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, comprising a summary of significant accounting policies and other explanatory information.

In our opinion, the financial statements present fairly, in all material respects, the financial position of SACNASP, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-sized Entities, and the requirements of the Natural Scientific Professions Act, 2003 (Act No.27 of 2003).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of SACNASP in accordance with the Independent Regulatory Board for Auditors Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Council for the Financial Statements

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

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

The Council is responsible for overseeing SACNASP's financial reporting process.

MR RAMPHELANE E.HLAKUDI
B.Compt, B.Compt Hons (CTA), Mcom (UP), MDP BBBEE (UNISA) CA (SA)

DIRECTOR
BALUSHI Inc.
CHARTERED ACCOUNTANTS (SA)
REGISTERED AUDITORS

Balushi Inc

Accounting and Bookkeeping - Audits and Independent Reviews - BBBEE Verification Certificates - Business Advisory - Tax Practitioners

Auditor's Responsibilities for the Financial Statements

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

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

Identify and assess the risks of material misstatements of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error; as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of SACNASP's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Conclude on the appropriateness of the Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on SACNASP's ability to continue as a going concern.

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

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

We also provide the Council with a statement that we have compiled with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be brought to bear on our independence, and where applicable, related safeguards.

Other information

The Council is responsible for the other information. The other information comprises the General Information, the Council Members' Responsibilities and Approval, Audit and Risk Committee Report and the Council Members' Report. Other information does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

MR RAMPHELANE E HLAKUDI
B.Compt, B.Compt Hons (CTA), Mcom (UP), MDP BBBEE (UNISA) CA (SA)

DIRECTOR
BALUSHI Inc.
CHARTERED ACCOUNTANTS (SA)
REGISTERED AUDITORS

Balushi inc

Accounting and Bookkeeping - Audits and Independent Reviews - BBBEE Verification Certificates - Business Advisory - Tax Practitioners

Auditor's Responsibilities for the Financial Statements

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

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

Balushi Incorporated



Per R.E Hlakudi

Chartered Accountant (S.A)

Registered Auditor

31 July 2018

MR RAMPHELANE E.HLAKUDI
B.Compl, B.Compl Hons (CTA), Mcom (UP), MDP BBBEE (UNISA) CA (SA)

DIRECTOR
BALUSHI inc
CHARTERED ACCOUNTANTS (SA)
REGISTERED AUDITORS



Balushi inc

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Council Member's Report

The Council members have pleasure in submitting their report on the annual financial statements of South African Council for

Natural Scientific Professions for the year ended March 31, 2018.

1. Incorporation

The Council was incorporated on November 28, 2003.

2. Nature of business

South African Council for Natural Scientific Professions was registered in South Africa with interests in the non-profit industry. The Council operates in South Africa.

The Council's mandate are as follows:

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

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

3. Review of financial results and activities

The annual financial statements have been prepared in accordance with International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Natural Scientific Professions Act, 2003 (Act No 27 of 2003). The accounting policies have been applied consistently compared to the prior year.

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

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Council Member's Report

4. Council members

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

Dr G.E. Botha Pr.Sci.Nat	Chairperson
Prof. K.A. Nephawe Pr.Sci.Nat	Deputy Chairperson/ Chairperson Registrations: [Agri Cluster]
Prof. R.M. Crewe Pr.Sci.Nat	Chairperson Strategic Projects Committee
Prof J.S. Galpin Pr.Sci.Nat.	Chairperson Registrations: [Geology / Chemistry / Physics / Mathematics Cluster]
Dr P.T. Govender Pr.Sci.Nat	Chairperson Professional Conduct Committee
Dr W. Ngoma	Chairperson HR & Remuneration
Ms T.N. Mashanda CA(SA) RA	Chairperson Audit & Risk
Mr N.L. Baartjes Pr.Sci.Nat.	Professional Conduct
Prof. G.J. Bredenkamp Pr.Sci.Nat	Council Member Appointed by Minister
Dr R. Coetzer Pr.Sci.Nat	Strategic Projects
Prof I. Gledhill Pr.Sci.Nat.	Strategic Projects
Prof. M. Gulumian Pr.Sci.Nat.	Strategic Projects
Mr K. D. Musetsho Pr.Sci.Nat.	Registration/ Audit & Risk/ HR & Remuneration
Dr S.E.Terblanche Pr.Sci.Nat	Registration
Dr J. van Heerden Pr.Sci.Nat.	Strategic Projects
Dr M. Mayekiso	Professional Conduct
Mr F. Ramagwede Pr.Sci.Nat.	Council Member Appointed by Minister
Dr P.R.Vukea	Strategic Projects
Ms M.P. Masemola CA(SA)	Audit & Risk
Prof. B.K. Reilly Pr.Sci.Nat.	Chairperson Registrations: [Biology/Environment Cluster]
Dr S. Moodley	DST Representative

Dr P. Matutu resigned as a Council member and was succeeded by Dr S. Moodley during the year under review. Council expressed sincere appreciation to the outgoing Council member for her contributions during her respective periods of office.

5. Events after the reporting period

The Council members are not aware of any material event which occurred after the reporting date and up to the date of this report.

6. Going concern

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

7. Auditors

Balushi Incorporated continued in office as auditors for the Council for 2018.

At the Council meeting, Council members will be requested to appoint independent external auditors of the Council annually.

South African Council for Natural Scientific Professions

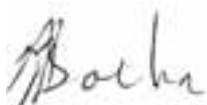
Annual Financial Statements for the year ended March 31, 2018

Council Member's Report

8. Secretary

The Council secretary is Mrs D Fisher.

The annual financial statements set out on pages 43 to 71, which have been prepared on the going concern basis, were approved by the Council on July 31, 2018, and were signed on its behalf by:



Dr G.E. Botha Pr.Sci.Nat

Chairperson

Tuesday, July 31, 2018

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Statement of Financial Position as at March 31, 2018

	Note(s)	2018 R	2017 Restated * R
Assets			
Non-Current Assets			
Property, plant and equipment	3	187,274	271,813
Intangible assets	4	79,102	156,839
		266,376	428,652
Current Assets			
Trade and other receivables	5	7,123,775	5,351,909
Cash and cash equivalents	6	15,200,150	10,733,080
Deposit receivable		58,871	58,871
		23,382,796	16,143,860
Total Assets		22,649,172	16,572,512
Equity and Liabilities			
Equity			
Accumulated (deficit)		(1,139,945)	(1,700,448)
Liabilities			
Current Liabilities			
Trade and other payables	7	4,278,890	1,569,364
Deferred income	8	19,259,665	16,441,721
Provisions	9	250,562	261,875
		23,789,117	18,272,960
Total Equity and Liabilities		22,649,172	16,572,512

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Statement of Comprehensive Income

		2018	2017
	Note(s)	R	Restated * R
Revenue	10	12,496,004	10,830,366
DST Project Income	11	2,245,534	2,264,235
Operating expenses		<u>(14,443,138)</u>	<u>(12,869,629)</u>
Operating surplus (deficit)	12	298,400	224,972
Investment revenue	13	<u>262,103</u>	<u>81,748</u>
Surplus (deficit) for the year		<u>560,503</u>	<u>306,720</u>

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Statement of Changes in Equity

Title	Accumulated (deficit)/ surplus R	Total equity R
Opening balance as previously reported	(1,998,142)	(1,998,142)
Adjustments		
Prior period error - Web hosting	(9,026)	(9,026)
Restated* Balance at April 1, 2016 as restated	(2,007,168)	(2,007,168)
Deficit for the year	306,720	306,720
Total comprehensive deficit for the year	306,720	306,720
Restated* Balance at April 1, 2017	(1,700,448)	(1,700,448)
Surplus for the year	560,503	560,503
Total comprehensive surplus for the year	560,503	560,503
Balance at March 31, 2018	(1,139,945)	(1,139,945)

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Statement of Cash Flows

Title	Note(s)	2018 R	2017 Restated * R
Cash flows from operating activities			
Cash receipts from customers		13,188,511	11,568,914
Cash paid to suppliers and employees		<u>(8,932,298)</u>	<u>(6,927,141)</u>
Cash generated from operations	16	4,256,213	4,641,773
Interest income		<u>262,103</u>	<u>81,748</u>
Net cash from operating activities		<u>4,518,31</u>	<u>4,723,521</u>
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(51,246)	(28,867)
Total cash movement for the year		4,467,070	4,694,654
Cash at the beginning of the year		10,733,080	6,038,426
Total cash at end of the year	6	<u>15,200,150</u>	<u>10,733,080</u>

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Accounting Policies

I. Basis of preparation and summary of significant accounting policies

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

These accounting policies are consistent with the previous period.

I.1 Significant judgements and sources of estimation uncertainty

Critical judgements in applying accounting policies

Management did not make critical judgements in the application of accounting policies, apart from those involving estimations, which would significantly affect the annual financial statements.

Key sources of estimation uncertainty

Impairment testing

The Council reviews and tests the carrying value of property, plant and equipment and intangible assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. When such indicators exist, management determine the recoverable amount by performing value in use and fair value calculations. These calculations require the use of estimates and assumptions. When it is not possible to determine the recoverable amount for an individual asset, management assesses the recoverable amount for the cash generating unit to which the asset belongs.

Provisions

Provisions are inherently based on assumptions and estimates using the best information available. 9

I.2 Property, plant and equipment

Property, plant and equipment are tangible items that are held for use in the production or supply of goods or services, or for rental to others or for administrative purposes; and are expected to be used during more than one period.

(i). Recognition and measurement

Items of property and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Costs include expenditure that is directly attributable to the acquisition of asset. The cost of self-constructed assets includes the following:

The cost of materials and direct labour

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

Purchases software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

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

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Accounting Policies

components) of property and equipment

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

(ii) Subsequent costs

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

(iii) Depreciation

Items of property, plant and equipment are depreciated from the date they are available for use or in respect of self-constructed assets, from the date that the assets are completed and ready for use. Depreciation is calculated to write off the cost of items of property, plant and equipment less their estimated residual values using the straightline basis over their estimated useful lives. Depreciation is recognised in surplus or deficit. Leased assets under financial lease are depreciated over the shorter of the lease term and their useful lives. Land is not depreciated.

Depreciation is provided using the straight-line method to write down the cost, less estimated residual value over the useful life of the property, plant and equipment as follows:

Item	Depreciation method	Average useful life
Furniture and fixtures	Straight line	5 years
IT equipment	Straight line	3 years

The residual value, useful life and depreciation method of each

asset are reviewed at the end of each reporting period. If the expectations differ from previous estimates, the change is accounted for as a change in accounting estimate.

1.3 Intangible assets

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

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

Research and development costs are recognised as an expense in the period incurred.

Amortisation is provided to write down the intangible assets, on a straight-line basis, as follows:

Item	Useful life
Computer software	3 years

If the Council is unable to make a reliable estimate of the useful life of an intangible asset, the life is presumed to be 10 years.

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

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Accounting Policies

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

1.4 Financial instruments

Initial measurement

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

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

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

Financial instruments at amortised cost

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

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

Financial instruments at fair value

1.7 Employee benefits

Short-term employee benefits

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

1.8 Provisions and contingencies

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

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

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Accounting Policies

Provisions are not recognised for future operating losses.

1.9 Government grants

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

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

Grants received before the revenue recognition criteria are satisfied are recognised as a liability.

Grants are measured at the fair value of the asset received or receivable.

1.10 Revenue

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

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

1.11 Comparative Figures

Prior period comparative information has been presented in the current financial year. Where necessary, comparative figures have been adjusted to conform to changes in presentation in the current year.

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Accounting Policies

1.4 Financial instruments (continued)

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

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

Financial instruments at fair value

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

Trade and other receivables

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

Trade and other payables

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

Cash and cash equivalents

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

1.5 Leases

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

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Accounting Policies

Operating leases - lessee

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

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

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

1.6 Impairment of assets

The Council assesses at each reporting date whether there is any indication that property, plant and equipment or intangible assets may be impaired. If such indication exists, Council estimates the recoverable amount of the asset.

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Notes to the Annual Financial Statements

2018 2017
R R

2. New standards and interpretations

2.1 Standards and interpretations issued, but not yet effective

The Council has not applied the following standards and interpretations, which have been published and are mandatory for the Council's accounting periods beginning on or after 01 January 2018 or later periods:

Standard	Effective Date	Expected Impact
IFRS 16 Leases	01 January 2019	IFRS 16 specifies how an IFRS reporter will recognise, measure, present and disclose leases. The standard provides a single lessee accounting model, requiring lessees to recognise assets and liabilities for all leases unless the lease term is 12 months or less or the underlying asset has a low value. Lessors continue to classify leases as operating or finance, with IFRS 16's approach to lessor accounting substantially unchanged from its predecessor, IAS 17.
IFRS 9 Financial Instruments	01 January 2018	Council is conducting an initial assessment of the potential impact of adopting IFRS 9.
IFRS 15 Revenue from Contracts with Customers	01 January 2018	Council has completed an initial assessment of the potential impact of adopting IFRS 15..

3. Property, plant and equipment

	Cost	2018 Accumulated depreciation	Carrying value	Cost	2017 Accumulated depreciation	Carrying value
Furniture and fixtures	567,039	(379,765)	187,274	540,415	(290,757)	249,658
IT equipment	560,389	(560,389)	-	535,767	(513,612)	22,155
Total	1,127,428	(940,154)	187,274	1,076,182	(804,369)	271,813

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Notes to the Annual Financial Statements

Reconciliation of property, plant and equipment - 2018

Title	Opening balance	Additions	Depreciation	Total
Furniture and fixtures	249,658	26,624	(89,008)	187,274
IT equipment	22,155	24,622	(46,777)	-
	271,813	51,246	(135,785)	187,274

Reconciliation of property, plant and equipment - 2017

Title	Opening balance	Additions	Depreciation	Total
Furniture and fixtures	306,583	26,972	(83,897)	249,658
IT equipment	101,398	1,895	(81,138)	22,155
	407,981	28,867	(165,035)	271,813

A register containing the information registered by the Natural Scientific Profession Act, 2003 is available for inspection at the registered office of the Council.

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

4. Intangible assets

Title	2018			2017		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	510,307	(431,205)	79,102	510,307	(353,468)	156,839

Reconciliation of intangible assets - 2018

	Opening balance	Amortisation	Total
Computer software, other	156,839	(77,737)	79,102

Reconciliation of intangible assets - 2017

Title	Opening balance	Transfers	Amortisation	Total
Computer software	104,684	119,158	(67,003)	156,839
Intangible assets under development	119,158	(119,158)	-	-
	223,842	-	(67,003)	156,839

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Notes to the Annual Financial Statements

5. Trade and other receivables

Trade receivables	8,989,382	6,503,880
Provision for bad debts allowance	(1,865,607)	(1,151,971)
	7,123,775	5,351,909

Included in trade and other receivables was debtors' accounts with credit balance of R798 219 (2017: R671 515) transferred to trade and other payables (refer to note 7).

Trade and other receivables pledged as security

No trade and other receivables were pledged as security.

Ageing of trade and other receivables

0-30 days	94 778	328 775
31- 60 days	6 285 430	4 567 969
61 – 90 days	12 434	3 827
91 to 120 days	2 596 740	1 603 309
	8,989,382	6,503,880

6. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	194	105
Bank balances	1,094,678	1,860,420
Short-term deposits	14,105,278	8,872,555
	15,200,150	10,733,080

Included in short-term deposits is an amount of R8 199 146 (2017:R6 246 382) received from DST for the DST project. These funds have been ring-fenced for the purpose of the project. Refer to note 8.

7. Trade and other payables

Trade payables	1,692,944	940,749
Unallocated deposits	328,346	144,274
VAT	1,991,634	105,421
Accrued expenses	263,360	333,177
Operating lease liability	2,606	45,743
	4,278,890	1,569,364

Included in trade and other payables is an amount of R798 219 (2017: R671 515) representing debtors' accounts with credit balances (refer to note 5).

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

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

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Notes to the Annual Financial Statements

8. Deferred income

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

8.1 Government grant	8 764 823	6 202 603
8.2 Fees invoiced in advance	10 494 842	10 239 118
	19,259,665	6,441,721

8.1 The Department of Science and Technology (DST) Minister agreed to fund SACNASP as part of the project funding agreement to assist SACNASP in executing its mandate of remaining relevant and aligned to the National Development Plan. The total approved funding is R12 641 000. R4 441 000 was received on 31 May 2017 (2017:R4 200 000) and interest of R578 523 (2017:R464 687) was earned on these funds as at 31 March 2018.

The duration of the project is three years (2017 - 2019) and SACNASP will receive a total amount of R12 641 000 over this period. The project funds are broken down as follows:

Project Name	2016/17	2017/18	2018/19	Total
Information Technology Platform	R1 800 000	R1 890 000	R2 020 000	R 5 710 000
Development of Continuous Development Program	R1 500 000	R1 580 000	R1 650 000	R 4 730 000
Development of Candidate Mentoring Phase	R 700 000	R 730 000	R 771 000	R 2 201 000
	R4 000 000	R4 200 000	R4 441 000	R12 641 000

The funds should be used exclusively for the projects as per the DST and SACNASP agreement.

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

Included in DST project expenses is an amount of R85 800 relating to fruitless and wasteful website development expenditure occurred during the financial year. This expenditure is subject to a legal dispute and it is not virtually certain whether SACNASP will recover this amount.

9. Provisions

Reconciliation of provisions - 2018

	Opening balance	Additions	Total
Provisions for employee benefits	261,875	(11,313)	250,562

Reconciliation of provisions - 2017

	Opening balance	Additions	Total
Provisions for employee benefits	159,108	102,767	261,875

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

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Notes to the Annual Financial Statements

10. Revenue

Annual fees	8,624,523	6,911,434
Pro Rata fee	555,549	715,439
Application fee	2,010,701	1,870,856
Critical skills fee	297,912	365,966
Upgrading fee	196,644	178,540
Reinstating fee	45,632	57,702
Qualification fee	596,597	663,315
CPD validation	160,420	26,000
Fees written off recovered	8,026	33,689
Donations received	-	7,425
	12,496,004	10,830,366

11. Other income

DST Project Income	2,245,534	2,264,235
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Income from the DST Project is recognised in the income statement only when performance conditions are met

12. Operating surplus (deficit)

Operating surplus (deficit) for the year is stated after accounting for the following:

Operating lease charges		
Lease rentals on operating lease		
• Contractual amounts	629,192	585,896
Amortisation on intangible assets	77,738	67,003
Depreciation on property, plant and equipment	135,785	165,035
Employee costs	7,142,044	6,061,431
DST Project: Development of Candidate Mentoring Phase	731,450	-
Debt Collection	-	298,183
Council Travel	381,586	207,212
Auditors remuneration	89,072	51,474
Bad debts	1,514,159	784,195
DST Project: Development of Continuous Development Program	959,533	1,526,712
DST Project: Information Technology Platform	554,551	737,523

13. Investment revenue

Interest revenue		
Short term deposits	254,200	76,886

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Notes to the Annual Financial Statements

Bank	7,903	4,862
	262,103	81,748

14. Taxation

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

15. Operating lease

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

Future minimum lease payments		
No later than 1 year	585 900	370 284
Later than 1 year and not later than 5 years	766 135	124 233
Total future minimum lease payments	1,352,035	494,517

Three year operating lease relating to offices ended in November 2017, Council then entered into a month to month agreement until July 2018. Thereafter, Council entered into a new lease agreement as 01 August 2018 for a period of two years.

16. Cash generated from operations

Surplus (deficit) before taxation	560,503	306,720
Adjustments for:		
Depreciation and amortisation	213,523	232,038
Interest received	(262,103)	(81,748)
Movements in operating lease assets and accruals	-	(11,016)
Movements in provisions	(11,313)	102,767
Changes in working capital:		
Trade and other receivables	(1,771,866)	(566,593)
Trade and other payables	2,709,525	189,697
Deferred income	2,817,944	4,469,908
	4,256,213	4,641,773

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Notes to the Annual Financial Statements

17. Related parties

Relationships		
Entities with significant influence	Department of Science and Technology	
Members of key management	Council members	
Related party balances and transactions with entities with control, joint control or significant influence over the Council		
Related party balances		
Amounts included in deferred income regarding related parties		
Department of Science and Technology	8,764,823	6,202,603
Related party balances and transactions with key management personnel of the Council or its parent		
Related party balances		
Honoraria fees		
Dr G.E. Botha Pr.Sci.Nat	96,725	89,088
Prof. K.A. Nephawe Pr.Sci.Nat	72,512	44,496
Prof. R.M. Crewe Pr.Sci.Nat	15,176	12,369
Prof J.S. Galpin Pr.Sci.Nat.	20,283	23,253
Dr P.T. Govender Pr.Sci.Nat	48,009	41,580
Dr W. Ngoma	9,888	14,832
Ms T.N. Mashanda CA(SA) RA	21,424	18,128
Mr N.L. Baartjes Pr.Sci.Nat	8,910	14,850
Prof. G.J. Bredenkamp Pr.Sci.Nat	1,485	4,455
Dr R. Coetzer Pr.Sci.Nat.	7,425	10,395
Prof I. Gledhill Pr.Sci.Nat.	7,425	7,425
Prof. M. Gulumian Pr.Sci.Nat	4,455	8,910
Mr K. D. Musetsho Pr.Sci.Nat.	29,700	17,820
Dr S.E.Terblanche Pr.Sci.Nat	14,850	14,850
Dr J. van Heerden Pr.Sci.Nat	8,910	5,940
Ms M.P Masemola CA(SA)	8,910	10,395
Prof. B.K. Reilly Pr.Sci.Nat.	14,180	7,588
	390,267	346,374

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

Critical skills visa assessment fee		
Dr G.E. Botha Pr.Sci.Nat	6,750	13,500
Prof J.S. Galpin Pr.Sci.Nat	-	3,000
Dr P.T. Govender Pr.Sci.Nat	5,250	6,000
Prof. G.J. Bredenkamp Pr.Sci.Nat	-	3,750
Dr S.E.Terblanche Pr.Sci.Nat	23,250	18,750
Prof. B.K. Reilly Pr.Sci.Nat.	750	-
	36,000	45,000
Extension science assessment fee		
Dr S.E.Terblanche Pr.Sci.Nat	2,700	3,786

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Notes to the Annual Financial Statements

18. Directors' remuneration

Executive			
2018			
	Directors' fees	Disability insurance contributions	Total
Dr P Rampersadh Pri.Sci.Nat	1,084,063	22,743	1,106,806
2017			
	Directors' fees	Disability insurance contributions	Total
Dr P Rampersadh Pri.Sci.Nat	995,000	13,780	1,008,780

19. Prior period errors

Vodacom web hosting expenses from prior years was not recognised. The error has been corrected and the adjustment retrospectively applied.

The correction of the error(s) results in adjustments as follows:

Statement of Financial Position			
Creditors	-		(30,868)
Opening retained earnings	-		9,026
VAT	-		3,790
Profit or Loss			
Web hosting	-		18,052

20. Risk Management

Financial Risk Management

The Council's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk and cash flow interest rate risk), credit risk and liquidity risk.

Liquidity risk

The liquidity risk is the risk that the Council will not be able to meet its financial obligations as they fall due. The Council manages liquidity risk by monitoring forecast cash flows and ensuring that adequate cash resources are available.

Credit risk

Credit risk consists mainly of cash deposits, cash equivalents and trade debtors.

Interest rate risk

As the Council has no interest bearing assets, the Council's income and operating cash flows are substantially independent of changes in market interest rates

The exposure to changes in interest rates relates primarily to the Council's current and call accounts.

South African Council for Natural Scientific Professions

Annual Financial Statements for the year ended March 31, 2018

Detailed Income Statement

		2018	2017
			Restated *
	Note(s)	R	R
Revenue	10	12,496,004	10,830,366
Other income			
DST Project Income	11	2,245,534	2,264,235
Interest received	13	262,103	81,748
		2,507,637	2,345,983
Operating expenses			
Accounting Fees and Consulting		(3,506)	(88,230)
Advertising		(156,166)	(136,769)
Auditors remuneration		(89,072)	(51,474)
Bad debts		(1,140,763)	(750,624)
Bank charges		(94,291)	(67,912)
Catering and meetings		(100,981)	(65,659)
Cleaning		(8,582)	(7,024)
Computer expenses		(138,265)	(113,543)
Consulting and professional fees		(91,420)	(23,268)
Consumables		(111,230)	(96,400)
Corporate social responsibility		(100)	(1,918)
Council travel		(266,085)	(207,212)
DST Project: Development of Candidate Mentoring Phase		(731,450)	-
DST Project: Development of Continuous Development Program		(959,533)	(1,526,712)
DST Project: Information Technology Platform		(554,551)	(737,523)
Debt collection		-	(298,183)
Depreciation, amortisation and impairments		(213,523)	(232,038)
Employee costs		(7,142,044)	(6,061,431)
Extension science administration expenses		(22,593)	(41,112)
Fines and penalties		-	(968)
HR Services		(27,380)	(107,998)
Insurance		(16,434)	(17,910)
Lease rentals on operating lease		(629,192)	(585,896)
Legal expenses		(384,194)	(119,328)
Municipal expenses		(81,972)	(110,035)
Office expenses		(28,604)	(14,127)
Postage		(38,337)	(39,986)
Printing and stationery		(145,285)	(221,103)
Registration related expenses		(64,540)	(53,330)
Repairs and maintenance		(2,547)	(2,129)
Salaries Honoraria		(618,706)	(484,891)
Subscriptions		(37,877)	(26,154)
Telephone and fax		(55,465)	(58,761)
Training		(227,091)	(290,852)
Transport and freight		(173,492)	(157,847)
Tribunal Disciplinary Expenses		(87,867)	(71,282)
		(14,443,138)	(12,869,629)
Surplus (deficit) for the year		560,503	306,720

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