

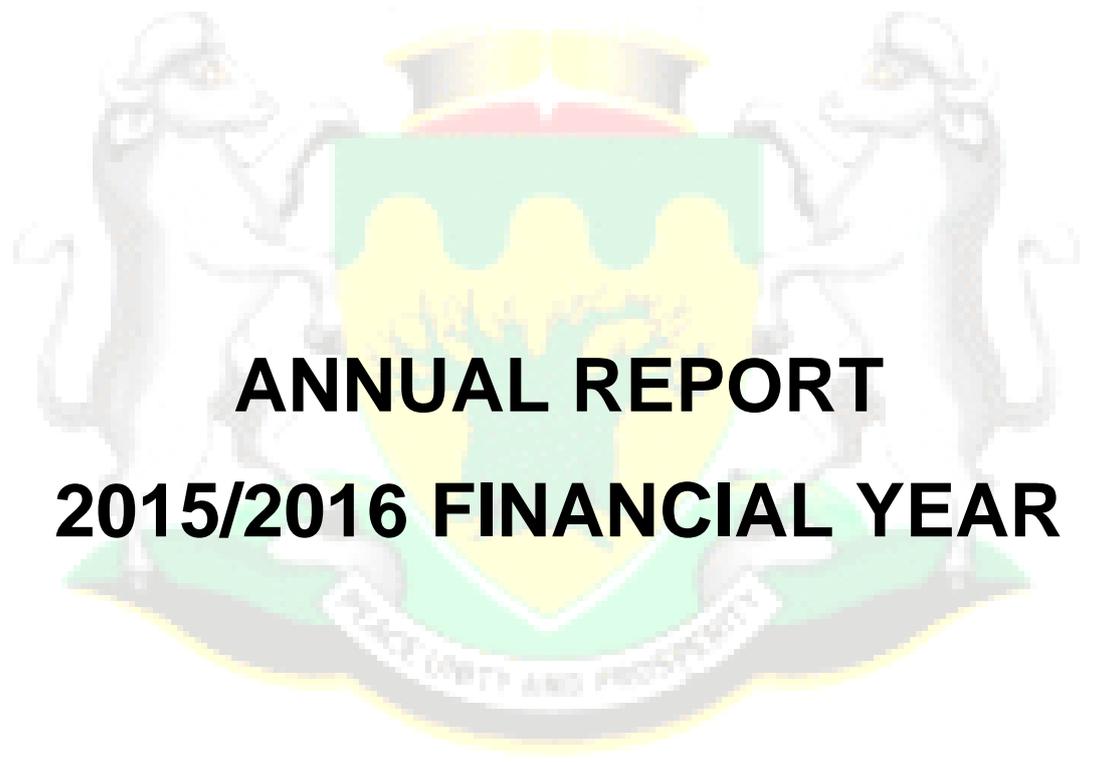


LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF
EDUCATION

VOTE NO. 3

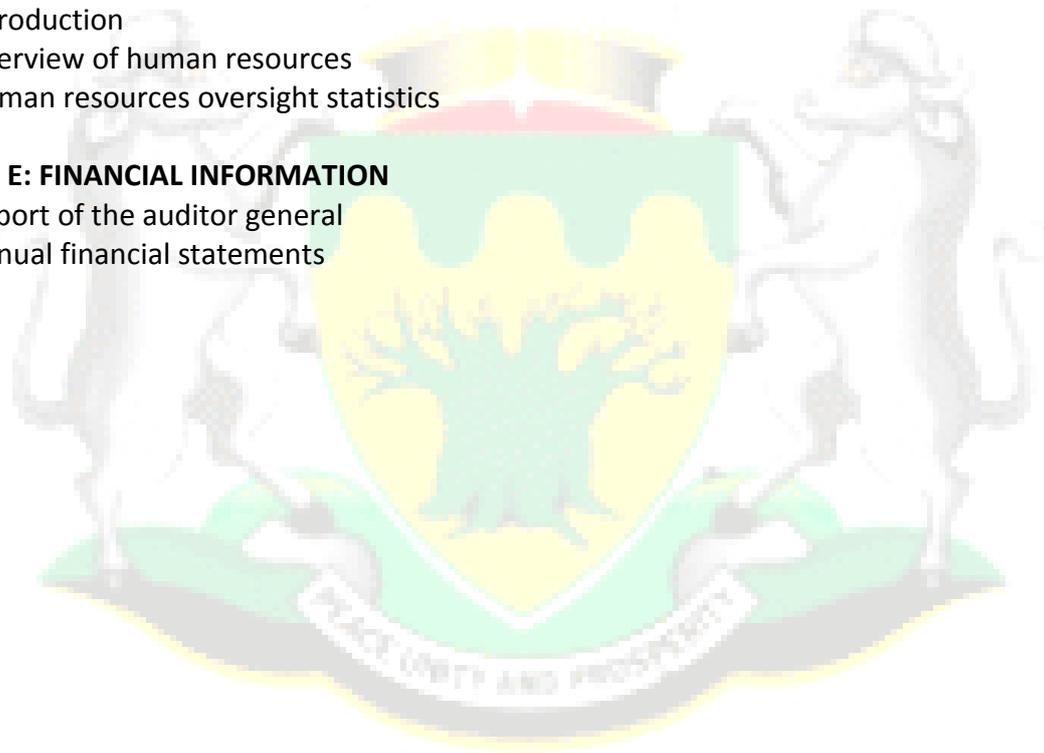


ANNUAL REPORT
2015/2016 FINANCIAL YEAR

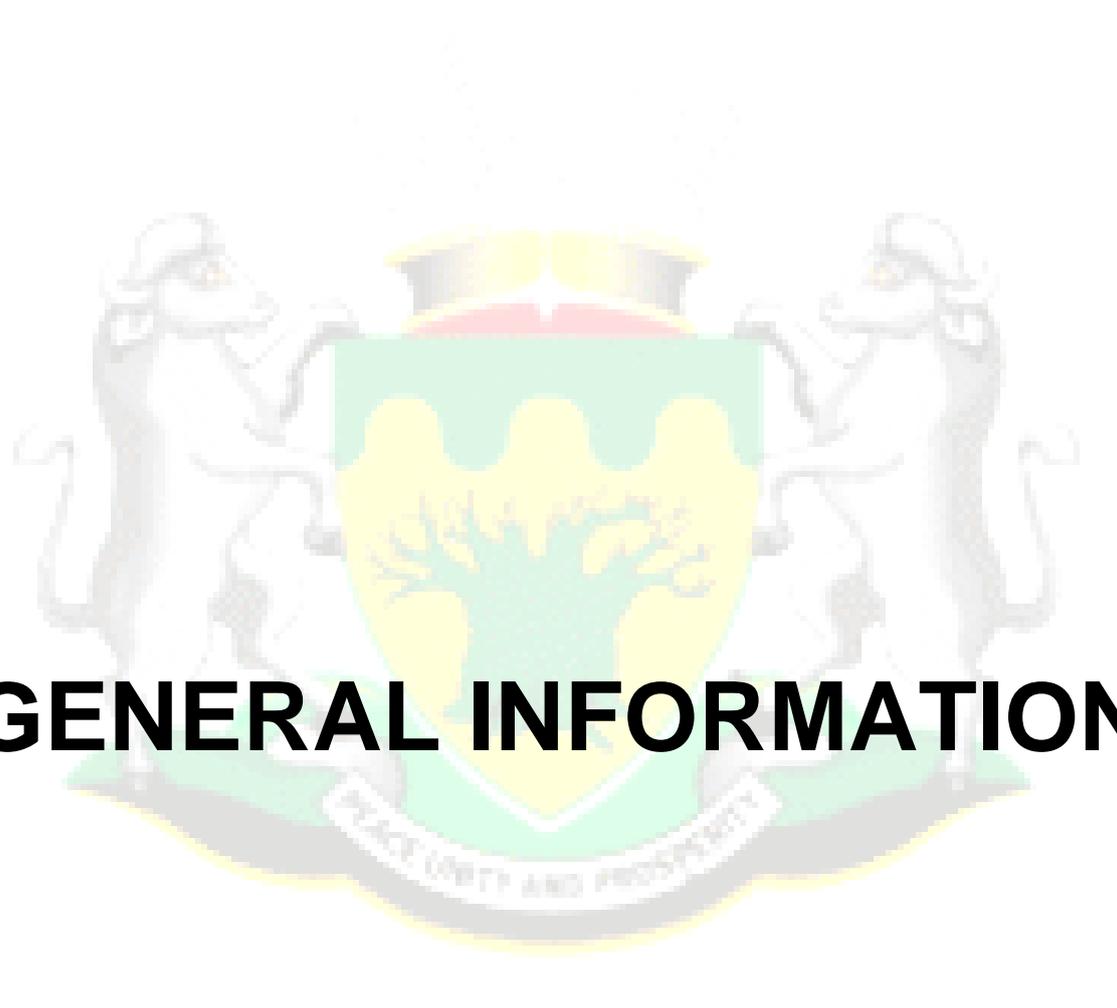
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PART A



The coat of arms of Limpopo Province is centered on the page. It features a shield with a green upper section and a yellow lower section. The yellow section contains a stylized tree. The shield is supported by two white lions. Above the shield is a golden crown. Below the shield is a banner with the motto 'PEACE, JUSTICE AND PROSPERITY'.

GENERAL INFORMATION

1. DEPARTMENT GENERAL INFORMATION

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Corner 113 Biccard Street & Excelsior streets
Polokwane
0700

POSTAL ADDRESS:

Private Bag X9489
Polokwane
0700

TELEPHONE NUMBER/S:

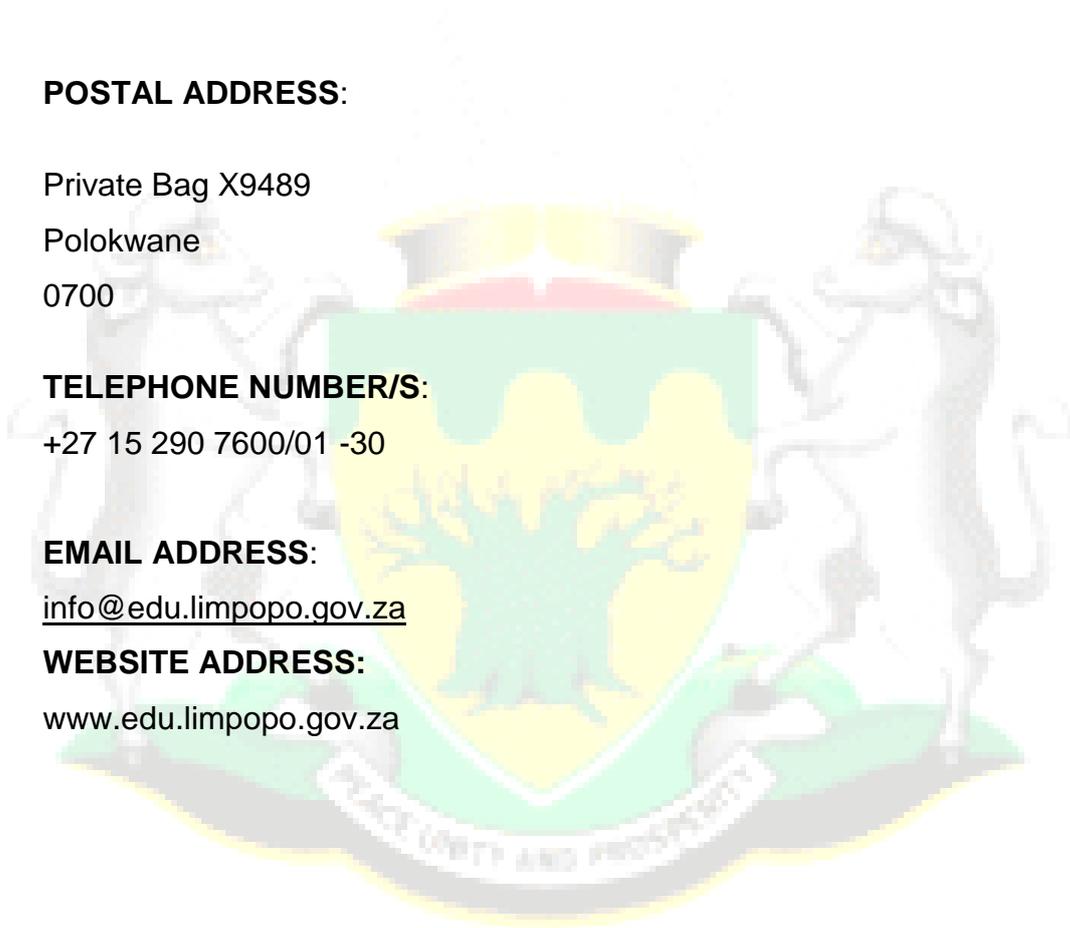
+27 15 290 7600/01 -30

EMAIL ADDRESS:

info@edu.limpopo.gov.za

WEBSITE ADDRESS:

www.edu.limpopo.gov.za



2. LIST OF ABBREVIATIONS / ACRONYMS.

ACE: Advance Certificate in Education	NEIC: National Examination Irregularities committee
AGSA: Auditor General of South Africa	NEPA: National Education Policy Act
ANA: Annual National Assessments	NQF: National Qualifications Framework
APP: Annual Performance Plan	NSC: National Senior Certificate
ASS: Annual School Survey	NSNP: National School Nutrition Programme
BAC: Bid Adjudication Committee	PFMA: Public Finance Management Act
BEC: Bid Evaluation Committee	PMDS: Performance Management and Development System
CAs: Curriculum Advisor(s)	PMS :Performance Management System
CAPS: Curriculum Assessment and Policy Statements	PPM: Programme Performance Measure
CFO: Chief Financial Officer	PPP: Public-Private Partnership
CEM: Council of Education Ministers	PSM: Province specific (Performance) Measure
DBE: Department of Basic Education	QLTS: Quality Learning and Teaching Campaign
DHET: Department of Higher Education and Training	RCL: Representative Council of Learners
DPSA : Department of Public Service and Administration	RWOPS: Remuneration for work outside Public Service
ECD: Early Childhood Development	SACMEQ: Southern Africa Consortium for Monitoring Education Quality
EE: Employment Equity	SAQA: South African Qualifications Authority
EMIS: Education Management Information System	SASA: South African Schools' Act
EPWP: Expanded Public Works Programme	SASAMS.: School Administration and Management system
ETDPSETA: Education Training & Development Practices Sector Education and Training Authority	SCM: Supply Chain Management
EXCO: Executive Council	SDP: School Development Plan
FET: Further Education and Training	SDIP: Service Delivery Improvement Plan
GET: General Education and Training	SETA: Sector Education and training Authority
GHS: General Household Survey	SGB: School Governing Body
HIV: Human Immunodeficiency syndrome	SIP: School Improvement Plan
HRD: Human Resource Development	SITA: State Information Technology Agency
ICT: Information and Communication Technology	SMME: Small, Micro and Medium Enterprises
IQMS.: Integrated Quality management System	SMS.: School Monitoring Survey
LDoE: Limpopo Department of Education	SMT: School Management Team
LSEN: Learners with Special Education Need	SNAP: Survey Analysis Package
LTSM: Learning and Teaching Support Material	SPP: Strategic Performance Plan
MASTEC: Maths, Science and Technology Centre	StatsSA: Statistics South Africa
MEC: Member of Executive Council	TIMS.S: Trends in International Mathematics and Science Study
MS.T: Mathematics, Science and Technology	
MTEF: Medium-Term Expenditure Framework	
MTSF: Medium Term Strategic Framework	
NCS: National Curriculum Statement	

3. FOREWORD BY THE MEC



Hon MI Kgetjepe
MEC for Education

The financial year 2015/16 has come and gone with lightning speed. Readers will know that it is not long since I took the reins in this Department (27 May 2015) and now it is that time of the year that we need to take stock of achievements which should be above 80% of the targets set; and under-achievement, if there is any. In introducing this Annual Report, let me commence by acknowledging the contribution made by Hon A J Ndou, who led this Department in an 'acting capacity' as a result of the untimely death of Hon MEC Thembi Nwedamutswu; may her soul rest in peace.

As we move Limpopo Province forward through basic education, it is worth mentioning that the Department has now fully addressed the deficiency of not providing required Learner Teacher Support Material (LTSM) to schools in time. This is now history dear readers and colleagues. We have also been able to declare post establishments for schools and filled almost all advertised funded post at school level. The year has also seen employment of administration staff

in most schools. As you read through the Annual Report you will realize that significant progress has been made in all our infrastructure programmes – building new classrooms; providing water and improving sanitation in identified schools. We have recorded achievement in building admin blocks building administration blocks and laboratories in a substantial number of schools. We must note that at the same time as we are addressing infrastructure backlogs in the province, almost 30 schools were torched in the Vuwani area due to community protests. Destruction of property should be condemned in the strongest possible terms. The financial costs are estimated at around R316 million and this will be fully accounted for in the Annual Report 2016/17. It is worth noting that the department managed to organize catch-up programmes at three centers with boarding facilities for all grade 12 learners from Vuwani area and the costs stands around R30 million.

Our School Nutrition Programme continues to provide nutritious meals to about 1, 6 million learners across the Province every schooling day. Added to that, the majority of learners who deserve scholar transport due to the long kilometers they walk to schools are provided with transport – approximately 22 000 learners, we need to pat ourselves at the back for a splendid job done.

On the negative side, the Department failed to achieve the 80% in Grade 12 pass rate we have set for ourselves. What is very disappointing on this score is that we actually recorded a significant decline of about 7%. We are working very hard to improve this and readers should access our 2016/17 Annual Performance Plan to familiarise themselves with key intervention strategies we have put in place. Still on under-achievement, I hope readers are aware that we failed to write Annual National Assessments (ANA) tests in 2015 and as such this negatively impact on our strive to improve learner achievement across all grades as we do not know how our learners will have fared. It is very important to note though, that the failure to write ANA were not due to internal process in

the Department; rather due to disagreements with Labour Unions.

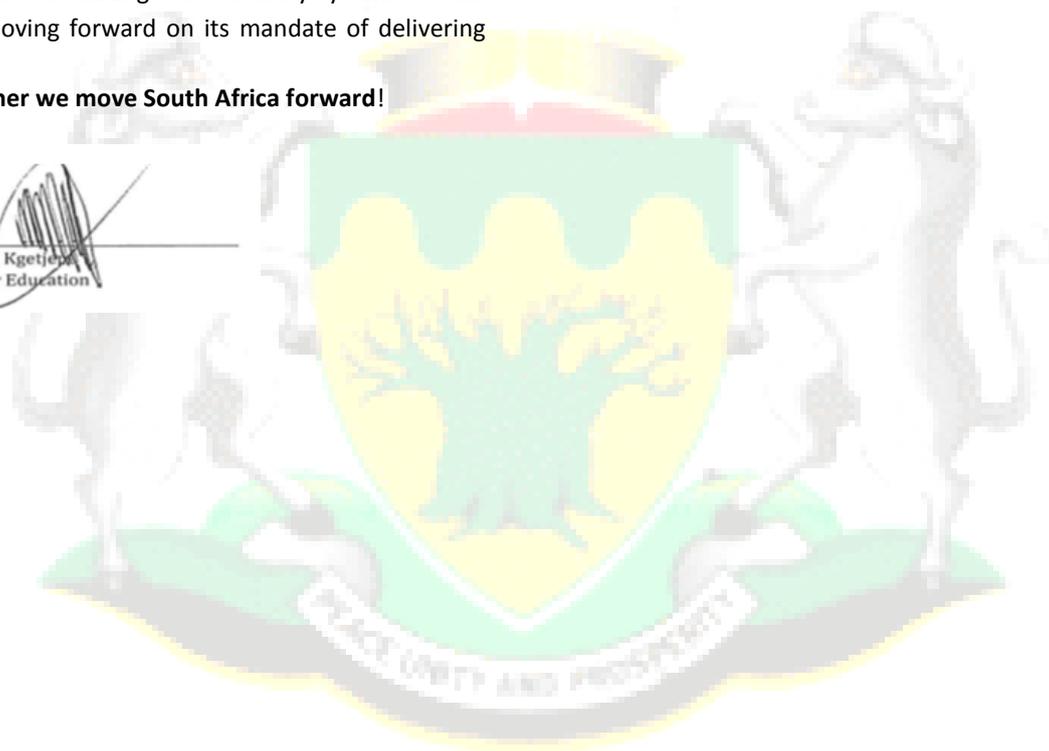
An issue which is of a great concern; is the continued disclaimer audit opinion that the Department continues to receive each year. All in all, there are a number of observable improvements in most instances but this is coupled with poor achievement in certain areas (although very limited now). I would like to acknowledge and appreciate the sterling commitment and leadership provided by the PFMA Section 18 Intervention Team under the leadership of the Acting Head of Department Ms NB Mutheiwana. Indeed, the Limpopo Department of Education is making the necessary systems strides and moving forward on its mandate of delivering

quality education. My appreciation also goes to the Audit Committee members who worked tirelessly to ensure that Limpopo Department of Education lives up to the mandate given.

Lastly, I need to commend the important oversight role played by the Limpopo Provincial Legislature. This is done through the work of the Portfolio Committee on Education and SCOPA. They continue to put forward incisive comments and questions that enhance the work of the department. This is much appreciated and means everything to us in our quest to improve delivery of education in the province.

Together we move South Africa forward!


Hon. Ml Kgetjane
MEC for Education



4. REPORT OF THE ACCOUNTING OFFICER

Mme Ndiambani Beauty Mutheiwana
Head of Department (Acting)



The Government of South Africa has declared Education as a key priority, taking into consideration the fact that it is a pre-condition for a developmental state. Therefore equipping our people with knowledge and skills is a prerequisite for development and will allow them to fulfil a productive role in society.

Quality education depends not only on educators, but also on LTSM, libraries, Science laboratories, conducive classrooms with good furniture, on clean toilets, on provisioning of water and sanitation, on scholar transport, good nutrition for learners, sport fields, protection from sexual violence against learners as well as on good administration and support.

Provincially, there was a slight decrease in the public learner enrolment from 2009 to 2011. An increase in the public learner enrolment was observed from 2013. The Provincial Independent learner enrolment showed an increase since 2009.

The number of male learners is significantly more than female learners since 2009. The number of public ordinary schools has decreased since 2009, with the merging of schools as a possible reason. The number of Independent schools has increased since 2009.

Grade 12 results declined from 72.9% to 65.9% during 2015. This amounts to a decline of 7%. The highest decline rates were recorded in Waterberg and Sekhukhune at 12.4% and 8.9% respectively. The number of bachelor passes increased from 16 325 to 20 992, while the number of learners who obtained 50% and above in Mathematics increased from 6 886 to 7 922; and in Physical Sciences from 5 977 to 6 795

The Department had the highest number of progressed learners in Grade 12 in the country. 13 022 progressed learners sat for the 2015 NSC Grade 12 Examinations. Of these, 3 492 (26.8%) passed and 9 530 (73.2%) failed.

For the 2015/16 financial year, 96% of the learners in Limpopo attended No-Fee schools, and thus having access to free education. Over 1.6 million learners benefitted from the National School Nutrition Program (NSNP), twenty one thousand one hundred and thirty one (21 131) learners are currently benefitting from scholar transport.

Equally important, 36 Infrastructure Professionals, including the Chief Director for Infrastructure, have been appointed with the help of the National Department of Basic Education. Included in the number are Control Works Inspectors who will be placed at the various Districts in order to better support the Districts with regard to Infrastructure planning, implementation and monitoring.

The CSIR (which was contracted to conduct condition assessment on all our schools) has completed the field work of visiting all the schools and is currently compiling a report for the Department. This Report will assist the Department in understanding the condition of its infrastructural assets and planning appropriately

Stationery and textbooks were delivered to all schools before they re-opened for 2016. However, some shortages were reported in some schools due to increase in learner numbers. These shortages are addressed as they are reported.

The Department has received disclaimer audit over the past four financial years. This is one of the reasons why the Department was put under Section 100 (1)(b) Administration, together with other four Departments in the Province. The intervention was aimed at addressing challenges

of budget management, expenditure management and human resource management in the Department. As is common knowledge, the intervention was changed to Section 100(1)(a) and subsequently conditionally withdrawn as the Department did not respond positively to the intervention.

Noting that the issues that the intervention had intended to address had still not been resolved, the Provincial Government took a decision to provide targeted assistance to the Department in terms of Section 18 of the PFMA from August 2015. In addition to the matters that were the subject of the Section 100 intervention, the Section 18 Intervention Team is offering assistance in areas such as Financial Management, Asset Management, Records Management, Supply Chain Management, Risk Management, Human Resource Management and Governance matters

Overview of the financial results of the Department:

Departmental receipts	2014/2015			2015/2016		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Tax Receipts	0	0	0	0	0	0
Casino taxes	0	0	0	0	0	0
Horse racing taxes	0	0	0	0	0	0
Liquor licences	0	0	0	0	0	0
Motor vehicle licences	0	0	0	0	0	0
Sale of goods and services other than capital assets	40 955	32 068	8 887	32 974	32 950	24
Transfers received	0	0	0	0	0	0
Interest, dividends and rent on land	0	0	0	10	58	48
Sale of capital assets				2 282	2 282	-
Financial transactions in assets and liabilities	11 209	6 125	5 084	15 025	28 495	-13 470
Total	52 164	38 193	13 971	50 291	63 785	(-13 494)

Programme Expenditure

Programme Name	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	1 479 825	1 436 387	43 438	1 588 306	1 570 737	17 569
Public Ordinary School Education	20 963 654	20 953 094	10 560	21 555 401	21 475 070	80 331
Independent School Education	112 496	105 797	6 699	118 458	115 923	2 535
Public Special School Education	379 607	379 815	(-209)	404 728	403 686	1 042
Further Education and Training	404 504	409 101	(4 597)	-	-	-
Adult Basic Education	161 886	151 988	9 898	-	-	-
Early Childhood Development	169 823	132 023	37 800	158 195	143 692	14 503
Infrastructure Development	1 323 325	1 305 710	17 615	1 102 128	1 077 374	24 754
Examination and Education Related Services	343 314	287 588	55 726	337 489	331 692	5 796
Total	25 338 434	25 161 504	176 930	25 264 705	25 118 175	146 530
Economic classification						
Current payments	22 717 790	22 067 741	650 049	22 684 679	225 84 421	100 258
Compensation of employees	20 553 006	20 013 982	539 024	20 706 513	20 721 593	-15 080
Goods and services	2 164 784	2 053 759	111 025	1 978 166	1 862 828	115 338
Other	-	48 202	-48 202	28 000	27 616	384
Current transfers and subsidies	1 283 210	1 717 477	-434 267	1 489 598	1 418 437	71 161
Capital transfers and subsidies		-	-	-	-	-
Payments of capital assets	1 337 434	1 328 084	9 350	1 062 428	1 087 701	-25 273
Total	25 338 434	25 161 504	176 930	25 264 705	25 118 175	146 530

The Department spent 99.4% of its total adjusted budget of R 25.3 billion, which is an under-spending of 0.6%. Explanation of the variance is as follows:

Programme 1: Administration – The Programme is responsible for support of the whole education system and spent 98.9% of the programme budget. Under-spending is due to the delay in the filling of attrition posts. A lot of motor vehicles were written-off, thereby resulting in a further under-spending resulting from the reduction in the running cost of motor vehicles.

Programme 2: Public Ordinary School Education – The Programme provides public ordinary education from Grade 1 to 12 and is part of the core business of the Department. Spending is at 99.6% of the total programme budget of R 21.5 billion, which is an under-spending of 0.4%. The under-spending is due to the delay in the filling of attrition posts in schools.

Programme 3: Independent School Subsidies – The Programme provides for the provision of subsidies to Independent Schools. The Programme recorded expenditure of 97.9% of its budget, with a 2.1% under-spending. Funds were transferred to qualifying schools. Some schools which did not meet the qualifying criteria or performed less than the Provincial Grade 12 examination performance did not qualify to receive subsidy.

Programme 4: Public Special School Education - The Programme had an under-expenditure of R 1.0 million or 0.3% of the budget of R 404.7 million. Under-spending is due to the delay in the filling of attrition posts in these schools.

Programme 5: Early Childhood Development – Under-spending in this Programme is 9.2% of its budget of R 158.1 million. The under-spending is due to the delay in SCM processes in respect of the acquisition of outdoor equipment for ECD centres.

Programme 6: Infrastructure Development – the Programme had an under-expenditure of 2.2% of its budget of R 1 102.1 billion. The Programme under-spent on its Maintenance budget. Funds earmarked for the transportation of mobile classrooms were also not fully utilised.

Programme 7: Examination and Education Related Services – the Programme under-spent by 1.7% of its budget of R 337.4 million. The under-expenditure was mostly due to austerity measures and delays in the SCM processes which hindered MASTEC Institute from implementing some of its projects.

Virement and roll over

The original budget of R 25.284 billion was adjusted to R 25.264 billion as a result of an anticipated saving on Compensation of Employees. The R20.0 million was surrendered for re-allocation to the Department of Health. Compensation of Employees was adjusted from R 21.516 billion to R 20.707 billion. The anticipated saving of R 789 million from Compensation of Employees shifted to Goods and Services, Norms and Standards, Infrastructure Programme and the write-off of bad debts.

Roll-over of funds

An amount of R 3.104 million was rolled-over from 2014/15 to 2015/16 financial year. An amount of R0.484 million under Administration to settle outstanding invoices on EMIS stationery procured for circuit officers and R 2.620 million under Public Secondary School Education, of which R 0.820 million to settle QUIDSUP invoices for readers and R 1.800 million for printing of SBA Moderation Guidelines for FET Schools.

Unauthorised, Fruitless and wasteful Expenditure

Unauthorised Expenditure

Unauthorised expenditure is recognised in the statement of financial position until such time as the expenditure is either approved by the Provincial Legislature with funding and the related funding is received or approved without funding and is written off against the appropriation in the statement of financial performance.

The Department has incurred R651 669 000 unauthorised expenditure in 2014/15 financial year. Of the total closing balance, R368 000 000 was authorised with funding. R4 597 000 was found to be recoverable from Vhembe FET college after investigations. The Department did not incur unauthorised expenditure in this financial year 2015/16. The closing balance emanating as per notes in financial statement has been reduced to R279 072 000.00. The department is committed to manage budget and expenditure more effectively to prevent unauthorised expenditure.

Irregular expenditure

Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of irregular expenditure as per register. The cases of irregular expenditure are investigated and removed from the register after condoned by the relevant authority.

The opening balance as per financial statement is R3 177 395 000. There were no condoned amounts recorded in this financial year and the total balance of the irregular expenditure is R3 540 157 000.00. An amount of R362 762 000.00 was incurred as irregular expenditure during the financial year.

There are two major irregular expenditure incurred during the 2015/16 financial year due to failure to follow normal procurement processes:

- NSNP payments from April 2015 to December 2015 are classified as irregular because of failure to follow normal procurement processes since 2013.
- Scholar Transport payment from 1 April 2015 to December 2015 due to endless extension of contract since 2012 until the conclusion of the bid in December 2015.

There are valid contracts for NSNP and Scholar Transport that are running now. Procurement plans are now submitted to the Provincial Treasury and advertisement of bids is done as scheduled to prevent more irregular expenditure.

Fruitless and wasteful expenditure

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of Fruitless and Wasteful Expenditure as per register. The cases of Fruitless and Wasteful expenditure are investigated and removed from the register after they have been written off.

The opening balance as per financial statement is R168 613 000. There were no write offs recorded in this financial year and the total balance of the Fruitless and Wasteful Expenditure is R185 900 000. The fruitless and wasteful expenditure is largely as a result of failure to pay creditors within 30 days. The Department is engaging service providers who charge interest after only 7 days of non-payment. This should be in line with the 30 days period as prescribed by the Public Finance Management Act, Act 1 of 1999 as amended.

Future Plans of the Department

The number of Education Districts will be 10 with effect from 2016/17 financial year. The Five districts model is not working, since the districts are huge and very difficult to manage and it is not educationally sound to keep the five districts in the current state. Education district offices have a pivotal role in ensuring that all learners have access to education of progressively high quality, since district offices are the link between Provincial Education Department, their respective education institutions and the public.

The new organisational structure has been approved and it is in the process of being implemented. It is expected that it will bring the desired results. The Department is continually striving to improve school infrastructure to create environments that are conducive to learning and teaching. Due to a backlog of maintenance at existing school facilities, and existing school facilities not meeting the minimum infrastructure norms and standards, the focus of the Department has shifted to maintaining, improving and completion of existing facilities, rather than building new schools.

Public Private Partnerships (PPP)

There are no Public Private Partnerships

New or proposed activities

No new activities have been planned for the 2016/17 financial year.

Supply Chain Management

Unsolicited Bids

There were no unsolicited bids during the financial year.

Systems put in place to prevent irregular expenditure

The Department has adopted the Provincial SCM Policy to guide procurement processes within the Department. The prevention and detection of Irregular expenditure is managed in line with National Treasury Instruction Note No 1 of 2014. The Provincial Treasury undertakes monthly monitoring visits to the Department to test compliance with transversal Standard Operating Procedures. The Department has submitted approved Procurement Plan to Provincial Treasury and all procurements are done in line with the Procurement Plan. The Accounting Officer has appointed all Bid Committees to ensure segregate of duties and transparency in the procurement of goods and services. In urgent cases or emergencies return approved deviations in line with relevant prescripts are followed / obtained.

Challenges and interventions

The major challenge in Supply Chain Management is non-compliance with statutes, Regulations and Practice Notes. In order to mitigate this, the department has engaged Provincial Treasury to assist the Supply Chain Management personnel in the implementation of Policies, Regulations and Practice Notes.

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

The Department has received a Total of R8 075 000.00 worth of donations in a form of goods and services in the financial year 2015/16. The Donations were for school buildings, computer equipment, bicycles for scholars, and packs for matric learners. The amount is disclosed in the Notes of Financial Statement per category.

Exemptions and Deviations

No.	Reference No.	Description of goods, services or works	Name of the service provider	Amount Inc. Vat	Standard Procurement Process	Actual Process Utilized	Reason for Deviation	Approval granted by HOD for Deviation (Yes/No)
1	710/1	LPEDT 2016/01: Construction of 3X4 classroom blocks with two classrooms partitioned	Madiga Project and Security	R 9 810 967.68	Closed tender Invitation	14 days closed tender invitation	School blown out	Yes

No.	Reference No.	Description of goods, services or works	Name of the service provider	Amount Inc. Vat	Standard Procurement Process	Actual Process Utilized	Reason for Deviation	Approval granted by HOD for Deviation (Yes/No)
		into a hall, medium admin block, renovations to 1X4 classroom block and demolitions to existing 2X3 classroom blocks at Mphengwa Secondary School.						

No exemptions were directly received from National Treasury; however the Department receives exemptions every year to procure textbooks outside the normal procurement process. This is meant to ensure quality, since books that are put in the catalogue have been screened by professionals and only those that appear in the catalogue should be procured.

Event/s after the reporting date

The Department has suffered disaster whereby 30 schools have been damaged and burnt at Vuwani by protesting community members during May 2016. The estimated cost of Vuwani school damage is R316 million. An amount of R 25 million was recovered from Vhembe FET College, being unauthorised expenditure incurred in 2014/15 financial year.

Acknowledgement/s or Appreciation

I would like to acknowledge the sterling leadership provided by MEC Kgetjpe M.I who took over the reins of the Department from the Acting MEC Jerry Ndou. Appreciation also goes to my predecessor, Mr Mashaba K.M, all the Deputy Director Generals, the whole management and officials of the Department of Education, who worked tirelessly to ensure that we live up to the mandate that we have been given.

Conclusion

I hope and believe that this Report will clearly portray a picture of the activities that took place within the Department during the 2015/16 financial year and reflect how the Department has put to use the resources the people of Limpopo and South Africa had entrusted to it.



Ms. N.B Mutheiwana
Head of Department (Acting)

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

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

- All information and amounts disclosed throughout the Annual Report are consistent.
- The Annual Report is complete, accurate and is free from any omissions.
- The Annual Report has been prepared in accordance with the Guidelines for the Annual Report as issued by National Treasury.

The Annual Financial Statements (Part E) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.

The Accounting Officer is responsible for the preparation of the Annual Financial Statements and for the judgements made in this information.

The Accounting Officer is responsible for establishing, and implementing a system of internal control that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements.

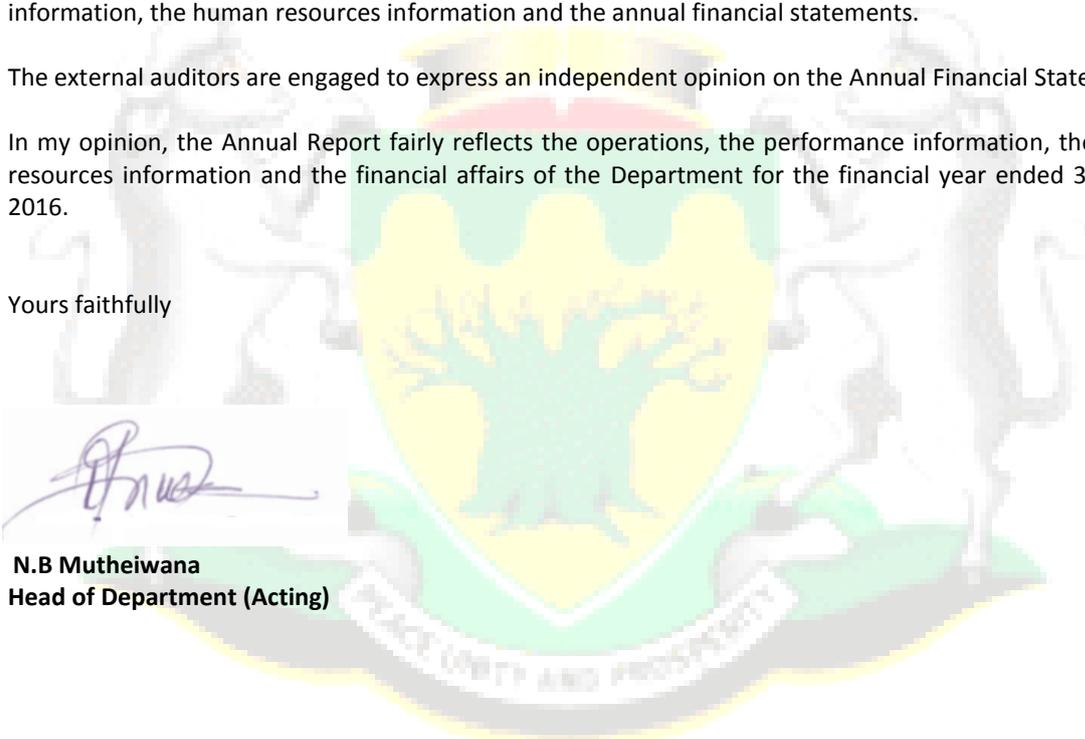
The external auditors are engaged to express an independent opinion on the Annual Financial Statements.

In my opinion, the Annual Report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the Department for the financial year ended 31 March 2016.

Yours faithfully



N.B Mutheiwana
Head of Department (Acting)



6. STRATEGIC OVERVIEW

6.1 Vision

Excellence in provisioning of innovative quality basic education

6.2 Mission

LDoE will obtain excellence in providing innovative quality basic education by:

- Delivering quality education in an innovative, effective and efficient way;
- Giving maximum Monitoring and support to districts, circuits and schools;
- Continuous development of educators and officials;
- Maximizing accountability;
- Fostering community participation and governance in education;
- Ensuring equitable and efficient allocation and utilization of resources
- Striving for a competent and motivated workforce

6.3 Values

Services to Clients will be delivered in line with the following:

- **Excellence** : To be result oriented, cost effective, ensure superior performance and Strive for client/stakeholder satisfaction;
- **Professionalism** : carry out work with respect for others' rights as enshrined in the Constitution, accountability to authority and responsibility to clients;
- **Innovative** : introducing or using new ideas or methods in carrying out one's responsibilities;
- **Integrity** : uncompromising adherence to moral and ethical principles which leads to doing the right thing in all circumstances, even if no one is watching.

7. LEGISLATIVE AND OTHER MANDATES.

Constitutional mandates (Constitution Act 108 of 1996 as amended)

It is the supreme law of the land and obligations imposed by it must be fulfilled. Education is founded on values of human dignity, equality, human rights and freedom, non-racialism and non-sexism. Sec 28(2) endorses the paramount importance of the best interests of the child in every matter concerning the child.

LEGISLATIVE AND OTHER MANDATES	
<p>Sec 29 (1) guarantees access to basic education including Adult Basic Education. Matters of quality and standards are also addressed in section 29.</p> <p>The Limpopo Department of Education must always observe and uphold this basic right in</p>	<ul style="list-style-type: none"> • National Education Policy Act , 1996 (Act No.27 of 1996), Provides for the determination of national policy for education • South African Schools Act, 1996 (SASA): SASA promotes access, quality and democratic governance in school, compulsory education , two types of schools and school funding norms for poverty reduction and redress . • Education White Paper on ECD (2000) providing for expansion of Grade R, improvement of quality, curricula and teacher development for the sector

LEGISLATIVE AND OTHER MANDATES	
conducting its activities	<ul style="list-style-type: none"> • Education White Paper 6 provides for inclusive education to improve retention of all learners in the education system • Education White Paper on e-education (2004) to transform learning and teaching through ICT • South African Qualifications Authority Act (1995), and the National Qualifications Framework Act (1995) (repealed in 2008) • Employment of Educators Act, 1998 : Regulates the employment and conditions of service of educators • South African Council of Educators Act, No. 31 of 2000. To regulate the professional, moral and ethical responsibilities of educators. • Public Service Act, 1994: Provides for the organization and administration of the public service. • Employment Equity Act, 1998: Protects employees from unfair discrimination and provides a criterion for implementing affirmative action. • Skills Development Act, 1998 : Aims to develop and improve the skills of the country's workforce • Skills Development Levies Act, 1999: Prescribes how employers should contribute to the National Skills Fund • Labour Relations Act, 1995: Aims to advance economic development, social justice, labour peace and democracy in the workforce • Basic Conditions of Employment Act, 1997: Regulates the conditions of employment of the work force leave, working hours, pay slips and terminations • The National Curriculum Statement Grades R-12 (January 2012) represents a policy statement for learning and teaching in South African schools and comprises the following: <ul style="list-style-type: none"> • Curriculum and Assessment Policy Statements (CAPS) for each approved school subject; • The policy document, National policy pertaining to the programme and promotion requirements of the National Curriculum Statement Grades R-12; and • The policy document, National Protocol for Assessment Grades R-12 (January 2012). • Education White Paper on ECD (2000) providing for expansion of Grades R, improvement of quality, curricula and teacher development for the sector • Education White Paper 7 on e-education (2004) to transform learning and teaching through ICT • South African Qualifications Authority Act (1995), and the National Qualifications Framework Act (1995) as amended
Sec 29 read with Chapter 3 of the Constitution on cooperative governance	<ul style="list-style-type: none"> • National Education Policy Act, 1996 (Act No.27 of 1996) • Provides for the determination of national policy for education (e.g. for curriculum, assessment, language, admission of learners to institutions, etc.), defines the legislative and monitoring responsibilities of the Minister of Education, establishes inter-Governmental forums', such as CEM and HEDCOM, etc. that must collaborate to develop the education system. • Public Finance Management Act, 1999 (Act No.1 of 1999) • The PFMA provides for broad issues of financial management and procurement of goods and services within the Department in line

LEGISLATIVE AND OTHER MANDATES	
	with section 217 of the Constitution which is operationalized in legislation such as the Preferential Procurement Policy Framework Act.
Schedule 4 of the Constitution: Functional areas of concurrent national and Provincial legislative competence	<ul style="list-style-type: none"> To continuously assess whether our plans would not be better enriched by introducing new legislative products best suited for local circumstances, e.g. enhancing rural development in education, vulnerable children, etc.

8. ORGANISATONAL STRUCTURE:

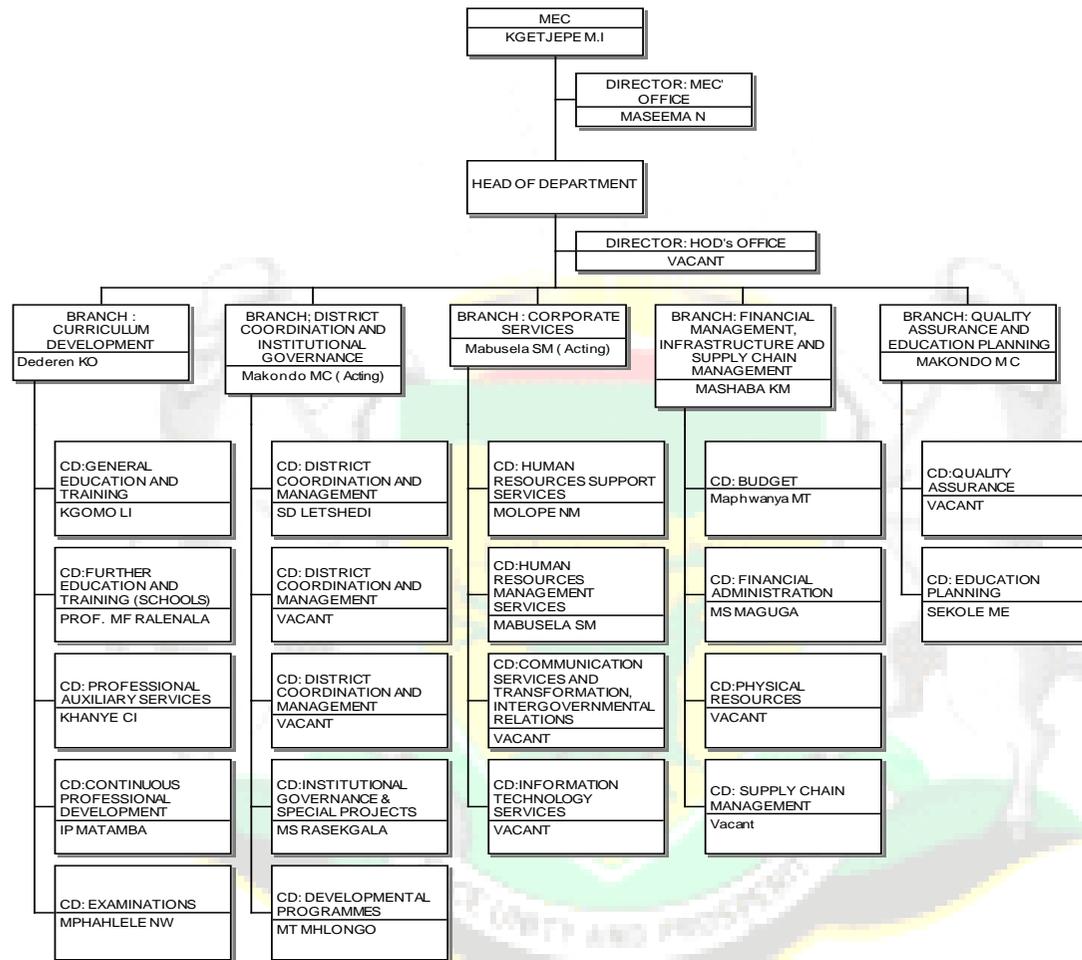
Refer to page 20.

9. ENTITIES REPORTING TO THE MEC.

No entities reporting to the MEC



ORGANISATIONAL STRUCTURE:



PART B

PERFORMANCE INFORMATION



1. AUDITOR GENERAL'S REPORT: PREDETERMINED OBJECTIVES

Refer to Page 163 of the Report of the Auditor General, published as Part E: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

2.1.1 Section 18 of PFMA

After not having responded successfully to the Section 100 Intervention, Provincial Treasury has put together an Intervention Team in terms of Section 18 of the PFMA to assist the Department with financial management, with a view to improving audit outcomes. The Intervention Team started its work in August 2015 and will continue through the 2016 /17 Financial Year. The Team is led by Ms. Mutheiwana NB who is also the Acting HOD.

2.1.2 Unemployment and Poverty Levels

According to STAS-SA Quarterly Labour Force Survey, March 2015 the total number of economically active population in Limpopo was, 1,513,000, while the unemployed totalled 305,000. The high number of the unemployed population in Limpopo means more dependence on the state for provision of education, amongst other services. Children of these unemployed parents contribute to the high number of learners who benefit in respect of 'No Fee' schools, NSNP and Scholar transport.

2.1.3. Teenage Pregnancy

Teenage pregnancy remains one of the challenges facing the education system in the country. As it contributes to learner absenteeism, drop-out and poor performance. According to the GHS 2012, Limpopo was the highest in Teenage Pregnancy in 2010. The situation, however, has improved from 2,6% in 2010 to 1.3% in 2012. The drop is nevertheless still above the national average of 1,2% in 2012. According to ASS 2015, the total number was 909-(Independent; 23 and public; 886).

LDoE continues to address this scourge through its Life Skills Programme, which is funded through a national grant (Life Skills HIV and AIDS).

2.1.4 The Outputs from the Delivery Agreement were as follows;

- **Improve the quality of teaching and learning**

This Output of the Delivery Agreement focuses on initiatives that are geared towards improving the levels of teaching and learning.

Through the MASTEC programme, the Department has managed to train 352 educators in Maths, Physical Science, Languages and Commercial Subjects. This was an over-achievement above the initial target of 300.

Since school-based educators also depend on the support of Curriculum Advisors for presentation of subject content and methodology, the Department also trained 76 Curriculum Advisors in the fields of Maths, Physical Science, Languages and Commercial subjects through the MASTEC Programme.

- **Undertake regular assessment to track progress**

The Annual National Assessments (ANA) was not conducted due to disagreements between the DBE and Labour Unions. To improve on regular assessments, the Department implemented the following strategies, over and above ANA and NSC examinations:

- a) Common examinations in some targeted subjects in Grades 10 and 11 across all schools in the Province;
- b) Implementation of Trial Examinations for Grades 12,
- c) Intensified monitoring of curriculum coverage in schools.

All these strategies were aimed at ensuring that learners cover the full learning programmes for the year, whilst also getting them ready for the end-of-the-year standardised assessments.

- **Improve Early Childhood Development**

Limpopo is one of the Provinces that are leading in as far as extending the reach of ECD programmes is concerned, mainly through its offering in public primary schools. In advancing universalization of ECD, 2339 Primary Schools were offering Grade R, during 2015-16 enrolments have also grown in this sector. In its effort to improve ECD, the Department trained 200 Grade R Practitioners on NQF level 6 through the University of North West.

- **Ensure a credible, outcomes-focused planning and accountability system**

The Department has developed performance monitoring systems which are aimed at ensuring that schools, circuits and districts report on common performance indicators across the Province. Instruments to be administered in schools by all Departmental officials (including Circuit Managers and Curriculum Advisors mainly) during school visits were also standardised. Analysis of consolidated school visit instruments enable the Department to diagnose and depict challenges peculiar to particular schools, and a response-strategy would then be developed and implemented for such categories of schools.

2.1.5 Service Delivery disruptions

Schooling was disrupted in a number of areas due to community service-delivery protests across several parts of the Province. All Districts were affected by this phenomenon. However, violent demonstrations of Malamulele and Vuwani (Vhembe District) were most conspicuous as the whole area was under a total shut-down as the community was against the decision of the Municipal Demarcation Board. The Department was the hardest hit as state property was vandalised, and in some instances, even gutted down. Learning and teaching was effectively disrupted to an extent that even schools in the neighbouring areas were affected since the (public) transport system, ferrying residents in and out of the area, was impeded. When the protest action was suspended, the Department had to organise extra classes for the schools affected.

2.1.6 Postponement of the Annual National Assessments (ANA)

The ANA was not conducted due to disagreements between the DBE and labour unions, and as a result Provinces have been exempted from reporting on all Indicators relating to ANA.

2.1.7 Shortage of Teachers in Critical Subjects

The Department continues to face skills challenges and shortages in a variety of programmes, and this challenge has got its “pull-back” impact on the Department’s ability to deliver services as required. Shortages were mostly pronounced in the sphere of learning and teaching, where appropriately qualified Maths, Science and Commerce educators are generally scarce. As a short-term intervention, the Department relied on recruiting educators of foreign origin (foreign nationals) to assist in discharging the mandate of teaching. The long-term strategy in this respect is to recruit and train South Africans who will be interested in teaching as a career, and supporting them through offering incentives e.g. Funza Lushaka bursary ,etc.

This same challenge was felt in other areas of service delivery as well, with the Infrastructure Delivery unit being the hardest hit. As a response to the Infrastructure-related skills-deficit challenge in particular, the department was able to appoint a number of appropriately qualified officials, with the support from the Department of Basic Education, and strategically placed and locate them at different levels of the delivery chain.

2.1.8 Expanded Public Works Programme

Despite the challenges that this Programme faced concerning finances, the Department managed to make some strides on its EPWP programme. The Department successfully trained 210 pre-Grade R Practitioners on NQF Level 4. Through implementation of this Programme, a total of 80 short-term job opportunities (ECD beneficiaries) were created across the Province.

2.2 Service Delivery Improvement Plan (SDIP)

The Department has completed a Service Delivery Improvement Plan (SDIP). The Tables below highlight the Plan and the achievements to date.

Main service	Beneficiaries	Current/actual standard of service		Desired standard of service		Actual achievement
		Quantity		Quantity		
Examination And Education Related Services	Learners	Quantity	231 062	Quantity	246 099	NSC: 102 618 candidates registered for November 2015
						NSC: 17 465 candidates registered for March 2016
						ASC: 20 948 candidates registered for June 2015
						ABET: 9 690 candidates registered for

						<p>June 2015</p> <p>ABET: 17 149 candidates registered for November 2015</p> <p>16 104 NSC part time candidates registered for November 2015</p>
		Quality	<p>Intensive training of 3 950 officials on the conduct, administration and management of examination assessment policies including invigilation to mitigate irregularities.</p> <p>Improved delivery of quality education and manage examination results.</p>	Quality	<p>Intensive training of 3 950 officials on the conduct, administration and management of examination assessment policies including invigilation to mitigate irregularities.</p> <p>Improved delivery of quality education and manage examination results.</p>	<p>2 167 Full time chief invigilators received training.</p> <p>731 ASC and ABET invigilators received training</p>
		Consultation	<p>Meetings with districts, inter-directorates, ProvJoc, other Government Departments (Health, municipalities, SAPS), SITA, Umalusi, DHET</p>	Consultation	<p>Meetings with districts, inter-directorates, ProvJoc, other Government Departments (Health, municipalities, SAPS), SITA, Umalusi, DHET</p>	<p>Districts Examination Coordinators to prepare for writing of 2016 Supplementary; Senior Certificate as well as for marking</p>

			and DBE		and DBE	<p>processes</p> <p>Held about three (3) Irregularities' hearings for 2015 NSC examinations outstanding cases.</p> <p>Attended one National Examinations Irregularities Committee meeting (NEIC) for vetoing of Provincial Examinations Irregularities Report</p>
		Access	Sharing of information with all relevant stakeholders through meetings, workshops, print media, broadcasting	Access	Sharing of information with all relevant stakeholders through meetings, workshops, print media, broadcasting	<p>Attended national meetings with DBE (National Examinations and Assessment Committee meetings) with regard to planning of national examinations for 2016 academic year. Submitted advertisement for application for Examinations Assistance work to Communications Directorate to publicize in the communication</p>

						bulletin
		Courtesy	Respond to queries through communication with affected stakeholders and walk-in clients	Courtesy	Respond to queries through communication with affected stakeholders and walk-in client	Walk in clients get help immediately because most of them require reprinting of lost statement of results. For combinations of results it takes a minimum of 6 weeks as the process involves SITA, DBE and UMALUSI.
		Information	Information is made available through reports, meetings, website and Thusong centers	Information	Information is made available through reports, meetings, website and Thusong centers	Held one (1) meeting with District Examination Coordinators to prepare for writing of 2016 Supplementary, Senior Certificate as well as for marking processes. Held three (3) Irregularities' hearings for 2015 NSC examinations outstanding cases. Attended one National Examinations Irregularities Committee meeting (NEIC) for vetoing of Provincial Examinations Irregularities

						Report
		Openness and transparency	Information is made available to stakeholders through print media, posters, flyers and broadcasting (radio slots)	Openness and transparency	Information is made available to stakeholders through print media, posters, flyers and broadcasting (radio slots)	Submitted advertisement for application for Examinations Assistance work to Communications Directorate to publicize in the communication bulletin. Circulated Assessment Instructions on examination related matters to Districts; Circuits; Schools Labour/Unions and PROVJOC, (For example, on registration processes; selection of markers processes; participation in irregularities hearings; time tables)
		Redress	Respond to queries within seven working days and involvement of other stakeholders if necessary	Redress	Respond to queries within seven working days and involvement of other stakeholders if necessary	Most of the request about the analysis of results by stakeholders is done within 7 days.
		Value for money	Create conducive environment to allow for effective and	Value for money	Create conducive environment to allow for effective and	Constant monitoring of Service Level Agreements in place – Examination

			efficient management of resources.		efficient management of resources.	transportation, packaging material, Government Printing Works, SITA
		Time	2014/15	Time	2015/16	2015/16
		Cost	R231 062	Cost	R231 062	R231 062
		Human Resources	1 Chief Director 1 Director 1 Personal Assistant	Human Resources	1 Chief Director 1 Director 1 Personal Assistant	1x Chief Director 1x Director 2 x personal Assistants 2x Chief Education Specialists 3x Deputy Education Specialists 5x Senior Education Specialists 3x Senior Admin Officers 4x Senior Admin Clerks 36x Data typists
Early Childhood Development	Learners and Community	Quantity	48 647	Quantity	52 097	550 practitioners trained on National Curriculum Framework
		Quality	To provide training on the National Curriculum Framework (NCF) to Pre-Grade R practitioners and Curriculum	Quality	To provide training on the National Curriculum Framework (NCF) to Pre Grade R practitioners and Curriculum	200 Grade R Practitioners registered with North West University to do NQF level 6.

			<p>and Assessment policy Statement for Grade R in accordance with White Paper 5.</p> <p>Training of 1 080 Grade R practitioners on NQF level 6/ Diploma in Grade R teaching by North West University over a period of 3 years.</p>		<p>and Assessment policy Statement for Grade R in accordance with White Paper 5.</p> <p>Training of 1 080 Grade R practitioners on NQF level 6/ Diploma in Grade R teaching by North West University over a period of 3 years.</p>	
		Consultation	Roadshows with SMT, workshops	Consultation	Roadshows with SMT, workshops	<p>Roadshows have been conducted in all the districts and curriculum advisors have been taken through workshops, ARBs developed.</p> <p>Roadshows conducted on the ANA diagnostic report and Reading strategies.</p>
		Access	To develop intervention strategies on teaching and learning to improve learners performance. Documents	Access	To develop intervention strategies on teaching and learning to improve learners performance. Documents	Egra documents and MTG toolkits developed and printed. Scripted lesson plans developed with partnership

			developed, teachers trained during support meetings.		developed, teachers trained during support meetings.	with NECT and printed and distributed to piloting schools. Schools that are not in the pilot were given the electronic version of the lesson plans.
		Courtesy	Professional learning communities (experienced and skilled teachers) assist necessary support to classroom practice. Lead teachers at Circuits and conduct cluster meeting on curriculum content.	Courtesy	Professional learning communities (experienced and skilled teachers) assist necessary support to classroom practice. Lead teachers at Circuits and conduct cluster meeting on curriculum content.	Quarterly cluster meeting conducted for three quarter. 268 Lead teachers trained on content and methodology
		Information	Information is made available through reports, meetings and road shows.	Information	Information is made available through reports, meetings and road shows.	Reports available and filed. Presentations and hand out are made available
		Openness and transparency	The curriculum advisor shares best practices during quarterly performance review sessions.	Openness and transparency	The curriculum advisor shares best practices during quarterly performance review sessions.	1 Quarterly review meeting arranged quarterly

	Redress	Respond to queries and gaps within 90 working days and involvement of other stakeholders if necessary	Redress	Respond to queries and gaps within 90 working days and involvement of other stakeholders if necessary	Work with DSD, NDA, and other Departments as stakeholders and are able to respond to queries relevant to our function. Queries for practitioners from North West University attended to immediately
	Value for money	The quality and quantity of learning improved	Value for money	The quality and quantity of learning improved	ANA which dictates the evidence of improvement has not yet been written
	Time	2014/15	Time	2015/16	2015/16
	Cost	R 1 311 957	Cost	R 1 311 957	R 1 311 957
	Human Resources	04	Human Resources	04	04

Main Services and Standards

Batho Pele arrangements with beneficiaries (Consultation access etc.)

Current/actual arrangements	Desired arrangements	Actual achievements
Meetings with districts, inter-directorates, ProvJoc, other Government Departments (Health, municipalities, SAPS), SITA, Umalusi, DHET and DBE	Meetings with districts, inter-directorates, ProvJoc, other Government Departments (Health, municipalities, SAPS), SITA, Umalusi, DHET and DBE	Held three (3) Irregularities' hearings for 2015 NSC examinations outstanding cases. Attended one National Examinations Irregularities Committee meeting (NEIC) for vetoing of Provincial Examinations Irregularities Report
Road- shows with SMT, workshops	Road- shows with SMT, workshops	Roadshows have been conducted in all the districts and Curriculum Advisors have been taken through workshops, Assessment Resource Banks (ARB) developed. Roadshows conducted on the ANA Diagnostic Report and Reading Strategies.

Service delivery information tool

Current/actual information tools	Desired information tools	Actual achievements
Standard electronic template	Service delivery IT system	Utilised standard electronic template to collect and disseminate service delivery information

Complaints mechanism

Current/actual complaints mechanism	Desired complaints mechanism	Actual achievements
Presidential Hotline	Presidential Hotline	100% resolution
Premier's Hotline	Premier's Hotline	100% resolution

2.3 Organisational environment

A picture of the internal environment within which LDoE operated during 2015/16 is depicted below:

2.3.1 Departmental Organogram

The 2009 Organogram was aligned to the Education specific generic structures and consultations were conducted with both the Office of the Premier and Minister for Public Service and Administration for concurrence. Some of the SMS posts were also evaluated. The organizational structure has since been approved, and will be implemented with effect from the new financial year (2016/17).

2.3.2 Political Leadership

The Department has been under the authority of the Acting MEC, Hon. J Ndou, for the period between January and 27 May 2015 after the untimely passing away of MEC, Hon Nwedamutswu TE. The Hon. Ml Kgetjepe took over with effect from 27 May 2015 to date. The MEC is passionate about quality education and is determined to steer the system in the right direction. This is evident through guidance and support he provides to the Management of the Department.

2.3.3 Administrative Leadership

During the 2015/16 financial year up until the middle of August, the department operated under the supervision of the Chief Financial Officer (CFO) who was appointed in 2014 to act as Head of Department, until he was substituted as Acting HOD in August 2015, when the Department was placed under Section 18 of the PFMA. Ms. NB Mutheiwana, who is the Leader of the Section 18 Intervention Team, took over as the Acting HOD.

The Department was composed of 5 Branches, according to the 2009 organisational structure. When the post of Deputy Director General: Institutional Governance and District Coordination fell vacant as a result of a promotion of the incumbent to the post of Head of Department in September 2011, that post was never filled, resulting in the responsibilities of the post being conjoined under the Quality Assurance & Education Planning Branch.

2.3.4 Alignment of 2015-16 APP to Budget Policy Statement

The LDoE's 2015-16 Annual Performance Plan was submitted for tabling in March 2015. As a result of appointment of the new MEC the said APP had to be amended and aligned to the new Vision of the newly appointed Executing Authority, so that proper monitoring and accountability could be promoted. This process was conducted and finalized in July 2015, when an Amendment to the 2015-16 APP was approved and submitted to the Legislature.

The MECs Budget Speech addressed issues such as District reconfiguration, learner improvement interventions, textbook retrieval, review of the learner transport Model, NSNP, merging of small and Non viable schools and Infrastructure, amongst others things. These pronouncements warranted that some Performance Indicators be reviewed, and some additional ones be included, by way of an Erratum to the 2015/16 APP.

2.3.5 Governance Structures

The following management structures were in place, which served to coordinate policy and programmes across all Branches in the Department:

Name of Structure/ Committee	Composition of Structure/ Committee	Frequency of Meetings
Executive Management Committee (EMC)	Accounting Officer together with Deputy Director Generals (inclusive of the Chief Finance Officer)	Fortnightly
Top Management Committee (TMC)	Accounting Officer, Deputy Director Generals (inclusive of the Chief Finance Officer) together with Chief Directors.	Monthly
Senior Management Committee (SMC)	Accounting Officer, Deputy Director Generals (inclusive of the Chief Finance Officer), Chief Directors together with Directors and District Directors.	Quarterly
The MEC sits as ex-officio member of all the management structures above.		

2.3.6 Ethics Management

As in line with all other public servants (educators included), the Department has implemented the Government policy of ensuring that ethics of all employees are monitored, in particular those employees who serve in management as well as in areas of strategic importance.

All SMS members have submitted their Financial Disclosures as required by the Public Regulations and other related prescripts. The disclosures are submitted online through the DPSA E-Disclosure system. The Department conducted road shows to educate all employees regarding the Policy on Remunerative Work outside the Public Service (RWOPS). Employees, other than SMS members submit applications for consideration by the Executing Authority if they are to engage in any remunerative work outside the public service.

In compliance with the Public Service Regulations employees who have access to classified information were subjected to security vetting.

2.3.7 Service Delivery Model

For the LDoE 2015-16 Financial Year was made up of the following structures/levels:

- 1 x Provincial Office
- 10 x Education Districts
- 134 x Education Circuits
- 4,027 Ordinary Schools (including Independent Schools)
- 34 x Special Schools
- 2339 Primary Schools offering Grade R

Protocol, in terms of operations, prescribed that approval/s has to be obtained from the Accounting Officer for all areas where a decision is required. In a centralised environment, this meant literally everything from Public Ordinary Schools, Special Schools as well as ECD Centres would reach the Head of Department for approval. This situation takes quite some time in practice, and ends up impeding service delivery on the ground.

2.3.8 Merging of Small and non viable Schools

The Department is implementing a policy in respect of small and non viable schools. In terms of the said Policy, small schools should be considered for merging, with learners and educators having to be relocated to nearby schools.

Out of a total of 301 schools initially identified for merging in the 2014/15 financial year, only 63 were successfully merged in that year. There has been some progress in 2015/2016 financial year whereby an additional 76 schools were successfully merged with the cooperation of communities.

2.3.9 School Post Establishment

The final school post establishment letters to schools were released on 2 December 2015. The principalship posts were advertised in March 2016 and the implementation commenced in April 2016. Excess educators who were successfully matched to posts in other schools are expected to report at their new work stations on the 1 July 2016.

The table below depicts progress made with appointment of Principals during 2015-16 Financial Year

Appointment: Principals

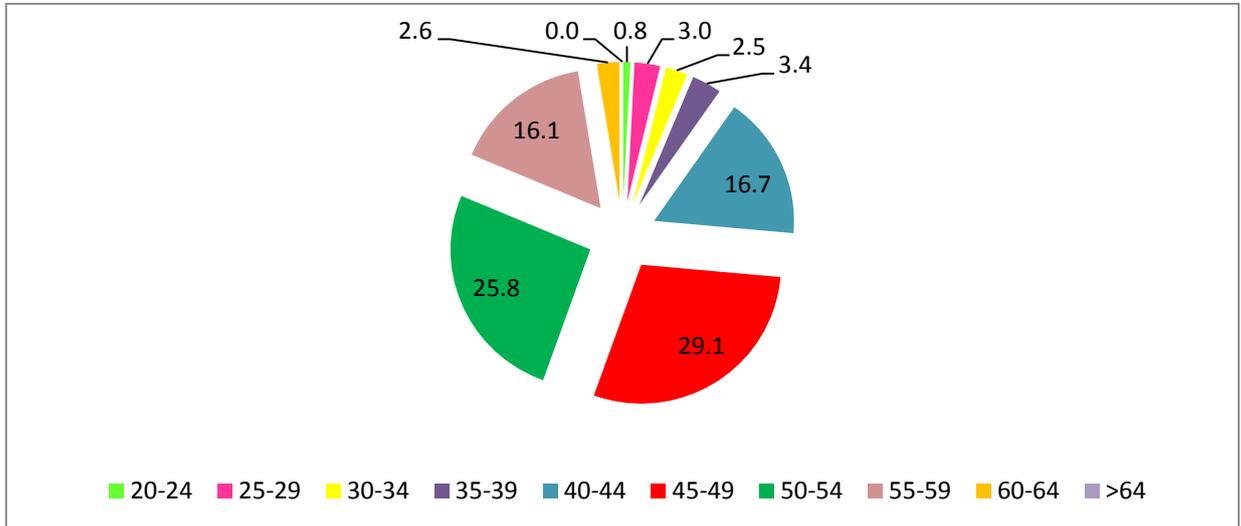
District	Appointed			
	Male	Female	Disabled	Total
Vhembe	58	34	0	92
Mopani	13	14	0	27
Tzaneen	12	11	1	23
Polokwane	21	25	0	46
Lebowakgomo	12	10	0	22
Sekhukhune	25	19	0	44
Riba Cross	10	10	0	20
Waterberg	8	4	1	12
Mogalakwena	15	14	0	29
Total	174	141	2	315
Total %	55,23%	44,76%	0,63%	100%

2.3.10 Staff Levels and Utilisation by age

The Table below shows that unless something is done in respect of staffing, the Department will face a very serious challenge in the not-so-distant future. For school-based educators, which include school principals, 50428 educators (absolute majority) are between the age Group 40-64. This means that the

Province will have to train and/or find replacements for them in less than 8 years from 2017. (Source: Persal Report, March 31 2016). For office-based educators, similar a picture applies.

AGE PROFILE OF EDUCATORS AS AT MARCH 2016



2.3.11 Appointment: Circuit Managers

The Table below shows progress made in the appointment of Circuit Managers for the period under review:

District	Appointed			
	Male	Female	Disabled	Total
Polokwane	1	3	0	4
Mogalakwena	1	0	0	1
Mopani	0	1	0	1
Sekhukhune	2	1	0	3
Vhembe	0	3	0	3
Total	4	8	0	12
Total %	33,3%	66,7%	0%	100%

2.3.12 Performance Management System

The Department is implementing and administering 5 x different kinds of Performance Management Systems (PMS.'s):

- PMS for Accounting Officers.
- PMS for SMS members.
- PMDS for Office-based educators.
- IQMS for school-based educators.
- PMS for Levels 1-12.

PMDS: The Department has implemented the Performance Management System wherein employees submitted their Performance Agreements/Instruments and Performance Reviews. The rate of compliance and participation in the system is outlined in Paragraphs 3.7 and 3.8 of this report and information Tables thereof.

IQMS. & PMDS: The Department has made some tremendous progress in terms of implementation of IQMS and PMDS for School and office based educators respectively. The result is that 677 schools (17%) were supported individually and in clusters on IQMS implementation to improve Performance Management implementation by School Management Teams (SMTs), 50 919 educators were collated and verified by districts in collaboration with the Provincial office, 103 supervisors were monitored and supported, 32 individually and 67 in clusters and 244 supervisees were also supported.

2.3.13 Learner Admission and Registration

The LDoE developed and distributed both the Provincial Guidelines and directives for Admissions in schools. The Department also engaged in advocacy campaigns to mobilise parents to enrol their children within the determined timeframes to avoid the last minute rush and long queues during reopening of schools in January. The Department has established admission systems and structures to monitor and support the process of learner admission in public schools.

2.3.14 Learner Performance

Grade 12 results declined by 7% from 72.9% to 65.9% in 2015. The highest rates of decline were recorded in Waterberg and Sekhukhune at 12.4% and 8.9% respectively. Vacant posts that were advertised could not be filled and thus weakened support in the area of curriculum. The location of Subject Advisors at circuit level continued to hamper the quality of support provided to schools. The delay in the renewal of work permits for foreign teachers who are recruited for scarce skills subjects and filling of vacant posts at school level impacted negatively on curriculum delivery.

Leakage of November 2015 Grade 12 Life Sciences Examination paper threatened the integrity of assessment in the Department. As intervention to restore credibility of the overall Grade 12 examination in the Province, the Department, with the support of the Department of Basic Education ensured that all learners in the affected schools rewrite the Paper.

Changes in the dates of administration of the Annual National Assessments (ANA) destabilised Departmental plans in terms of reliable measuring of the impact of the 2015 academic year interventions towards improving learner competence in Languages and Mathematics as well as accurate diagnosis of gaps in the subjects. The Department is currently mitigating the negative impact by using the 2015 ANA question papers as exemplars and also considering the 2014 ANA diagnostic reports when providing support to teachers and schools.

2.3.15 Learner Transport

The Department will be providing scholar transport to those learners who are staying 5 kilometres or more from the nearest ordinary public school. Provision of scholar transport is another attempt of the LDoE to improve access to education and also to minimise learner truancy. During 2015/16 the Department appointed scholar transport service providers based on a costing model that was developed together with the office of the Chief Procurement Officer. The Model is meant to ensure that only safe vehicles are used to transport learners. This made possible by provision for maintenance of the vehicle and capital redemption, which will allow the service provider to replace the vehicle once it reaches the end of its life. This Model also allows for a minimum cost to be charged by the service provider for those routes that are less than the minimum Distance that will ensure profitable operation of the businesses. This will ensure that all routes that were previously not covered because they were deemed to be uneconomic will now be covered.

The LDoE has recently awarded tenders to qualifying service providers to ferry learners with effect from January 2016 up to December 2018.

2.3.16 School Safety

The School Safety Programme derives its mandate from the Country's Constitution, South African Schools Act, Occupational Health & Safety Act, Children's Act, Children's Justice Act, School Health Promotion Act as well as the National School Safety Framework.

The LDoE is responsible for over 4000 schools in both the public and independent schools in the Province, which are challenged by a myriad of social challenges/factors that inhibit effective teaching and learning to take place. The social challenges experienced in schools are, but not limited to, inter alia ,crime and violence, sexual assault/abuse, alcohol and substance abuse, vandalism, discrimination, bullying, use of corporal punishment, rape, fighting, burglaries, lack of clean water and sanitation, dilapidated buildings, superstitious beliefs such as witchcraft and satanic spirits.

To address the challenges highlighted above, the Department has implemented and will continue to implement the following strategies:

- Linking schools with nearest Police Stations , establishing Schools Safety Committees to work with SAPS and other key stakeholders.
- Set basic standards for schools through the new guidelines wherein schools have to be trained.
- Co-ordinating implementation of a system of recording and reporting incidents and accidents in schools as part of management and information system so that appropriate support for schools can be provided.
- Building the capacity of relevant officials, SGBs and relevant partners so that schools can be supported well in dealing with the challenges

2.3.17 In-school Sports Arts and Culture

Schools continue to participate in the Schools Sport League Programme whereby each School is expected to register a minimum of three out of 19 sporting codes. Public Special Schools and Public ordinary Schools participated at the District, Provincial and up to the National Schools Sports Championships from 10 -15 in December 2015 at the University of Pretoria (TukSport).

Schools teams obtained 37 medals as follows:

TYPES OF MEDAL	GOLD	SILVER	BRONZE	TOTAL MEDALS
Number of medals	10	13	14	37

The Provincial Athletics Teams participated in the 2016 National Athletics Championships held in March 2016 and received 31 medals (9 gold, 9 silver and 13 bronze). South African Schools Choral Eisteddfod (SASCE) Championships. 28 schools in the categories for Intermediate, Senior Phase and FET Band represented the Province at these Championships. Kgakoa High School was the best performing school in the FET band from the Province, and they managed to obtain Position 2 at the National South African Schools Choral Eisteddfod Championships 2015.

2.3.18 Expanded Public Works Programme (EPWP)

The Department of Education through Expanded Public Works Programme has managed to train 210 Pre-Grade R Practitioners to acquire accredited qualifications in Further Education and Training Certificate –Early Childhood Development (FETC-ECD) NQF Level 4. Again, through collaboration with ETDP-SETA, funding was secured wherein 65 ECD Practitioners were enrolled on a four-year B.Ed. Foundation Phase degree at the University of Venda. In 2016, they have enrolled for the second year and the programme will end in 2018.

The Department was able to create 1561 job opportunities using Equitable Share and further created 80 job opportunities using EPWP Social Sector Incentive Grant. All the participants in EPWP received monthly stipends for a year according to the Ministerial determination in order to reduce dependency and partial unemployment.

2.3.19 Inclusive Education and Public Special Schools

In our endeavour to implement the national policy on Inclusive Education in line with the Education White Paper 6 of 2001, the Department engaged in various activities to integrate learners with various barriers to learning within the mainstream to promote access to learning and accommodation of various abilities by both schools and communities. In that regard, several achievements were realized relating to the implementation of Education White Paper 6 and other related legislative mandates. Amongst many achievements was the training of educators in requisite skills in the following areas;

- 83 educators from Public Special Schools were trained on Sign Language by the University of Venda, funded by the ETDP-SETA on South African
- 37 educators from Public Special Schools were trained on Braille by the University of Venda funded by the ETDP-SETA
- 100 educators from Public Special Schools were trained on augmentative and alternative communication by the University of Pretoria funded by the ETDP-SETA

2.3.20 Infrastructure and School Furniture

The delivery of School Infrastructure and Furniture remains one of the thorny issues in the Department due to budgetary constraints. The Department, however, prides itself in having managed to complete a number of school building projects in the period under review, within the limitations of our available financial resources. The completed school building programme included, but not limited to, new schools projects; replacement schools projects; upgrades and additions, refurbishments, renovations and rehabilitation projects (including storm damaged schools); water and sanitation provisioning. Our 'school water and sanitation backlog eradication programme has ensured that quiet a number of schools across the length and breadth of the province are provided with safe drinking water and hygienic ablution facilities.

The long outstanding resuscitation of the expired School Furniture Delivery Contract was finally achieved in the period under review. Many learners (both in primary and secondary schools) benefitted from the delivered 26101 furniture units.

This has been made possible by, amongst other factors, the increased capacity of the Infrastructure unit within the Department; strengthened private public partnership between the Department and private companies through the Limpopo Education Development Trust (LEDT), and the kind assistance in infrastructure provisioning by the Department of Basic Education (DBE) through the Accelerated School Infrastructure Development Initiative (ASIDI) in the areas of School Water and Sanitation Provisioning and the eradication of Inappropriate School infrastructure.

The Department will be building on lessons learnt in the period under review, to work smarter and faster in the delivery of school infrastructure so as to create conducive environments, which is a condition necessary for effective educative teaching and learning.

2.4 Key policy developments and legislative changes

The Department introduced Technical Subjects in Grade 10 namely, Technical Mathematics and Technical Sciences at the beginning of the 2016 academic year. These subjects have been introduced in 58 schools in the Province.

The South African Sign Language CAPS was introduced in the Intermediate Phase and Grade 10 (FET phase) in the Special Schools with deaf learners doing academic programmes.

3. STRATEGIC OUTCOME ORIENTED GOALS:

Strategic Goals	Strategic Objectives	Progress
SG 1: Improved delivery of quality education	S.O. 1.1 The quality of teaching and learning improved through training of 2,000 educators by 2019/20 and providing resources and other interventions	Strategic objective target has been achieved as follows; 2015/16= 463 educators =76 Curriculum Advisors
	S.O. 1.2 A credible, outcomes-focused planning and accountability system inculcated in schools through strengthening of management and governance in all schools (3,915 in 2014/15) by 2019/20	Strategic objective target has been achieved as follows; 2015/16= 3765 SGBs = 2257 schools = 1014 schools trained on school management
	S.O. 1.3 All Independent schools (147 in 2013) regulated and supported annually according to the funding policy	Strategic objective target has been achieved as follows 2015/16 =156 independent schools regulated and supported =32438 learners subsidised in independent schools
	S.O. 1.4 The quality of special schools education improved through Annual provision of support and resources to 34 schools by 2019/20.	Strategic objective target has been achieved as follows; 2015/16= 34
	S.O. 1.5 a) Provision of Early Childhood Development for 0-4 years olds improved from 37,3% to 40% in 2012/13 and 2019/20 respectively (b) Provision of early childhood development for 5 year olds improved from 93.8% to 97% in 2012 and 2019/20 respectively.	Strategic objective target has been achieved as follows; 2015/16 =2339 schools offer Grade R =100% ECD practitioners have NQF level 4 and above =210 Pre-Grade R Practitioners trained on NQF level 4 through EPWP =200 Grade R practitioners trained on NQF level 6
	S.O. 1.6 Infrastructure provided to meet basic safety requirements and maintenance services undertaken at 1028 schools and 34 offices by 2019/20.	Strategic objective target has been achieved as follows; 2015/16; = 489 (354 classrooms, 128 specialist rooms, 5 New schools and 2 Hostel) Educational infrastructure provided =26 101 furniture units provided
	S.O. 1.7 Assessments and examinations managed according to NCS – CAPS, NSC Policy and Regulations by ensuring Grade 12 learner performance is improved from 71.8% to 85% by	Strategic objective target has been achieved as follows; 2015/16= 65,9%

Strategic Goals	Strategic Objectives	Progress
	2019/20	
	S.O. 1.8 Continuous Professional Development and support provided (Mathematics, Sciences and Commercial subjects) to 2,035 educators by 2019/20	Strategic objective target has been achieved as follows; 2015/16= 352 educators
	S.O. 1.9. Auxiliary education services provided to ensure implementation of Life skills Programmes is increased from 977 schools in 2012/13 to 2,400 by 2019/20	Strategic objective target has been over achieved as follows; 2015/16 =2000
SG 2: Improved capacity of the Department to support delivery of quality education	S.O. 2.1 Administrative and management systems and procedures improved such that the audit opinion is improved from disclaimer in 2013/14 to unqualified audit opinion by 2019/20	The Audit for 2015/16 is currently underway. The Department is working with Section 18 Intervention team to turn things around.
	S.O. 2.2. Job specific education, training and development intervention provided to 12,000 employees (educators and administrators) by 2019/20 to improve their productivity	Strategic objective target has been achieved as follows; 2015/16 = training and development intervention provided to 2402 employees

4. PERFORMANCE INFORMATION BY PROGRAMME:

4.1 PROGRAMME 1: ADMINISTRATION

4.1.1. Programme Purpose

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

4.1.2 List the sub-programmes

Sub-Programme 1.1: Office of the MEC:

To provide for the functioning of the Office of the Member of the Executive Council for Education

Sub-Programme 1.2: Corporate Services:

To provide management services that is not education specific.

Sub-Programme 1.3: Education Management:

To provide education management services for the education system

Sub-Programme 1.4: Human Resource Development:

To provide human resource development services for staff

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

To provide education management information in accordance with the National Education Information Policy

4.1.3 Strategic Objectives for Programme 1

Strategic Objective 2.1:

Administrative and management systems and procedures improved

SO statement: Administrative and management systems and procedures improved such that the audit opinion is improved from disclaimer in 2013/14 to Unqualified audit opinion by 2019/20.

Strategic Objective 2.2

Job specific education, training and development intervention provided.

S.O. Statement: Job specific education, training and development intervention provided to 12,000 employees (educators and administrators) by 2019/20 to improve their productivity

4.1.4 Strategic Objectives, Performance Indicators, Planned Targets and Actual Achievements

4.1.4.1. Strategic Objectives:

Programme 1: Administration						
	Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
2.1	Administrative and management systems and procedures improved.	N/A	Qualified	O/S	N/A	N/A
2.2	Job specific education, training and development intervention provided	N/A	2000	2402	402	More employees than targeted trained due to efficiency

4.1.4.2. Performance Indicators

Programme 1: Administration						
PM. No	Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations

Programme 1: Administration						
PM. No	Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PPM 101	Number of public schools that use the school administration and management systems to electronically provide data to the national learner tracking system	2,920	3,909	3,871	-38	The number of Public Ordinary Schools has decreased to 3871 due to merging of non-viable schools
PPM 102	Number of public schools that can be contacted electronically (e-mail)	0	20	25	5	Vodacom funded the connectivity of the schools as part of ICASA licence obligations.
PPM 103	Percentage of education current expenditure going towards non-personnel items.	9.3%	14.73 %	8.5%	-6.23%	Approval to shift funds from COE to Goods and Services was granted late, towards the close of the financial year, to address anticipated deficits.
PPM 104	Number of schools visited by district officials for monitoring and support purposes.	8,457	3,963	2,608	-1,355	Inadequate staffing levels at District and Circuit levels, coupled with interventions in community and school-based crises, mitigated against attainment of planned visits.
PSM 105	Number of employees provided with training and development interventions relevant to their jobs.	2,472	2,000	2,402	402	More employees than targeted were trained due to internal efficiency.
PSM 106	Number of institutions monitored and supported on records creation and management as per National and Records Management act	N/A	Head Office; 10 Districts; 26 Circuits & 785 Schools	Head Office 10 Districts 122	None None -96 Circuits -374 Schools	The approach for training and support for circuits and schools was

Programme 1: Administration						
PM. No	Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
				Circuits 1159 Schools		changed from the classroom method were circuit managers and school principals were invited for training to a common venue to hands on support method. Circuits are visited to their respective offices together with the schools falling within those circuits hence the overachievement.
PSM 108	Districts reconfiguration implemented	N/A	Districts reconfigured from 10 to 5	10	0	The revised and approved organisational structure provides for 10 Districts, however, 5 are fully functional with the remaining 5 operating not at optimal level.

Reasons for Deviations and Strategy to overcome areas of under performance

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under-performance
PPM 101	Number of public schools that use the school administration and management systems to electronically provide data to the national learner tracking system	The number of Public Ordinary Schools has decreased to 3871. 8 Ordinary Schools are merged and 2 new schools databases are outstanding as they opened in the middle of Quarter 4	Databases of the 2 new schools are currently being captured

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under-performance
PPM 103	Percentage of education current expenditure going towards non-personnel items.	Approval to shift funds from COE to Goods and Services was granted late, towards the close of the financial year to address anticipated deficits.	Special runs on BAS were arranged in order to process invoices submitted.
PPM 104	Number of schools visited by district officials for monitoring and support purposes.	Inadequate staffing levels at District and Circuit levels, coupled with interventions in community and school-based crises, mitigated against attainment of planned visits.	Vacant posts are being advertised for filling during 2016/17; Meetings were convened at local (district) level, which culminated in THE Education Summit at Provincial level.

Changes to planned targets

There were no major changes on the Strategy. However, Performance Indicator No. PSM 108, affected via “an Erratum” to the APP was introduced on the advice of the Legislature.

Linking performance with budgets .

Sub-programme expenditure

Sub-Programme Name	<u>2014/2015</u>			<u>2015/2016</u>		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Office of the MEC	7 689	5 548	2 141	6 644	6 110	534
Corporate Services	341 888	282 401	59 487	417 546	414 497	3 049
Education Management	1 046 760	1 048 213	-1 453	1 099 191	1 093 691	5 500
Human Resources Development	49 813	74 863	-25 050	27 313	26 561	752
Education Management Information System	31 853	24 048	7 805	35 710	28 199	7 511
Total	1 478 003	1 435 073	42 930	1 586 404	1 569 057	17 347

4.2 PROGRAMME 2: PUBLIC ORDINARY SCHOOL

4.2.1 Programme Purpose

To provide public ordinary education from Grades 1 to 12 in accordance with the South African Schools Act.

4.2.2 List of the Sub-Programmes

Sub-Programme 2.1: Public Primary Schools

To provide education for the Grades 1 to 7 phase at specific public ordinary primary schools.

Sub-Programme 2.2: Public Secondary Schools

To provide education for the Grades 8 to 12 phase at specific public ordinary secondary schools.

Sub-Programme 2.3: National School Nutrition Programme

To provide identified poor and hungry learners in primary schools with the minimum food they need to learn effectively in schools.

Sub-Programme 2.4.: Human Resource Development

To support human resource development activities

Sub-Programme 2.5: In School Sport and Culture

To support school sport and cultural activities

Sub-Programme 2.7: Maths, Science & Technology

To promote Maths and Science at identified schools.

4.2.3 Strategic Objectives for the financial year under review

- **Strategic Objective 1.1. Quality of teaching and learning improved**
SO Statement: The quality of teaching and learning improved through training of 17,640 teachers by 2019/20 and provision of resources and other interventions
- **Strategic Objective. 1.2. Planning and accountability in schools strengthened**
SO Statement: A credible, outcomes-focused planning and accountability system inculcated in schools through strengthening of management and governance capacity in all schools (3915 in 2014/15) by 2019/20

4.2.4 Strategic Objectives, Performance Indicators, Planned Targets and Actual Achievements

4.2.4.1 Strategic Objectives:

Programme Name :Public Ordinary School						
Strategic objectives		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
1.1	Quality of teaching and learning improved	6,231	0	463	463	The Objective was initially not targeted for 2015/16 due to financial constraints. However, funds were made available in order to cater for the training of educators.
1.2	Planning and accountability in schools strengthened	1,715	0	3,271 ¹	3,271	The training on school management was not planned for 2015/16 financial year due to budget constraints. However, Circuit Managers came on board to train schools thus increasing the number of schools trained

Reasons for Deviations and Strategy to overcome areas of under performance

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
1.1	Quality of teaching and learning improved	The Performance indicator was initially not targeted for 2015/16 due to financial constraints. However, funds were sourced in order to cater for the training of educators.	Training will be planned for 2016/17 financial year

4.2.4.2 Performance Indicators

¹ 2257 schools trained in school governance and management and 1,014 in schools management

Programme / Sub-programme:						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PPM 201	Number of full service schools servicing learners with learning barriers	15	18	0	-18	Budget constraints
PPM 202	Number of primary schools with an overall pass rate in the ANA of 50% and above	0	212	0	-212	The ANA were not conducted during 2015 due to labour dispute at National level. Provinces have been exempted from reporting on this Indicator.
PPM 203	Number of Secondary schools with an overall pass rate in the ANA of 40% and above	0	100	0	-100	The ANA were not conducted during 2015 due to labour dispute at National level. Provinces have been exempted from reporting on this indicator.
PPM 204	Number of secondary schools with a matric pass rate of 60% and above	0	1060 secondary schools obtain matric pass rate of 60% and more.	798	-262	Lack of teachers in certain key subjects and teachers' poor content knowledge and methodology
PPM 205	The percentage of children who turned 9 in the previous year and who are currently enrolled in Grade 4 (or a higher grade)	0	98%	80%	-18%	There was an over-estimation on this target since there was no baseline.
PPM 206	The percentage of children who turned 12 in the	0	94%	68.6%	-25.4%	There was an

	preceding year and who are currently enrolled in Grade 7 (or a higher Grade)					over-estimation on this target since there was no baseline.
PPM 207	Number of schools provided with media resources	Performance Indicator was not targeted for 2015/2016 due to budgetary constraints.				
PPM 208	Learner absenteeism rate	0	7%	0.510%	6.5%	This is a new Indicator without a baseline.
PPM 209	Teacher absenteeism rate	0	5%	3.6%	1.4%	This is a new Indicator without a baseline.
PPM 210	Number of learners in public ordinary schools benefiting from the "No Fee School" policy	1,601,752	1,692,052	1,615,208	-76,844	There was a drop in learner enrolment
PPM 211	Number of educators trained on Literacy/Language teaching strategies	Performance Indicator was not targeted for 2015/2016 due to budgetary constraints.				
PPM 212	Number of educators trained on Numeracy/Mathematics teaching strategies	0	0	463	463	Funds were obtained from outside the Department in order to cater for the training of educators
PSM 213	Number of learners provided with textbooks.	304,225	1,692,052	2,245,818	553,766	399,004 textbooks delivered during December after the schools had closed
PSM 213 (b)	% of allocated textbooks retrieved from learners	0	75% of allocated textbooks retrieved	90.9%	15.9%	Recording and retrieval process was improved.

PSM 214	Number of schools providing learners with meals as per the National School Nutrition Programme (NSNP).	1,538,062 learners	3,854	3845	-9	4 Primary schools were merged in Sekhukhune. 2 special schools withdrew. There was over projection
PSM 215	Number of schools providing learner transport as per the learner transport policy	18,740 learners	200	194	-6	The service provider for Baltimore P. school in Waterberg abandoned the route due to decreased number of learners
PSM 215 (b)	New learner transport model implemented	0	New learner transport model introduced	New learner transport model introduced	0	None
PSM 216	Number of Food handlers contracted in the National School Nutrition Programme	12 Food retailers 10 398	10,418	10437	19	Increase in number of learners /Sliding scale led to increase of number of food handlers
PSM 216 (c)	No. of schools provided with eating utensils as per NSNP	0	208 Primary schools provided with eating utensils as per NSNP	0	0	There was a delay in finalizing procurement processes for this Indicator.
PSM 217	Number of schools trained in School Management	473	0	1,014	1,014	Circuit managers came on board to train schools thus increasing

						the number of schools trained
PSM 218	Number of schools trained in School Governance	1,242	2,000	3,765 SGBs 2,257 schools	1,765	Schools were clustered for training and some schools were trained more than once
PSM 219	Number of In-school sporting codes implemented	17	15	18	3	Three sporting codes were added during the national school sports championships which were held in December 2015
PSM 220	Number of Arts and culture Programmes implemented across all levels	2	2	2	0	None
PSM 221	Number of schools supported on implementation of Incident Registers to promote school safety	30	200	348	148	Circuit-based DMGs were supported by both DBE and the Provincial office on implementation of incidents registers.
PSM 222	Number of jobs created through EPWP incentive grant (school based monitors)	80	80	79	-1	Resignation of some school based monitors
PSM 223	Number of Public schools merged	0	50	76	26	More schools were identified in collaboration with communities

							for merging.
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Reasons for Deviations and Strategy to overcome areas of under performance

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
PPM 201	Number of full service schools servicing learners with learning barriers	Financial constraints	Motivating for more budget (Budget adjustment requested)
PPM 204	Number of secondary schools with a matric pass rate of 60% and above	Lack of teachers in certain key subjects and teachers' poor content knowledge and methodology.	An Improvement Plan has been developed to address some of the challenges
PPM 206	The percentage of children who turned 12 in the preceding year and who are currently enrolled in Grade 7 (or a higher grade)	Estimation was done as there was no baseline before	Actual performance for 2015/16 will be used as baseline in planning for 2016/17.
PPM 210	Number of learners in public ordinary schools benefiting from the "No Fee School" policy	There was a drop in learner enrolment	The Unit to liaise with Emis to get correct and updated statistics
PSM 216 (c)	No. of schools provided with eating utensils as per NSNP	Procurement process not finalised	Provisioning to be finalised for 2016/17.

4.2.5 Changes to planned targets

There were no major changes on the Strategy. However, the LDoE introduced additional Performance Indicators via "an Erratum" to the APP on the advice of Legislature, viz. PSM 213(b); PSM 215(b), PSM 216(c) and PSM223.

4.2.6 Linking performance with budgets

Sub-programme expenditure

Sub-Programme Name	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Public Primary School Education	10 492 898	10 337 937	154 961	10 634 925	10 643 568	(8 643)
Public Secondary School	9 428 761	9 414 482	14 279	9 825 458	9 783 553	41 905

Sub-Programme Name	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Education						
Human Resource Development	18 489	20 330	(1 841)	16 654	16 579	75
National School Nutrition Grant	991 153	984 446	6 707	1 030 799	991 122	39 677
In School Sport, Arts and Culture	5 854	3 513	2 341	6 586	4 577	2 009
Maths, Science And Technology Grant	-	-	-	40 979	35 671	5 308
Dinaledi School Grant	11 340	2 679	8 661	-	-	-
Technical Secondary School Recapitalisation Grant	15 159	8 567	6 592	-	-	-
Total	20 963 654	20 771 955	191 699	21 555 401	21 475 070	80 331

4.3 PROGRAMME 3: INDEPENDENT SCHOOLS.

4.3.1 Programme Purpose

The purpose of the Programme is to support independent schools in accordance with the South African Schools Act.

4.3.2 List of the Sub-Programmes

Sub-Programme 3.1: Primary Phase:

To support Independent Schools in Grades 1 to 7

Sub-Programme 3.2: Secondary Phase:

To support Independent Schools in Grades 8 to 12

4.3.3 Strategic objectives for the financial year under review

Strategic Objective 1.3. All independent schools regulated and supported by 2015/16 according to the funding policy.

SO Statement: All registered Independent Schools (147 in 2013) regulated and supported annually according to the funding norms policy

4.3.4 Strategic objectives, performance indicators, planned targets and actual achievements

4.3.4.1 Strategic objectives:

Programme Name : Independent Schools					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
SO.1.3. All independent schools regulated and supported according to the funding policy.	145	145	156	+11	The total number of registered independent schools has increased to 156 regulated according to funding policy

Performance indicators

Programme : Independent Schools					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PPM 301 Number of subsidised learners in Independent schools	31,889	35,889	32,438	-3,451	Some secondary Schools failed to meet the condition for subsidy due to under performance in respect of Grade 12 examinations. Their average Grade 12 results for 2015 were below the average pass rate for public secondary schools.
PPM 302 Percentage of registered Independent schools receiving subsidies	N/A	66%	62%	-4%	Some secondary Schools failed to meet the condition for subsidy due to under performance in respect of Grade 12 examinations. Their average Grade 12 results for 2015 were below the average pass rate for public secondary schools.
PPM 303 Percentage of registered Independent schools visited	N/A	55%	44%	-11%	Re-prioritisation was done to afford attention to more serious reported cases; e.g.

Programme : Independent Schools						
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations	
	for monitoring and support					mismanagement of funds.

Reasons for Deviations and Strategy to overcome areas of under performance

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
PPM 301	Number of subsidised learners in Independent schools	Some secondary Schools failed to meet the condition for subsidy due to under performance in respect of Grade 12 examinations. Their average Grade 12 results for 2015 were below the average pass rate for public secondary schools.	Affected schools were informed and were advised to improve their performance to avoid forfeiture of subsidy.
PPM 302	Percentage of registered Independent schools receiving subsidies	Some Secondary Schools failed to meet the condition for subsidy due to under performance in respect of Grade 12 examinations. Their average Grade 12 results for 2015 were below the average pass rate for public secondary schools.	Affected schools were informed and were advised to improve their performance to avoid subsidy cuts.
PPM 303	Percentage of registered Independent schools visited for monitoring and support	Understaffing in the Directorate	Department to prioritise filling of vacancies within the Directorate

4.3.5 Changes to planned targets

No targets were changed during the financial year.

4.3.6 Linking performance with budgets

Sub-programme expenditure

Sub- Programme Name	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Primary Independent School	59 423	59 045	378	65 395	64 380	1 015

Sub- Programme Name	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Secondary Independent Schools	53 073	46 752	6 321	53 063	51 543	1 520
Total	112 496	105 797	6 699	118 458	115 923	2 535

4.4 PROGRAMME 4: PUBLIC SPECIAL SCHOOLS

4.4.1 Purpose of Programme

To provide compulsory public education in special schools in accordance with the South African Schools Act and White Paper 6 on Special Needs Education: Building an Inclusive Education and Training System .

4.4.2 List of the sub-programmes

Sub-Programme 4.1: Schools:

To provide specific public special schools with resources

Sub-Programme 4.2: Professional Services:

To provide educators and learners in public special schools with departmentally managed support services

Sub-Programme 4.3: Human Resource Development:

To provide for the professional and other developmental needs of educators and public service staff in public special schools

Sub-Programme 4.4: Conditional Grants:

To provide infrastructure at public special schools

4.4.3 Strategic objectives for the financial year under review

Strategic Objective 1.4. The quality of special schools education improved

SO Statement:

The quality of education in special schools improved through annual provision of support and resources to 34 schools by 2019/20.

4.4.4 Strategic Objectives, Performance Indicators, Planned Targets and Actual Achievements

4.4.4.1 Strategic Objectives:

Programme : Public Special Schools						
Strategic objectives		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
S.O.1.4	1.4.The quality of special schools education improved	34 special and 0 Full service schools	34	34	None	N/A

4.4.4.2 Performance Indicators

Programme 4 :Public Special Schools						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PPM 401	Percentage of learners with special needs in special schools retained in school until age 16	N/A	10%	60.3%	50.3%	There was an under-estimation on this target since there was no baseline.
PPM 402	Percentage of special schools serving as Resource Centres	0	18%	18%	0	None
PSM 403	Number of Special schools provided with resources and supported	0	34	34	0	None
PSM 404	Number of Professional non-educator staff employed in Public Special Schools	17	7	16	9	More Professional non-educator staff were recruited to alleviate staffing challenges in this sector.

Reasons for Deviations and Strategy to overcome areas of under performance

N/A

4.4.5 Changes to planned targets

None

4.4.6 **Linking performance with budgets**
Sub-programme expenditure

Sub-Programme Name	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Special Primary and Secondary schools	378 519	378 882	(363)	403 610	402 613	997
In school sports, Arts and Culture	1 088	934	154	1 118	1 073	45
Total	379 607	379 815	-	404 728	403 686	1 042

4.5 PROGRAMME 5: EARLY CHILDHOOD DEVELOPMENT

4.5.1 Programme Purpose

To provide Early Childhood Development (ECD) at the Grade R level in accordance with White Paper 5.

The Programme aims to protect the child's rights to develop his/her full cognitive, emotional, social and physical potential in line with ECD White Paper No. 5 (2001). Early Childhood Development is about the holistic development of the child from birth to 9 years. The other purpose is to expand ECD provision, correcting the imbalances in provision, ensuring equitable access and improving the quality and delivery of ECD Programmes.

4.5.2 List of the sub-programmes

Sub-Programme 5.1: Grade R in Public Schools:

To provide specific public ordinary schools with resources required for Grade R and encourage more schools to establish Grade R classes where space exists

Sub-Programme 5.2: Grade R in Community Schools:

To support particular community centres [ECD independent schools] at the Grade R level

Sub-Programme 5.3: Professional Services:

To provide educators and learners in ECD sites with Departmentally managed support services

Sub-Programme 5.4: Human Resource Development:

To provide for the professional and other developmental needs of educators and non-educators at ECD sites.

Sub-Programme 5.5: Conditional Grant:

To provide infrastructure for ECD

4.5.3 Strategic objectives for the financial year under review

Strategic Objective 1.5. Provision of Early Childhood development improved.

Strategic Objective statement (a)

Provision of early childhood development for 0-4 year olds improved from 37.3% in 2012 to 40% in 2019/20

Strategic Objective statement (b)

Provision of early childhood development for 5 year olds improved from 93. % in 2012 to 97% in 2019/20.

4.5.4 Strategic Objectives, Performance Indicators, Planned Targets and Actual Achievements

Strategic objectives:

Programme Name : Early Childhood Development						
	Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
*S.O. 1.5	Provision of early childhood development for 0-4 year olds improved from 37.3% in 2012 to 40% in 2019/20	N/A	35.7%	37.0%	1.3%	This is a desirable deviation towards ensuring that learners are ready for schooling
*S.O. 1.5	Provision of early childhood development for 5 year olds improved from 93. % in 2012 to 97% in 2019/20	96.3%	95.8%	96.3%	0.5%	This is a desirable deviation towards ensuring that learners are ready for schooling

*Percentage of 5 year old attending education institution in 2013. Source: Education for ALL(EFA)2014-country report. Latest statistics (2015) on provision of ECD by 0-4 years old and 5 years above will be released on the 02nd June 2016 from STASSA.

Reasons for Deviations

N/A

4.5.4.2. Performance indicators

Programme / Sub-programme:						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PP M 501	Number of public schools that offer Grade R	2342	2,485	2,339	-146	Number of schools has reduced due to merger of schools project.
PP M 502	Percentage of Grade 1 learners who have received formal Grade R education	N/A	43%	30.1%	-12.9%	There was a decrease in the number of learners attending public schools
PP M 503	Percentage of employed ECD Practitioners with NQF level 4 and above	N/A	53%	100%	47%	All Grade R Practitioners appointed in the Public Ordinary Schools have NQF Level 4 and above. It is the requirement for appointment.
PSM 504	Number of Pre-Grade R Practitioners trained on NQF level 4 through EPWP	172	200	210	10	The Waterberg TVET College offered to give the Department, at no extra charge, one space of a practitioner in each of the 10 training venues.
PSM 505	PSM 505 Number of jobs created through	N/A	80	80	0	None

Programme / Sub-programme:						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
	EPWP incentive grant (ECD beneficiaries)					
PSM 507	No. of schools provided with outdoor equipment	N/A	100 model Grade R schools provided with outdoor equipment	0	-100	The procurement process could not be concluded within the 2015/16 financial year
PSM 508	No. of Grade R Practitioners trained on NQF Level 6	N/A	1080 Grade R practitioners trained on NQF Level 6	200	-880	HEI institutions did not have capacity to enrol all 1,080 candidates.

Reasons for Deviations and Strategy to overcome areas of under performance

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
PPM 501	Number of public schools that offer Grade R	Merging of schools affected the number of schools	Liaise with EMIS to plan according to the updated statistical information
PPM 502	Percentage of Grade 1 learners who have received formal Grade R education	There was a decrease in the number of learners attending public schools	Liaise with EMIS to plan according to the updated statistical information
PSM 507	No. of schools provided with outdoor equipment	The procurement process could not be concluded within the 2015/16 financial year	A transversal DBE tender has been approved
PSM 508	No. of Grade R Practitioners trained on NQF level 6	No institutional capacity to train 1080 at the same time	Incrementally register students per annum until 1080 practitioners are trained

4.5.5 Changes to planned targets

None

4.5.6 Linking performance with budgets

Sub-programme expenditure

Sub- Programme Name	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Grade R In Public Schools	55 051	69 034	(13 983)	71 094	67 686	3 408
Grade R In Early Childhood	70 989	13 723	57 266	37 550	31 983	5 567
Pre Grade R Training	28 503	30 311	(1 808)	34 959	34 878	81
Human Resource Development	-	-	-	9 347	3 655	5 692
Epwp Incentive Grant	2 000	-	2 000	2 150	2 903	(753)
Epwp Social Sector Grant	13 280	18 955	(5 675)	3 095	2 587	508
Total	169 823	132 023	37 800	158 195	143 692	14 503

4.6 PROGRAMME 6: INFRASTRUCTURE DEVELOPMENT

4.6.1 Programme Purpose

To provide and maintain infrastructure facilities for the administration and schools

4.6.2 List of the sub-programmes

Sub-Programme 6.1: Administration

To provide office space and other administration facilities to support management services that are not education specific.

Sub-Programme 6.2: Public Ordinary School

To provide Public Ordinary Schools with infrastructure facilities utilising the equitable share funding.

Sub-Programme 6.3: Public Special Schools

To provide Public Special Schools with infrastructure facilities utilising the equitable share funding.

Sub-Programme 6.4: Early Childhood Development

To provide Public Early Childhood Development Centres with infrastructure facilities utilising the equitable share funding.

Sub-Programme 6.5: Conditional Grant

To provide infrastructure to all sectors of education from conditional grants

4.6.3 Strategic objectives for the financial year under review

Educational infrastructure provided and maintained

Strategic Objective statement:

Infrastructure provided to schools to meet basic safety requirements and maintenance undertaken to 1028 schools by 2019/20 to promote a conducive learning and teaching environment.

4.6.4 Strategic objectives, performance indicators, planned targets and actual achievements

4.6.4.1 Strategic objectives:

Programme Name						
Strategic objectives		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
S.O.1.6.	Educational infrastructure provided and maintained	41	103	0	-103	Reprioritisation of projects due to budgetary constraints

Reasons for Deviations

Reprioritisation of projects due to budgetary constraints

4.6.4.2 Performance indicators

Programme 6 : Infrastructure						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PP M 601	Number of public ordinary schools provided with water supply	20	113	33	-80	143 Boreholes drilled and waiting for the civil works to be completed once the civil contractors have been appointed by the implementing agent.

Programme 6 : Infrastructure						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PP M 602	Number of public ordinary schools provided with electricity supply	4	16	3	-13	Majority of Projects under construction and some have been placed on hold due to budgetary constraints.
PP M 603	Number of public ordinary schools supplied with sanitation facilities	81	253	57	-196	Sanitation programme under Mvula Trust has been completed and but not yet commissioned by Enviro- Options for the certificate of compliance to be issued prior issuing practical completion certificate
PP M 604	Number of classrooms built in public ordinary schools	140	858	354	-504	Majority of projects still under construction and some have been placed on hold due to budgetary constraints.
PP M 605	Number of specialist rooms built in public ordinary schools.	34	448	128	-320	Majority of projects still under construction and some have been placed on hold due to budgetary constraints.
PP M 606	Number of new schools completed and ready for occupation	4	10	5	-5	Majority of projects still under construction and some have been placed on hold

Programme 6 : Infrastructure						
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations	
	(includes replacement)				due to budgetary constraints.	
PP M 607	Number of new schools under construction (includes replacement)	-	8	5	-3	Majority of projects still under construction and some have been placed on hold due to budgetary constraints.
PP M 608	Number of Grade R classrooms built	-	48	0	-48	No Grade R facilities planned for 2015/16
PP M 609	Number of hostels built	-	1	2	1	It was a carry over from previous financial year
PP M 610	Number of schools undergoing scheduled maintenance	-	103	0	-103	Budget Constrains
PS M 611	No. of furniture units provided to schools	-	30,000 furniture units provided to schools	26,101	-3,899	Late appointment of service providers and late delivery of furniture

Reasons for Deviations and Strategy to overcome areas of under performance

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
PPM 601	Number of public ordinary schools provided with water supply	143 Boreholes drilled and waiting for the civil works to be completed once the civil contractors have been appointed by the implementing agent.	The programme to be resuscitated through appointment of replacement Implementing Agent
PPM 602	Number of public ordinary schools provided with	Majority of projects under construction and some have been placed on hold	IDT and the newly appointed Departmental

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
	electricity supply	due to budgetary constraints	Senior Electrical Engineer to engage with ESKOM.
PPM 603	Number of public ordinary schools supplied with sanitation facilities	Sanitation programme under Mvula Trust has been completed and not yet commissioned by Enviro- Options for the certificate of compliance to be issued prior issuing practical completion certificate.	Enviro-Options is slowing down the process of handovers. Alternative solutions are being investigated to be implemented for sanitation.
PPM 604	Number of classrooms built in public ordinary schools	Majority of projects under construction and some have been placed on hold due to budgetary constraints	-The budget has been prioritised to attend to the most urgent Departmental requirements taking the Storm damages into consideration as well as the Norms and Standards.
PPM 605	Number of specialist rooms built in public ordinary schools.	Majority of projects under construction and some have been placed on hold due to budgetary constraints	- The budget has been prioritised to attend to the most urgent Departmental requirements taking the Storm damages into consideration as well as the Norms and Standards.
PPM 606	Number of new schools completed and ready for occupation (includes replacement)	Majority of projects under construction and some have been placed on hold due to budgetary constraints	- The budget has been prioritised to attend to the most urgent Departmental requirements taking the Storm damages into consideration as well as the Norms and Standards.
PPM 607	Number of new schools under construction (includes replacement)	Majority of projects under construction and some have been placed on hold due to budgetary constraints	- The budget has been prioritised to attend to the most urgent Departmental requirements taking the Storm damages into consideration as well as the Norms and Standards.
PPM 608	Number of Grade R classrooms built	No Grade R facilities planned for	- The budget has been prioritised to attend to

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
		2015/16	the most urgent Departmental requirements taking the Storm damages into consideration as well as the Norms and Standards.
PPM 610	Number of schools undergoing scheduled maintenance	No schools or facilities planned for 2015/16	-Allowance has been made for maintenance in the new financial year and preference will be given for maintenance related work following the condition assessment report from CSIR.
PSM 611	No. of furniture units provided to schools	Late appointment of service providers and late delivery of furniture	Bid concluded for a period of three years to address the Challenges

4.6.5 Changes to planned targets

None

4.6.6 Linking performance with budgets

Sub-programme expenditure

Sub- Programme Name	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Public Ordinary school	1 323 325	1 305 710	17 615	1 102 128	1 077 374	24 754
Total	1 323 325	1 305 710	17 615	1 102 128	1 077 374	24 754

4.7 PROGRAMME 7: EXAMINATION AND EDUCATION RELATED SERVICES

4.7.1 Programme Purpose

The purpose of this Programme as a whole is to provide educational institutions with training and support.

4.7.2 List of the sub-programmes

Sub-Programme 7.1: Payments to SETA

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

Sub-Programme 7.2: Conditional Grant Projects

To provide for projects that are applicable to more than one Programme and funded from conditional grants provided by the Department of Basic Education.

Sub-Programme 7.3: External Examinations:

To provide for Departmentally managed examination services.

Sub-Programme 7.4: Continuous Professional Development Centres:

To provide educators with professional development on a continuous basis to ensure effective teaching and learning

4.7.3 Strategic objectives for the financial year under review

Strategic Objective 1.7: Assessment and examination managed according to the NCS – CAPS, NSC Policy and Regulations

SO Statement:

Assessments and examinations managed according to NCS – CAPS, NSC Policy and Regulations by ensuring Grade 12 learner performance is improved from 71.8% to 85% by 2019/20.

Strategic Objective 1.8: Continuous Professional Development (CPD) and support provided to educators

SO Statement: Continuous Professional Development and support provided (Mathematics, Sciences and Commercial subjects) to 2,035 educators by 2019/20.

Strategic Objective 1.9: Auxiliary education services provided

SO statement

Auxiliary education services provided to ensure implementation of Life Skills Programmes is increased from 977 schools in 2012/13 to 2,400 by 2019/20.

4.7.4 Strategic Objectives, Performance Indicators, Planned Targets and Actual Achievements

4.7.4.1 Strategic objectives:

Programme Name					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
Assessment and examination managed according to the NCS – CAPS, NSC Policy and Regulations	72.9%	80%	65.9%	-14,1%	The number of candidates who wrote Grade 12 increased significantly. This was due to a high number of progressed learners. The 2015 question papers were of high standard and different from previous years in style and content.
Continuous	Educators	380	207	-173	The lack of attendance by

Professional Development (CPD) and support provided to educators	: 181 CAs :90				Curriculum Advisors due to other training that took place during the same period
Auxiliary education services provided	336	800	2000	+1200	None

Reasons for Deviations

Strategic objectives	Reasons for Deviation
Assessment and examination managed according to the NCS – CAPS, NSC Policy and Regulations	The number of candidates who wrote Grade 12 increased significantly. This was due to a high number of progressed learners. The 2015 question papers were of high standard and different from previous years in style and content
Continuous Professional Development (CPD) and support provided to educators	The lack of attendance by Curriculum Advisors due to other training that took place during the same period

4.7.4.2 Performance indicators

Programme : Examination and Education related services					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PPM 701 Percentage of learners who passed National Senior Certificate (NSC)	72.9%	80%	65.9%	-14.1%	The number of candidates who wrote Grade 12 increased significantly. This was due to a high number of progressed learners. The 2015 question papers were of a relatively high standard and were comparatively different from previous years in style and content.

Programme : Examination and Education related services						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PPM 702	Percentage of Grade 12 learners passing at bachelor level in the NSC	16,325	27.2%	20.7%	-6.5%	The number of candidates who wrote Grade 12 increased significantly. This was due to a high number of progressed learners. The 2015 question papers were of a relatively high standard and were comparatively different from previous years in style and content.
PPM 703	Percentage of Grade 12 learners achieving 50% and more in Mathematics	18,265	28.9% of Grade 12 learners obtain 50% and more in Mathematics	19.5%	-9.4%	Acute shortage of Maths teachers, poor content knowledge and methodology.
PPM 704	Percentage of Grade 12 learners achieving 50% and more in Physical Science	17,801	28% of Grade 12 learners obtain 50% and more in Physical Science	20.2%	-7.8%	Limpopo is the second Province in terms of the highest enrolment in Mathematics. There is an acute shortage of Physical Science teachers, poor content knowledge and methodology.
PPM 705	Percentage of Grade 3 learners achieving 50% and more in Home Language in the Annual National Assessments (ANA)	70,821	56.2% of Grade 3 learners achieve 50% and more in Home	0	-56.2%	The ANA were not conducted during 2015 due to labour dispute at National level. Provinces have been

Programme : Examination and Education related services						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
			Language in ANA			exempted from reporting on this Indicator.
PPM 706	Percentage of Grade 3 learners achieving 50% and more in Mathematics in the Annual National Assessments (ANA)	60,881	55.5% of Grade 3 learners achieve 50% and more in Maths in the ANA	0	-55.5%	The ANA were not conducted during 2015 due to labour dispute at National level. Provinces have been exempted from reporting on this Indicator.
PPM 707	Percentage of Grade 6 learners achieving 50% and more in Home Language in the Annual National Assessments (ANA)	34,474	62.7% of Grade 6 learners achieve 50% and more in Mathematics ANA	0	-62.7%	The ANA were not conducted during 2015 due to labour dispute at National level. Provinces have been exempted from reporting on this Indicator.
PPM 708	Percentage of Grade 6 learners achieving 50% and more in Mathematics in the Annual National Assessments (ANA)	24,495	43.1% of Grade 6 learners achieve 50% and more in Home Language in the ANA	0	-43.1%	The ANA were not conducted during 2015 due to labour dispute at National level. Provinces have been exempted from reporting on this Indicator.

Programme : Examination and Education related services						
Performance Indicator		Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from planned target to Actual Achievement for 2015/2016	Comment on deviations
PPM 709	Percentage of Grade 9 learners achieving 50% and more in Home Language in the Annual National Assessments (ANA)	18,193	52.3% of Grade 9 learners obtain 50% and more in Home Language in the ANA	0	-52.3%	The ANA were not conducted during 2015 due to labour dispute at National level. Provinces have been exempted from reporting on this Indicator.
PPM 710	Percentage of Grade 9 learners achieving 50% and more in Mathematics in the Annual National Assessments (ANA)	1,323	10.8% of Grade 9 learners obtain 50% and more in Mathematics in the ANA	0	-10.8%	The ANA were not conducted during 2015 due to labour dispute at National level. Provinces have been exempted from reporting on this Indicator.
PSM 711	Number of teachers enrolled for CPDC in Mathematics, Sciences and Commercial subjects.	348	300	352	52	The SETA provided funding for more teachers
PSM 712	Number of Curriculum Advisors [CAs] provided with professional development in Mathematics, Sciences and Commercial subjects.	90	80	76	-4	The lack of attendance by Curriculum Advisors due to other training that took place during the same period
PSM 713	Number of schools supported through the provision of resources related to Life Skills in the classroom.	336	2,000	2,000	0	None

Reasons for Deviations and Strategy to overcome areas of under performance

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
PPM 701	Percentage of learners who passed National Senior Certificate (NSC)	The number of candidates who wrote Grade 12 increased significantly. This was due to a high number of progressed learners. The 2015 question papers were of a relatively high standard and were comparatively different from previous years in style and content.	An improvement plan has been developed to address some of the challenges.
PPM7 02	Percentage of Grade 12 learners passing at bachelor level in the NSC	The number of candidates who wrote Grade 12 increased significantly. This was due to a high number of progressed learners. The 2015 question papers were of a relatively high standard and were comparatively different from previous years in style and content.	An improvement plan has been developed to address some of the challenges.
PPM 703	Percentage of Grade 12 learners achieving 50% and more in Mathematics	Limpopo is the second Province in terms of the highest enrolment in Mathematics. The variance is also exacerbated by acute shortage of Maths teachers, poor content knowledge and methodology.	A plan to attract qualified teachers especially in rural areas should be developed. Increase Teacher training interventions at MASTEC based on areas that have been identified as difficult.
PPM 704	Percentage of Grade 12 learners achieving 50% and more in Physical Science	Limpopo is the second Province in terms of the highest enrolment in Mathematics. The variance is also exacerbated by acute shortage of Physical Science teachers, poor content knowledge and methodology.	A plan to attract qualified teachers especially in rural areas should be developed. Increase Teacher training interventions at MASTEC based on areas that have been identified as difficult.
PPM 705	Percentage of Grade 3 learners achieving 50% and more in Home Language in the Annual National Assessments (ANA)	The ANA were not written by all the schools as planned due to a dispute between the DBE and Teacher unions. As a result there are no official 2015 ANA results	Awaiting the DBE to finalise the ANA review process and give directive
PPM 706	Percentage of Grade 3 learners achieving 50% and more in Mathematics in the Annual National Assessments (ANA)	The ANA were not written by all the schools as planned due to a dispute between the DBE and Teacher unions. As a result there are no official 2015 ANA results	Awaiting the DBE to finalise the ANA review process and give directive

PM. No	Performance Indicator	Reasons for Deviation	Strategy to overcome under performance
PPM 707	Percentage of Grade 6 learners achieving 50% and more in Home Language in the Annual National Assessments (ANA)	The ANA were not written by all the schools as planned due to a dispute between the DBE and Teacher unions. As a result there are no official 2015 ANA results	Awaiting the DBE to finalise the ANA review process and give directive
PPM 708	Percentage of Grade 6 learners achieving 50% and more in Mathematics in the Annual National Assessments (ANA)	The ANA were not written by all the schools as planned due to a dispute between the DBE and Teacher unions. As a result there are no official 2015 ANA results	Awaiting the DBE to finalise the ANA review process and give directive
PPM 709	Percentage of Grade 9 learners achieving 50% and more in Home Language in the Annual National Assessments (ANA)	The ANA were not written by all the schools as planned due to a dispute between DBE and Teacher unions. As a result there are no official 2015 ANA results	Awaiting the DBE to finalise the ANA review process and give directive
PPM 710	Percentage of Grade 9 learners achieving 50% and more in Mathematics in the Annual National Assessments (ANA)	The ANA were not written by all the schools as planned due to a dispute between DBE and Teacher unions. As a result there are no official 2015 ANA results	Awaiting the DBE to finalise the ANA review process and give directive

4.7.5 Changes to planned targets

None

4.7.6 Linking performance with budgets

Sub-programme expenditure

Sub- Programme Nam	2014/2015			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Payment to SETA	39 941	39 722	219	21 516	21 516	-
External Examination	231 062	204 132	26 930	244 796	245 871	(1 075)
Special Projects	72 311	43 734	28 577	45 302	40 232	5 070
Conditional Grants	-	-	-	25 875	24 074	1 801
Total	343 314	287 587	55 727	337 489	331 693	5 796

5. TRANSFER PAYMENTS

Transfer payments to public entities

None

Transfer payments to all organisations other than public entities

The table below reflects the transfer payments which were budgeted for the period 1 April 2015 to 31 March 2016, but no transfer payments were made.

Name of transferee	Purpose for which the funds were to be used	Amount budgeted for (R'000)	Amount transferred (R'000)	Reasons why funds were not transferred
Public Ordinary School	Norms and standards for school funding	787 062	787 062	N/A
Independent School	Subsidy	118 458	118 458	N/A
Public Special School	Norms and standards for school funding	50 192	50 192	N/A
Education Development Trust	Provide infrastructure support on 50:50 bases with Donors	12 420	6099	Funds transferred were restricted by donations received

MONITORING SYSTEMS

Conducting of monitoring at schools is done so as to ensure that funds are used for the purpose of promoting teaching and learning and that prescripts are adhered to. Conducting of monitoring is also with regard to verification of income and expenditure at schools.

6. CONDITIONAL GRANTS

6.1. Conditional grants and earmarked funds paid

The LDoE did not pay out any Conditional Grant or earmarked funds.

6.2. Conditional grants and earmarked funds received

The tables below detail the conditional grants and earmarked funds received during the period 1 April 2015 to 31 March 2016.

Conditional Grant: Education Infrastructure Grant

Department who transferred the grant	Department of Basic Education
Purpose of the grant	Provision and Maintenance of School Infrastructure in the Province
Expected outputs of the grant	Improve Learning Environment
Actual outputs achieved	Provided learning environment within the budget
Amount per amended DORA (R'000)	R885 m
Amount received (R'000)	R885 m

Conditional Grant: Education Infrastructure Grant	
Reasons if amount as per DORA was not received	N/A
Amount spent by the Department (R'000)	R884 m
Reasons for the funds unspent by the entity	N/A(less than 0.2%)
Reasons for deviations on performance	N/A
Measures taken to improve performance	N/A
Monitoring mechanism by the receiving Department	Financial & project management systems implemented to monitor expenditure and delivery of projects.

Conditional Grant: HIV & AIDS Life Skills Education Grant

Department who transferred the grant	National Treasury
Purpose of the grant	To enhance awareness programmes offered by school to prevent and mitigate the impact of HIV and TB.
Expected outputs of the grant	Increased HIV,STI and TB knowledge among learners ,educators and Departmental officials .Decreased barriers to retention in schools ,in particular vulnerable learners. Decrease in risky behaviour among learners, educators and officials. Expected output was to train 1456 educators on integration of Life Skills programme into curriculum,10 000 Learners on behaviour change Advocacy programmes,2000 Educators to be trained on Care and Support programmes,500 000 LTSM to be procured and distributed to schools.200 schools to be visited for monitoring and support.2000 Peer educators and mentors to be trained.
Actual outputs achieved	1 184 Educators trained on integration of Life Skills programme into curriculum,9 432 Learners reached on behaviour change Advocacy programmes,854 Educators trained on Care and Support programmes,764 917 LTSM procured and distributed to schools.62 schools visited for monitoring and support.2 601 Peer educators and mentors trained.
Amount per amended DORA	R25 875
Amount received (R'000)	R25 875
Reasons if amount as per DORA was not received	N/A

Conditional Grant: HIV & AIDS Life Skills Education Grant	
Amount spent by the Department (R'000)	R24 238
Reasons for the funds unspent by the entity	Under-spending was due to late approval of service providers to train the trainers.
Reasons for deviations on performance	Over-achievement in LTSM was due to late delivery which overlapped into 2015/16 to cause accruals.
Measures taken to improve performance	Further meetings with SCM to expedite approval of requisitions and appointment of service providers.
Monitoring mechanism by the receiving department	Collaborative monitoring is done by the District and Provincial officials, using a standard monitoring tool.

Conditional Grant: Maths, Science & Technology Grant

Department who transferred the grant	Department of Basic Education
Purpose of the grant	<ul style="list-style-type: none"> To provide support and resources to, schools, teachers and learners for the improvement of Mathematics, Sciences and Technology teaching and learning at selected public schools To improve the achievement of learner participation and success rates, teacher demand, supply, utilisation, development and support, school resourcing and partnerships, consistent with targets set in the Action Plan 2019 and the National Development Plan
Expected outputs of the grant	<ul style="list-style-type: none"> School Support Information, Communication and Technology (ICT) resources: 107 schools supplied, with computer hardware in accordance with the minimum specifications 107 schools supplied with subject related software in accordance with the minimum specifications Workshop Equipment, Machinery and Tools: 24 Technical Schools' workshops supplied with equipment for technology subjects in accordance with the minimum specifications 24 Technical Schools' workshops supplied with machinery for technology subjects in accordance with the minimum specifications 24 Technical Schools' workshops supplied with tools for technology subjects in accordance with the minimum specifications

	<p>32 schools and districts supplied with Mathematics and 32 schools supplied with Science kits for each phase Laboratories and workshop equipment, apparatus and consumables: 51 of laboratories supplied apparatus for Mathematics and Science subjects in accordance with the minimum specifications 24 of laboratories supplied with CAT and IT computer hardware, software and supporting accessories</p> <ul style="list-style-type: none"> • Learner Support 23182 learners registered for participation in Mathematics, Science and Technology Olympiads/Fairs/Expos and other competitions • Teacher Support Specific training and orientation for teachers and subject advisors in subject content and teaching methodologies on CAPS for Electrical, Civil and Mechanical Technology, Technical Mathematics, and Technical Sciences Targeted training in teaching methodologies and subject content for Mathematics, Physical, Life, Natural and Agricultural Sciences, Technology, Computer Applications Technology, Information Technology, Agricultural Management and Technology subjects Training and support in integrating ICT in the learning and teaching environment
Actual outputs achieved	<ul style="list-style-type: none"> • School Support • Information, Communication and Technology (ICT) resources: Number of schools supplied, with computer hardware in accordance with the minimum specifications Number of schools supplied with software in accordance with the minimum specifications • Workshop Equipment, Machinery and Tools: Number of Technical Schools' workshops supplied with equipment for technology subjects in accordance with the minimum specifications Number of Technical Schools' workshops supplied with machinery for technology subjects in accordance with the minimum specifications Number of Technical Schools' workshops supplied with tools for technology subjects in accordance with the minimum specifications Number of schools and districts supplied with Mathematics and Science kits for each phase • Laboratories and workshop equipment, apparatus and consumables: 51 schools supplied apparatus for Mathematics and Science subjects in accordance with the minimum specifications 24 schools supplied with CAT and IT computer hardware, software and supporting accessories • Learner Support 23183 learners registered for participation in Mathematics, Science and Technology Olympiads/Fairs/Expos and other competitions • Teacher Support Specific training and orientation for 1034 teachers and subject advisors in subject content and teaching methodologies on CAPS for Electrical, Civil and Mechanical Technology, Technical Mathematics, and Technical Sciences 1178 teachers trained on teaching methodologies and subject content for Mathematics, Physical, Life, Natural and Agricultural Sciences, Technology, Computer Applications Technology, Information Technology, Agricultural Management and Technology subjects Training and support of 357 teachers in integrating ICT in the learning and teaching environment

Amount per amended DORA	R40 979
Amount received (R'000)	R28 685
Reasons if amount as per DORA was not received	Amount withheld by DBE due to under spending
Amount spent by the department (R'000)	R35 671
Reasons for the funds unspent by the entity	Slow procurement processes. Small suppliers not able to deliver the goods and services. Unavailability of service providers for some goods and services.
Reasons for deviations on performance	N/A
Measures taken to improve performance	Procurement started earlier this year. Budget activated early.
Monitoring mechanism by the receiving department	Reports were written on a quarterly basis. Meeting held regularly with budgeting monitoring and treasury

Conditional Grant: National School Nutrition Programme Grant

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To Provide nutritious meals to targeted learners
Expected outputs of the grant	3854 schools provided with nutritious meals for 190 days as planned
Actual outputs achieved	3854 schools provided with nutritious meals
Amount per amended DORA	R1 030 799.00
Amount received (R'000)	R1 030 799.00
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	R991 122,000.00
Reasons for the funds unspent by the entity	Not all invoices were paid by the end of financial year, but funds were committed
Reasons for deviations on performance	N/A
Measures taken to improve performance	N/A
Monitoring mechanism by the receiving department	Monitoring plans developed and constant support from the transferring Department.

Conditional Grant: EPWP Incentive Grant

Department who transferred the grant	National Department of Public Works
Purpose of the grant	Expand job creation through the use of labour intensive delivery methods
Expected outputs of the grant	110 participants employed into the programme
Actual outputs achieved	110 participants employed into the programme
Amount per amended DORA	R2 150,000.00
Amount received (R'000)	R2 150,000.00
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	R2 672,000.00
Reasons for the funds unspent by the entity	N/A
Reasons for deviations on performance	N/A
Measures taken to improve performance	N/A
Monitoring mechanism by the receiving department	Submission of reports on monthly and quarterly basis on performance

Conditional Grant: EPWP Social Sector Grant

Department who transferred the grant	National Department of Public Works
Purpose of the grant	To incentivize the provincial Social Sector departments identified in 2014 Social Sector EPWP Log-frame to increase job creation by focusing on the strengthening and
Expected outputs of the grant	To create 80 temporary jobs for youth: EPWP-NSNP School Based Monitors and 80 ECD Practitioners employed through EPWP Social Sector Incentive Grant
Actual outputs achieved	80 temporary jobs for youth: EPWP-NSNP School Based Monitors created and 80 ECD Practitioners temporarily
Amount per amended DORA	R3 095,000.00
Amount received (R'000)	R3 095,000.00
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	R2 672,000.00
Reasons for the funds unspent by the entity	There is no mechanism to pay UIF money to the Department of Labour.
Reasons for deviations on performance	The challenge of wrong usage of codes by the Districts was experienced, and the interventions by the Finance unit rescued the situation.

Measures taken to improve performance	Month to month checking of spending trends of the grant was done to improve the performance.
Monitoring mechanism by the receiving department	Quarterly and Monthly monitoring and support is done with the Districts to ensure that the money is spent accordingly.

7. DONOR FUNDS

Donor Funds Received

The table below indicates that Limpopo Department of Education had 33 donors during the 2015/16 financial year. The amounts and other details regarding these donations are given on the table.

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
1	De Beers Group of companies	R12 000 000 (Donor R6 000 000 & LDOE R6 000 000)	19-Aug-15	Infrastructure, Management and Curriculum Support	Donation of R6 million for upgrading physical infrastructure at Mphengwa Secondary School, Ref DBF 035291. The LDOE to contribute another R6 million in line with the Rand for Rand principle	The contractor has been appointed and site hand-over to be done on 11/05/2016	R 12 000 000	Nil	The service providers appointed in April 2016 and site hand-over done in April 2016	Donor and Department site progress and technical Monitoring & Support
2	Murray & Roberts Cementation (in partnership with De Beers Venetia Underground Project)	R 575 000	01-Oct-15	Infrastructure, Management and Curriculum Support	Refurbishment and resources: securing of classrooms, repairing some flooring and furniture	Construction under way	R 575 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
3	Bernard Groenewald; JE Erasmus of ILLIWARA Landgoed BK; Johan Bosch & Nadien Bosch of Dinaka Game Reserve & Nico Stolp of Nylstene.	R 650 000	05-Nov-15	Infrastructure, Management and Curriculum Support	Infrastructure development in the form of upgrading or improvements of the school buildings (Not less than R200 000 for Builders Wages; Not less than R50 000; Not less than R200 000 & bricks to the value not less than R200 000)	Project completed in January 2016	R 650 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
4	Business women's Association of South Africa, Limpopo (BWASA)	R 10 000	23/12/2015	Curriculum Support	Start-up packages (Iron; Bedding & Kettle) to the top ten (10) learners in the 2015 Grade 12 results	Donation delivered and distributed to the beneficiaries on 06/01/2016	R 10 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
5	Standard Bank-Limpopo	R 150 000	15/12/2015	Curriculum Support	Sponsorship for Announcement of Grade 12 Results (DINALEDI TSE KGANAYNG). Distributed amongst learners who obtained positions 1; 2 and 3 in each of the five (5) Districts	The Bank contacted the parents, schools and learners to be given the sponsorship.	R 150 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
6	MTN SA Foundation	R 60 000	18/11/2015	Curriculum Support	Laptops and MTN promotional items. to ten (10) best performing Grade 12 learners in the 2015 end of year examinations	Donation delivered and distributed to the beneficiaries on 06/01/2016	R 60 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
7	Anglo American Platinum (LPEDT)	R2 179 123.15 (Donor is R1 815 790.97 & LDOE is R363 332.18)	2015/16	Infrastructure Support	Construction of an Admin Block at Maphuto Primary School	Towards practical completion	R 2 179 123.15	R334 367.21	Payment is for work done	Donor and Department site progress and technical Monitoring & Support
8	Salaamedia	R 65 000	2015/16	Infrastructure Support	Drilling and fitting of borehole	Project completed in February 2016	R 65 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
9	Salaamedia	R 75 000	2015/16	Infrastructure Support	Drilling and fitting of borehole	The project was abandoned because of lack of water	R 75 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
10	Salaamedia	R 75 000	2015/16	Infrastructure Support	Drilling and fitting of borehole	Project completed in February 2016	R 75 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
11	Westenburg Secondary School	R 2 500	2015	Staff Support	Refrigerator for utilisation in the office of the PA of the HOD. Once office of the PA to the HOD has a functioning refrigerator, the donation will be transferred to the Director, Capricorn District, where there is a need.		R 2 500	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
12	Modikwa Platinum Mine	R 4 600 000	2014-2018	Infrastructure and Curriculum Support	Infrastructure support to Matholeni Primary and Phutinare Secondary Schools and Curriculum support to nine Secondary Schools in Leolo Circuit within Sekhukhune District		R 4 600 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
13	World Vision South Africa	R 700 000	2015/16	Whole School Improvement	Whole School Improvement to selected schools within Vhembe and Mopani Districts	Trainings conducted for 42 schools in Vhembe & Mopani Districts	R 700 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
14	World Vision South Africa	R 6 600 000	2015/16	Learner Support	Bicycle Education Empowerment Programme (BEEP) to support scholar transport in Mopani and Vhembe Districts	Bicycles distributed to beneficiaries during March, April, May & June 2015	R 6 600 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
15	Northam Platinum Mine - Booyseendal Division	R 1 800 000		Infrastructure and Curriculum Support	Erection of Ngwaabe Combined Schools Science Laboratory to be built at Gobetse Secondary School and provision of equipment, targeting nine (9) secondary schools in the Ngwaabe Area		R 1 800 000			Donor and Department site progress and technical Monitoring & Support
16	MTN SA Foundation	R 3 890 000		Curriculum Support	Establishment of computer laboratories in an effort to improve E-learning in schools within identified Districts and Circuits.		R 3 890 000			Donor and Department site progress and technical Monitoring & Support

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
17	Malefo Transport	R 6 000	2015	Staff and Learner Support	Preparation for the farewell function of Mr Makgamatha and 2015 Grade 12 learners	The donor deposited the money directly into the School's Bank Account	R 6 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
18	MTN SA Foundation	R 300 000	2015	Learner Support	100 Qhubeka Buffalo Bicycles for learners who travel great distances by foot to attend school.	Bicycles distributed to beneficiaries on 29 July 2015	R 300 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
19	National Lottery Distribution Fund	R 300 000	31/03/2015	Infrastructure Support	Cash donation for the construction of Combi Court for learners	The donor deposited the money directly into the School's Bank Account	R 300 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
20	Molteno Institute for Language & Literacy	R 50 000	22/06/2015	Curriculum Support	Evaluation, training and support to Subject Advisors, School Management Teams and teachers to improve planning and implementation of CAPS as well as SGBs on governance	Trainings conducted in 7 Circuits in Capricorn District	R 50 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
21	Goldrush Gaming Group	R 1 250 000	2015 (1 year)	Curriculum Support	Support Early Childhood Development (ECD) in Waterberg, Mopani and Sekhukhune Districts.		R 1 250 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
22	Meropa Casino and Entertainment World	R 431 432	2015 (1 year)	Whole School Support	Support school improvement within various schools		R 431 432			Donor and Department site progress and technical Monitoring & Support
23	The Embassy of the Bolivarian Republic of Venezuela	R 50 000	2015 (1 year)	Learner Support	500 backpacks with corresponding supplies to Hleketani Primary School in Waterberg District	Delivered in July 2015	R 50 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
24	Limpopo Department of Economic Development and Tourism	R 1 456 000	2015 (1 year)	Curriculum Support	Offline content solutions in ten (10) schools within Districts		R 1 456 000			Donor and Department site progress and technical Monitoring & Support
25	Murray and Roberts	R 175 120	2015/16	Curriculum Support	Construction of a Mini Library		R 175 120			Donor and Department site progress and technical Monitoring & Support

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
26	World Vision	R 50 000	2015/16	Infrastructure Support	Ablution facilities	Ablution facilities completed in 2 schools in Mopani District & 1 in Vhembe District under construction	R 50 000	Nil	100% donor funded	Donor and Department site progress and technical Monitoring & Support
27	Motheo Consulting	R 100 000	2015/16	Infrastructure Support	Administration block		R 100 000			Donor and Department site progress and technical Monitoring & Support
28	Embassy of USA - Department of Defence	R 2 924 223.52	2015/16	Infrastructure development at Mamot halo PS	Four seat toilet block, six classroom block and renovation 3x4 Enviroloo toilet block	Project completed and handed over in May 2016	R 2 924 223.52	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
29	Adziambe i & Sons Ltd (Pty)	R 68 679.21	03/09/2015	Infrastructure development at Gilbert NNdanganeni PS	Erection of proper fencing	Money deposited into School's Bank Account in September 2015	R 68 679.21	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support

#	Name of donor	Full amount of the funding R	Period of the commitment	Purpose of the funding	Expected Outputs	Actual Outputs achieved	Amount received in current period R	Amount spent by the Department R	Reason for the funds unspent	Monitoring mechanism by the donor
30	NLDTF (Lottery)	R 116 134.40	23/11/2015	Curriculum Support	Erection of 2 chess platforms.		R 116 134.40	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
31	MTN SA Foundation	R 24 000		Learner Support	8 Qhubeka Buffalo Bicycles for learners who travel great distances by foot to attend school.	Bicycles distributed to beneficiaries in July 2015	R 24 000.00	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
32	Clarke Consultants	R 5 143.70	Once-off (August 2015)	Learner Support	10 boxes of 48 packs of sanitary pads for support during women's month.	Distributed to beneficiaries in February 2016	R 5 143.70	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
33	US Peace Corps	R11 000 000	2015/16	Curriculum Support	Support implementation of CAPS – English 1 st additional language	Peace Corps Volunteers placed teaching English in selected schools	R11 000 000	Nil	100 % donor funded	Donor and Department site progress and technical Monitoring & Support
TOTAL		R 45 359 232.83								

8. CAPITAL INVESTMENT

Capital investment, maintenance and asset management plan

Progress made on implementing the capital, investment and asset management plan.

During the 2015/16 financial year the Department was able to resource the infrastructure component to a certain degree, but also had a number of challenges in that there have been severe storms that have damaged more than 96 schools. Damages were also caused by political unrests. These incidents have put severe strain on the already under-resourced budget.

From previous years there have been commitments that needed to be serviced and incomplete projects that needed to be completed. This will enable the Department to finalise 93 projects that have been started and not fully completed nor handed over. All projects and commitments have been brought under the attention of Provincial Treasury and DBE. It has resulted in making available an additional budget of R150 million from Provincial Treasury and R79,5 million from DBE. This additional budget was fully utilised in servicing the outstanding commitments.

The appointment of CSIR to undertake a conditional assessment of all the schools in the province has been mostly completed and will enable the Department to identify the backlog of maintenance and refurbishment cost in the province. It will also identify the shortage of sanitation requirements in the province and the requirement of classrooms in terms of the Norms and Standards. Preliminary results indicate a shortage of 40 000 toilet seats at the schools in the province and a shortage of about 6 000 classrooms.

The geospatial analysis which will utilise the condition assessment information will enable the department to effectively plan for future development of schools in the most cost efficient manner.

From 2012/13 the Main Appropriation budget has been systematically reduced. This has had an impact on the level of services that the department has been able to provide. To enable the Department to provide the expected level of service it will be required to substantially increase the allocation to address the maintenance and refurbishment backlog as well as sanitation services.

The following table indicates the Implementing Agents the Department is using to implement its Infrastructure Delivery, and the number of projects allocated to them. These projects vary in size from major projects of new schools and Upgrades and Additions, mainly through IDT, and smaller projects of water and sanitation, mainly through Mvula Trust:

Implementing Agent	Number of projects allocated to Implementing Agent
IDT	330
Mvula Trust	384
CSIR	367
LEDA	113
LDPWR&I	82
LDoE	78

Due to the project funding being restricted in the previous financial year and the instruction to the Implementing Agents to with-hold payments to the contractors the contractors have not been able to deliver against their project plans due to the shortage of funding. This has resulted in a blanket extension of time to the contractors and has negatively impacted the projected cash flows.

Plans to close down or down-grade any current facilities,

From a total of 301 schools initially identified to be merged in the 2014/15 financial year, only 63 were successfully merged. There has been some progress in 2015/2016 financial year whereby an additional 76 schools were successfully merged with the cooperation of communities. Once the merging process has been

completed, the vacated school buildings will be surrendered to the Department of Public Works, Roads and Infrastructure (LDPWR&I) as the Provincial Custodian of Immovable Assets.

Progress made on the maintenance of infrastructure

Current (day-to-day) maintenance of school buildings is the responsibility of the School Governing Bodies, while the Department is responsible for the scheduled maintenance. As in previous years, the bulk of the maintenance works was to deal with storm damaged schools.

LEDA has been appointed to empty toilets and do minor maintenance to the sanitation infrastructure at schools.

Measures taken to ensure that the Department's asset register remained up-to-date during the period under review

The Department has engaged the CSIR to conduct a condition assessment of all its immovable assets. This exercise will assist in placing a fair value on all those assets for which there are not supporting documents. The conditions assessments and valuation of all existing facilities are expected to be completed within 2016/2017.

The Department is in the process of reconstructing the asset register from the available records. The first phase of this entails obtaining supporting documents for all completed projects in order to transfer these to the Department of Public Works. Records Management processes are being amended to ensure that disclosures in the AFS are supported by documents that are readily available for auditing processes.

There are 34 projects that have been transferred from to the Department of Public Works in compliance to Section 42 of the PFMA. Confirmation regarding the transfer of 29 projects was received in 2015/2016. Confirmation regarding the transfer of the remaining 5 projects was received in the first quarter of 2016/2017.

The Department has implemented electronic asset register (BAUD system) as per Provincial Treasury mandate. The system works on bar-coding system and uses scanning devices for uploading and verification of assets. All officials (39) in Head Office and districts were trained on the system to enable them to operate.

Workshops on the process and day to day processes of asset management were conducted and the department holds quarterly meeting with all officials within the districts as a way of support and monitoring progress on execution of asset management functions.

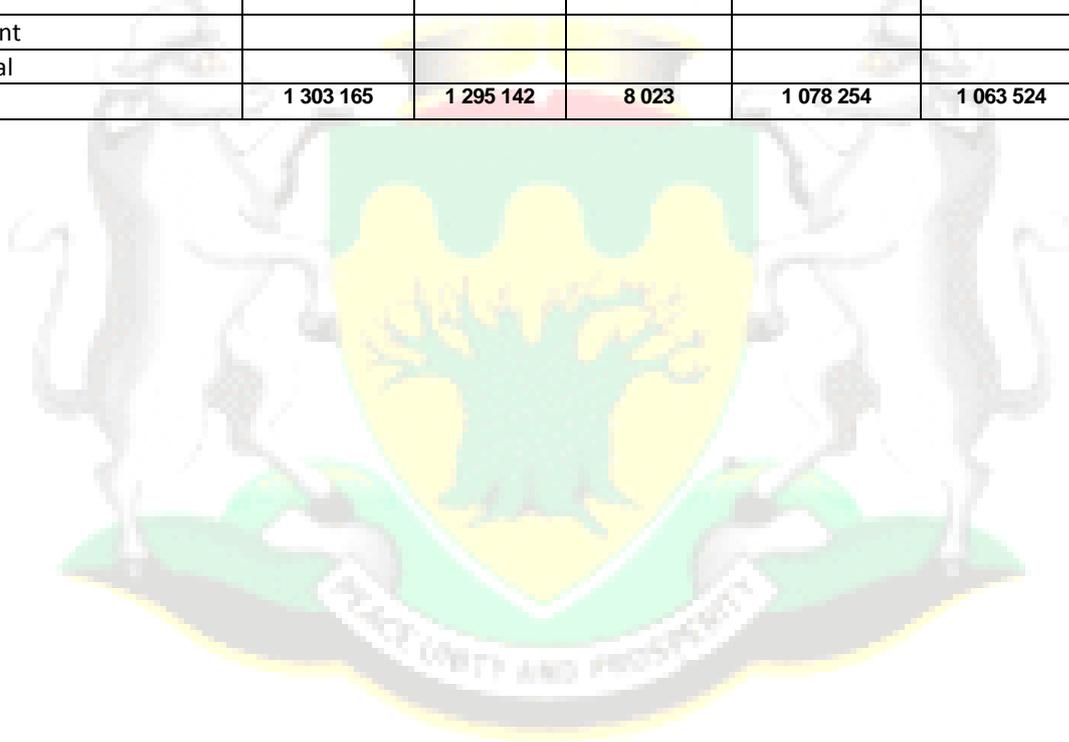
Department has tried to ensure that all assets that were on the manual asset register for 2014/15 are captured in the BAUD system. However the manual register was not reliable and incomplete. The valuation was not up to date. Some assets were at R0.00 value and were recognised on BAUD system at R1.00 as per accounting principle.

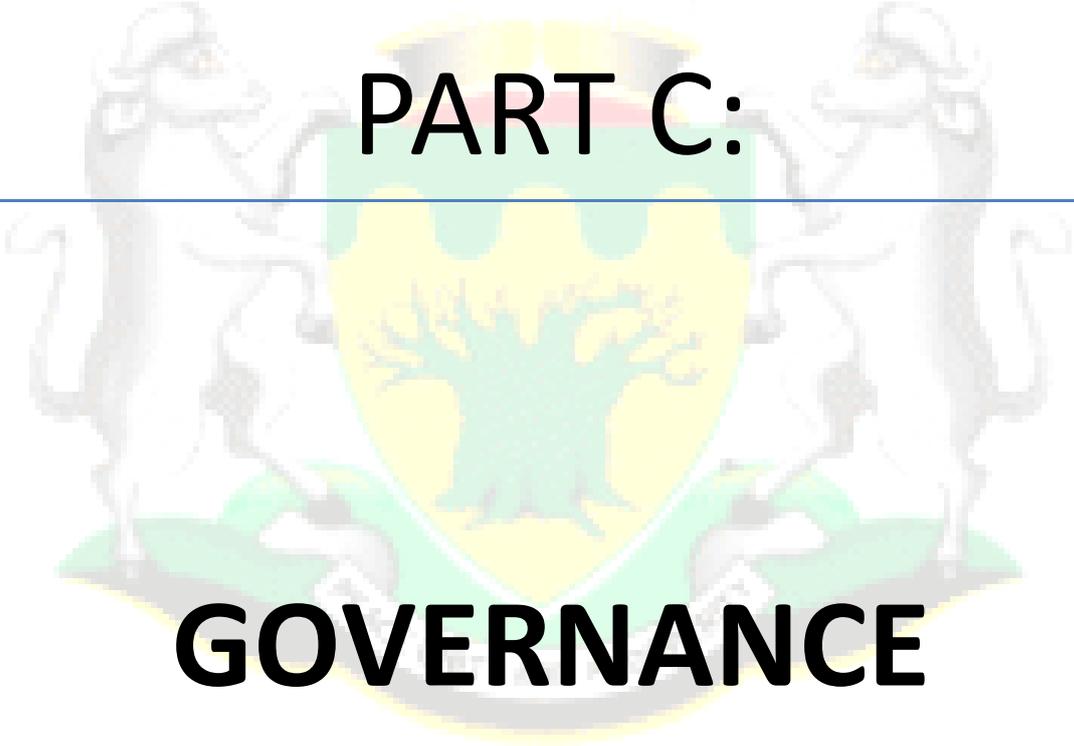
The implementation of the system has assisted the Department to see the gaps in terms of valuation, locations (as some were unknown), assets that could not be verified which otherwise one could not be able to detect using manual system, dates of acquisitions and disposed assets whose values were not subtracted from the register. With all these, the department will be able to develop strategy to correct these gaps.

Details as to how asset holdings have changed over the period under review, including information on disposals, scrapping and loss due to theft

The Department has disposed scrapped, obsolete and unserviceable assets and sold the on auction in the year under review. The total revenue of R2 2800 000.00 has been collected throughout the year and disclosed in the notes of the Financial statements. There were no reported theft and losses from the asset register.

Infrastructure projects	2014/2015			2015/2016		
	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000
New and replacement assets	43 546	39 910	3 636	128 511	129 794	(1 283)
Existing infrastructure assets	1 259 619	1 255 232	4 387	949 743	933 730	16 013
Upgrades and additions	1 227 284	1227 103	181	767 013	778 484	(11 471)
Rehabilitation, renovations and refurbishments	2 000	-	2 000	122 728	132 368	(9 640)
Maintenance and repairs	30 335	28 129	2 206	60 002	22 878	37 124
Infrastructure transfer						
Current						
Capital						
Total	1 303 165	1 295 142	8 023	1 078 254	1 063 524	14 730





PART C:

GOVERNANCE

1. INTRODUCTION

In promoting good governance and ensuring that the strategic objectives are effectively and efficiently achieved the Department accounts to the following structures:

- Executive Committee of the Province [EXCO]
- The Executing Authority [MEC]
- The Audit Committee
- The Portfolio Committee on Education
- Standing Committee on Public Accounts
- National Treasury
- Provincial Treasury
- MINMEC of Education
- Office of the Premier
- Office of the Auditor General

2. RISK MANAGEMENT

The Department has in line with the PFMA and Public Service Risk Management Framework developed a Risk Management Policy, Strategy and Implementation Plan as well as the Fraud Prevention Plan. In order to encourage employees to report all acts of Corruption; Education and Awareness workshops and campaigns were conducted during the financial year. Risk Assessment was conducted in the financial year under review and the Top Ten Risks were prioritised. The Department reports on a quarterly basis to the Audit Committee in relation to progress made in mitigating the risks identified. The Risk Management Committee has been established and guided by the Risk Management Charter.

The critical risks mentioned in the Top Ten Risks and its mitigating factors are hereby tabled below:

Risks	Mitigation Measure	Progress Made
Collapsed departmental IT Infrastructure due to budgetary constraints	Provision of budget as per phased ICT business plan	Provincial Treasury provided assistance in a form of funds amounting to R15m to revamp/refresh the departmental ICT infrastructure which will commence in Quarter 1 of 2016.17FY.
Non implementation of post provisioning	Manage the consultation process within the prescribed fora	Consultation processes were managed adequately within the prescribed fora. Redeployment of educators was done timeously.
Food poisoning	Monitoring and support to schools implementing NSNP to ensure adherence to policy. Establishment of NSNP committee at schools	The NSNP has been monitored and supported as follows: 4511 schools were monitored in the financial year under review. 123 on Nutrition Education workshops were conducted in different schools. NSNP committees have been established in schools where Financial Management training was conducted.
Inadequate provision of school infrastructure	Undertaking condition assessment on all education facilities Development of credible User Asset Management Plan [UAMP]	An assessment was conducted on all educational facilities and a credible User Asset Management Plan was developed and implemented as follows: <ul style="list-style-type: none"> • 354 schools were build • 143 boreholes drilled in schools and 33 completed • 33 Schools were provided with water supply. • 3 schools were provided with electricity supply. • 57 schools supplied with sanitation facilities

Risks	Mitigation Measure	Progress Made
		<ul style="list-style-type: none"> • 128 special rooms build • 5 new schools practically completed and ready for occupation. • 2 Hostels build • 25 Schools were erected with fencing • 2 technical workshops build • 5 Laboratories build • 2 libraries build • 1 Computer Laboratories build • 3 Halls build • 28 Admin blocks build • 44 Nutrition Centres Build • 19 Guard Houses build • 115 Toilets build • 26101 furniture units provided to schools
Funding of school [Norms and standards] below the prescribed national norm	<p>Due diligence on Programme 2 to identify possible savings</p> <p>Consultation with affected stakeholders</p>	Funds were shifted from CoE to Norms and standards, this is what the department will continue doing.
Inadequate Records Management	<p>Acquiring of huge storage</p> <p>Conducting records management awareness on a quarterly basis</p>	<p>Mastec has been identified and Lebowakgomo has been refurbished as a storage site.</p> <p>Records management awareness workshops were conducted in different institutions of the department. 1361 Institutions were reached during the financial year under review.</p>
Inadequate curriculum coverage	Monitoring of registers by Circuit Managers and submission thereof quarterly registers to District Coordination and Institutional Governance	The monitoring process has been revived and the template has been developed and implemented. The registers were monitored by Circuit Managers in all schools. From the monitoring exercise, about 188 District employees were trained on curriculum management.
Shortage of textbooks in schools	<p>Monitoring the retrieval of text books by the schools.</p> <p>Review the standardized operating procedures</p>	The retrieval of text books has been monitored in all schools and the retrieval rate was at 91.8% as of the end of the Financial year.
Goods and services not available at the time they are required	<p>Appointment of the Chief Director SCM and 2 Deputy Directors</p> <p>Training of personnel on implementation of procurement plan</p>	<p>The recruitment process for the appointment of the Chief Director SCM has commenced. The Unit has also being capacitated by the transfer of 1 Deputy Director.</p> <p>The Provincial Treasury has capacitated SCM in a form of training all employees in the Unit.</p>
Inadequate asset management [Immovable and movable]	<p>Capacitating personnel in the Unit</p> <p>Training of Asset Practitioners on Baud System</p> <p>Finalise transfers of Immovable assets to Department of Public Works</p>	<p>The Unit will be fully capacitated in the 2016/17 FY as per the newly approved departmental structure.</p> <p>All asset practitioners including districts were trained on the usage of BAUD System..</p> <p>CSIR completed condition assessment of immovable properties of all our schools and once it has been verified by the department transfers will be made to public works</p>

3. FRAUD AND CORRUPTION

The Department of Education has taken a ZERO tolerance stance on Fraud and Corruption. The Department has put measures in place amongst other of denial of opportunity, effective leadership, risk management, effective internal controls and employee screening. The Fraud Prevention Plan has been developed and approved with provides for processes in terms of which the Department will mitigate, control and reduce the risk of fraud. The Plan also provides the mechanism for the early detection of fraud and investigation of fraud offences so as to minimize the negative effects of fraud and corruption.

The Department has developed the Protected Disclosure Policy [Whistle Blowing Policy] with the aim of providing a means which employees and members of the public are able to raise concerns with the appropriate line management, or specifically appointed person in the Department, where they have reasonable ground for believing that there is fraud and corruption. Awareness campaigns were conducted to encourage all employees to report all acts of unethical behaviour in terms of the above policy. The Department is in the process of finalising the allegations of fraud and corruption cases reported to ensure that appropriate action is taken in case of founded matters.

4. MINIMISING CONFLICT OF INTEREST

All SMS members have submitted their Financial Disclosures as required by the Public Regulations and other related prescripts. The disclosures are submitted online through the E-Disclosure method. Corporate Services conducted road shows to educate all employees regarding Remunerative Work outside the Public Service (RWOPS). Employees other than SMS members, submit application for consideration by the Executing Authority if they are to engage in any remunerative work outside the public service.

Employees who are role-players in the Supply Chain Management processes are made to sign the Code of Conduct for Supply Chain Practitioners and other Role Players committing them to uphold ethical practices in managing and handling the process. They are also required to sign confirmation of non-conflict of interest for every bid transaction they handle. No cases of conflict of interest were identified during the year under review.

5. CODE OF CONDUCT

The Department has supplied all its employees with the Code of Conduct for the Public Service as per Chapter 2 of the Public Service Regulations. The Code of Conduct is enforced and all supervisors have the duty to ensure that exemplary conduct is maintained.

Any employee who is found to be in breach of the Code of Conduct, which should be read with other prescripts governing good conduct, is accordingly charged with misconduct and appears before a disciplinary enquiry. The disciplinary process is conducted following the Disciplinary Codes for various categories of employees; viz. Employment of Educator Act Schedule 2 for educators, PSCBC Resolution 1 of 2003 for PSA employees and Ministerial Directive: Disciplinary Code and Procedures for members of the SMS for SMS members.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

The Department's Employee Health and Wellness division conducts various activities in furtherance of the objectives of the Occupational Health and Safety Act and Occupational Health and Safety Act no 85 of 1993 as amended. The main objective is to ensure that the work environment is safe and conducive for employees in order to enhance service delivery.

6.1.1 Safety Audits

The Occupational Health and Safety Act direct employers to conduct safety audits of the workplace environment; buildings and surroundings. In this regards 19 workplaces were audited during the period 01 April 2015 to 31 March 2016. There are overall challenges of dilapidated schools buildings; including ablution facilities, offices and dispersed location of offices at Head Office. This challenge is receiving the attention of Infrastructure considering the financial constraints the Department is faced with.

6.2 Medical screening

This is an activity that the Department continuously offers to its employees on a monthly basis. The service is offered free by Government Employee Medical Scheme (GEMS.). This activity helps employees to know their health status and be able to maintain what is good or get medical assistance on time. The following are different tests that are done: cholesterol, blood pressure, and glucose and body mass index. During the period under review, 2954 employees were screened. Employees are encourage to take part in various sporting activities that Department organizes weekly on Wednesdays and other related annual activities.

6.3 Safety Committees

Section 18 (3) of the Occupational Health and Safety Act no 85 of 1993 as amended, stipulates that Safety Committee members should be appointed per premises and trained on their legal functions. The committees were appointed for the prescribed three (3) period and they are functional and they present reports on a quarterly basis. New committees will be appointed in the next financial year as the third year of the incumbent committees expired at the end of March 2016.

The Committee couldn't receive the complete formal training due budgetary constraints but they were given orientation on their basic functions.

6.4 Compensation for Occupational Injuries and Diseases (COID)

The Compensation for Occupational Injuries and Diseases Act no 130 of 1993, as amended stipulates the procedures to follow when an employee is injured at work. The employer should assist an injured employee and pay for medical expense thereof. The employer has the duty to assist the employee through the process of claiming for compensation where it is due.

During the period 01 April 2015 to 31 March 2016, three hundred and eighty four (384) cases were attended to.

7. PORTFOLIO COMMITTEES

Date of the Meeting	Matters raised by the Portfolio Committee	How has the department addressed these matters
21 May 2015	Visit of schools by the Portfolio Committee and the Department of Education	The Portfolio committee and the Department of Education visited schools and outcome of monitoring implemented.
	Training of Educators should be reported quarterly	Educators are trained and report is made available quarterly
	The Department should arrange a meeting with all Infrastructure implementing Agents	Regular meetings are held with all implementing agents
	The Department should develop a maintenance plan for all schools	The Department has developed infrastructure plan which includes maintenance and provision of water and sanitation

Date of the Meeting	Matters raised by the Portfolio Committee	How has the department addressed these matters
	The Department should improve on provision of water and sanitation at schools	
	The Department should ensure that all schools receive Textbooks	The Department is dealing with top up of textbooks requested by schools
	There is a need for the Department to come up with integrated mechanism to improve learner performance in Sekhukhune and Waterberg District	School improvement plan developed Waterberg and Sekhukhune and term progress report provided .monitoring of learner performance done on a quarterly basis
	The Department should fastrack the process of merging small schools	301 Schools were identified for merging on the basis of their inability to deliver on their core mandates e.g. curriculum delivery, given the minimum resources available to them. To date, 98 schools have been merged. 52 schools are still to be merged.

8. SCOPA RESOLUTIONS

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
1	The Committee recommended that the MEC must institute an investigation on why officials did not submit adequate and appropriate documentations during the time of the audit to support the completeness, accuracy and valuation of assets. The Committee further recommended that the MEC must take appropriate action against the Accounting Officer as required by PFMA. The Accounting Officer must also take appropriate action against the responsible officials. The Committee further recommended that	<p>They were advised to take action against the responsible officials as per the SCOPA resolution.</p> <p>The Department was once again advised to develop a credible and reliable asset register by seeking the assistance of Provincial Treasury as well as other Provincial Departments which do not have challenges with their asset registers.</p>	<p>The Department is still having some challenges with regard to their assets and they were advised to come up with a strategy that will assist in resolving them.</p> <p>Regarding the action against the responsible officials the Accounting Officer has been suspended and action was also taken against the other official but he has since retired.</p> <p>During the follow up meeting it was indicated that Provincial Treasury is assisting them with the movable assets.</p> <p>It was indicated that the Department is still busy updating its asset register.</p> <p>Asset registers still a challenge but the Department is busy working on it.</p> <p>The Department is trying its level best to have the asset register to be updated.</p> <p>Partially implemented.</p>	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	<p>the Accounting Officer must conduct proper management of assets as required by PFMA, including the development of credible and reliable asset management register, and filing and record management system. It is further recommended that the Accounting Officer must also develop a system to properly record, reconcile and verify assets. The Accounting Officer must also implement proper control systems to safeguard and maintain assets of the Department.</p>			
2	<p>The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop an effective system of control over receivables for Departmental revenue for proper allocation of receivables, reconciliation of debtors and charging of interests. It is further recommended that the Accounting Officer must</p>	<p>They were advised to take action against the responsible officials, including the development of plan to effectively collect debts before they are written-off as per the resolution of SCOPA.</p> <p>The Department indicated that action was taken against the GM: Financial administration but they were advised to provide proof to this effect.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>They indicated that PWC has been appointed to assist to resolve these issues.</p> <p>To do the follow up on the matter regarding the action taken against the GM: Financial administration.</p> <p>The matter is still pending but the progress will be provided.</p> <p>The Acting HOD promised to do a follow up on the matter.</p> <p>Still waiting for the Department to do the follow up on the matter.</p> <p>No progress was reported on this matter. Not implemented</p>	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	develop a plan to effectively collect debts before they are written-off.			
3	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. It is further recommended that the Accounting Officer must develop a proper and reliable record management system, and a system to properly record and reconcile expenditures.	<p>They were advised to take action against the responsible officials as well as to develop a proper and reliable record management system, and a system to properly record and reconcile expenditures.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>To do the follow up on the progress made regarding the action taken against the eight (8) district officials and the Mopani DSM.</p> <p>Records management policy had been developed and approved.</p> <p>Copies of the letters regarding the action taken against the eight (8) district officials and the Mopani DSM to be provided before the end of September 2014.</p> <p>The Acting HOD promised to do a follow up on the matter.</p> <p>No progress was reported on this matter. Partially implemented</p>	Not resolved
4	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop a reliable record management system for easy recording and retrieval of documents. It is further recommended that the Accounting Officer must ensure that overpayments to service providers must be recovered with immediate effect.	<p>They were advised to take action against the responsible officials and to ensure that overpayments to service providers must be recovered with immediate effect. It was indicated that the overpayments have been recovered but they were advised to provide proof to this effect.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>To do the follow up on the progress made regarding the matter and to provide proof that the overpayments were indeed recovered.</p> <p>The Acting HOD promised to provide a proof that the overpayments were recovered.</p> <p>Proof of payment still outstanding.</p> <p>Still waiting for the proof of payment to be provided. Not implemented</p>	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
5	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop effective internal control systems for proper classification of expenditures and record management system.	The Department was advised to take action against the responsible officials and also to develop effective internal control systems for proper classification of expenditures and record management system.	The Department that the development of effective internal control systems for proper classification of expenditures and record management system has been done. Regarding the action against the responsible officials they indicated that no action could be taken because all documents were with Section 100 (1) (b) Forensic Investigation Team. Fully implemented	Resolved
6	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop credible and reliable systems of control over commitments in order to properly identify, classify and recognise all commitments. It is further recommended that the Accounting Officer must develop a credible record and filing management system.	The Department was advised to take action against the responsible officials as well as developing credible and reliable systems of control over commitments in order to properly identify, classify and recognise all commitments.	Regarding the action against the responsible officials they indicated that no action could be taken because all documents were with Section 100 (1) (b) Forensic Investigation Team. Each Cost Centre keeps a register for all orders and that EFMS. is used for all infrastructure projects. Fully implemented	Resolved
7	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials.	The Department was advised to take action against the responsible officials, including the development of credible and reliable systems of control over accruals in	They have indicated that there is improvement on the management of accruals since they the PWC left. To do the follow up on the matter regarding the action taken against	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	<p>The Committee further recommended that the Accounting Officer must develop credible and reliable systems of control over accruals in order to properly identify and recognise accruals. It is further recommended that the Accounting Officer must develop a credible record and filing management system. The Accounting Officer must also develop an effective system to ensure that payments due to service providers are settled within 30 days of receipt of invoice.</p>	<p>order to properly identify and recognise accruals.</p> <p>The Department indicated that action was taken against the GM: Financial administration but they were advised to provide proof to this effect.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>the GM: Financial administration.</p> <p>The Acting HOD promised to do a follow up on the matter.</p> <p>Still waiting for the Department to do the follow up on the matter.</p> <p>No progress was reported on this matter.</p> <p>Partially implemented</p>	
8	<p>The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop credible and reliable systems of control over contingent liabilities. It is further recommended that the Accounting Officer must develop a credible record and filing management system.</p>	<p>The Department was advised to take action against the responsible officials, including the development of credible and reliable systems of control over contingent liabilities.</p> <p>The Department indicated that action was taken against the SM: Legal Services who has since resigned but they were advised to provide proof to this effect.</p>	<p>Records management policy had been developed and approved.</p> <p>Proof has been provided by the Department that a credible and reliable system of control over contingent liabilities has been developed.</p> <p>Fully implemented</p>	Resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
9	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must establish a credible and reliable record management system.	<p>The Department was advised to take action against the responsible officials and that credible and reliable record management systems should be established.</p> <p>The Department indicated that action could not be taken against the responsible officials because the information was rejected by the AG, hence they were requested to provide the explanations why the information was rejected by the AG.</p>	<p>The record management strategy and action plan have been developed and implemented.</p> <p>To investigate why the information was rejected by the Auditor General.</p> <p>The information was rejected by the AG because it was submitted late and we therefore agreed that the resolution should be closed, but the Department was warned not to repeat the same mistake again.</p> <p>Fully implemented</p>	Resolved
10	The Committee recommended that the MEC must institute an investigation on why the Department is incurring irregular expenditures and take appropriate action to address such anomaly. The Committee recommended that the Accounting Officer must provide a detail breakdown of irregular expenditure incurred. The Committee further recommended that the MEC must take action against the Accounting Officer for failure to include details of irregular expenditure in the financial statements. The Committee recommended that Accounting Officer must take appropriate action	<p>However, the Department was advised to take effective steps to detect and prevent irregular expenditure and also develop and implement systems and procedures to ensure that all officials comply with procurement and contract management.</p>	<p>No action has been taken against the responsible officials as they have resigned from the public service and the Accounting Officer has been suspended. Section 100 (1)(b) has established an invoice verification unit that checks all invoices received for compliance before payments can be effected.</p> <p>To investigate the other issues so that progress can be provided.</p> <p>The Acting HOD promised to provide the breakdown of all irregular expenditures incurred.</p> <p>No progress was reported on this matter.</p> <p>Partially implemented</p>	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	<p>against the responsible officials, including the recovery of irregular expenditure which cannot be condoned as required by Treasury Regulation. The Committee further recommended that the Accounting Officer must take effective steps to detect and prevent irregular expenditure and also develop and implement systems and procedures to ensure that all officials comply with procurement and contract management rules and regulations.</p>			
11	<p>The Committee recommended that the MEC must take appropriate action against the Accounting Officer for failing to include material fruitless and wasteful expenditure in the financial statements. The Committee further recommended that the Accounting Officer must also take appropriate action against the responsible officials. The Accounting Officer must also take effective and appropriate steps to detect and prevent wasteful and fruitless expenditures. It is further</p>	<p>They were advised to take action against the responsible officials and to ensure that appropriate steps are being taken to recover fruitless and wasteful expenditure in order to comply with the resolution.</p>	<p>The Accounting officer has been suspended.</p> <p>To do the follow up on other issues in order to provide the progress report.</p> <p>The Acting HOD promised to do a follow up on the matter.</p> <p>Still waiting for the Department to do the follow up on the matter.</p> <p>No progress was reported on this matter.</p> <p>Partially implemented</p>	<p>Not resolved</p>

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	recommended that the Accounting Officer must take appropriate steps to recover fruitless and wasteful expenditure amounting to R95 954 191 by 30 November 2013. The Accounting Officer must provide a quarterly progress report on the recovery of fruitless and wasteful expenditure.			
12	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials found guilty of negligence and non-compliance with rules and regulations. The Committee further recommended that the Accounting Officer must establish mechanisms and systems to control and manage lawsuits and also report the outcomes of the pending lawsuits.	<p>They were advised to take action against the responsible officials and that the Accounting Officer to establish mechanisms and systems to control and manage lawsuits and also report the outcomes of the pending lawsuits.</p> <p>The Department indicated that action was taken against the responsible officials but they were advised to provide proof to this effect.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>To do the follow up on other issues and to provide proof that action was taken against the responsible officials.</p> <p>The Acting HOD promised to do a follow up on the matter.</p> <p>Still waiting for the Department to do the follow up on the matter.</p> <p>No progress was reported on this matter.</p> <p>Not implemented</p>	Not resolved
13	The Committee recommended that the Accounting Officer must properly train officials dealing with assets management in order to properly classify assets.	They were advised to comply with the resolution by properly training officials dealing with assets management in order to correctly classify assets.	Officials have been trained on the framework which includes disclosure of assets. Fully implemented	Resolved
14	The Committee recommended that	They were advised to comply with the resolution	Debts are recovered through Peral deductions.	Resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	the Accounting Officer must strengthen their internal control system in order to ensure that all debts are identified and collected before they are written-off. The Committee further recommended that the Accounting Officer must ensure that staff debt is automatically recovered using the PERSAL system.	by strengthening their internal control system in order to ensure that all debts are identified and collected before they are written-off.	Persal reports were produced to show that debts are being recovered through the system. Fully implemented	
15	The Committee recommended that the Accounting Officer must develop plan to effectively utilise its budget.	The Department was advised to develop a plan to effectively utilise its budget as per the resolution. Budget committee meetings are held monthly to discuss and analyse the spending trends as part of the IYM, hence they were requested to provide minutes of such meetings.	The IYM report was provided but minutes for the monthly meetings were still outstanding and they promised to provide them. Minutes were provided by the Department to indicate that meetings are being held to discuss their budget and other related issues. Fully implemented	Resolved
16	The Committee recommended that unauthorized expenditure incurred due to underfunding of conditional grants under programme 5 (R5, 021 million), and budget constraints for transfers and subsidies for norms and standards funding to schools under programme 2 (R127,957 million) be approved with funding. The Committee further recommended that unauthorized expenditure for	They were advised to take action against the responsible officials as per the resolution and the issue of the Unauthorised expenditure has been approved by the Legislature by passing the Bill.	The issue of unauthorized expenditure has been resolved and the Bill was passed by the Legislature. Fully implemented	Resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	compensation of employees under programme 1 (R28,839 million) and programme 6 (R13,395 million) be approved without funding and that the Accounting Officer must take appropriate action against the responsible officials.			
17	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop processes and systems to verify performance information in-line with the requirement of the National Treasury Framework for Managing Programme Performance Information (FMPPi). It is further recommended that the Accounting Officer must adequately review performance information.	They were advised to take action against the responsible officials and that the Accounting Officer must develop processes and systems to verify performance information in-line with the requirement of the National Treasury Framework for Managing Programme Performance Information (FMPPi).	The Department indicated that action could not be taken against the responsible officials because it was something beyond their control because of financial constraints. Fully implemented	Resolved
18	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that	They were advised to take action against the responsible officials and to develop processes and systems to verify performance information in-line with the requirement of the National Treasury Framework for Managing	They have developed a turnaround strategy for all unachieved targets. No action could be taken against the responsible officials because they were having budget constraints to do some of the projects. Fully implemented	Resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	the Accounting Officer must conduct proper planning in order to ensure that planned targets are achieved.	Programme Performance Information (FMPPi).		
19	The Committee recommended that the MEC must take appropriate action against the Accounting Officer for failing to provide the Legislature with the strategic plan or annual performance plan within the required period. The Committee further recommended that the MEC must take appropriate action against the Accounting Officer for failing to ensure that the Department has an effective, efficient and transparent system of internal control regarding performance management.	They were advised to ensure that the Department has an effective, efficient and transparent system of internal control regarding performance management.	The Accounting Officer has been suspended. The Department has indicated that it has an effective, efficient and transparent system of internal control regarding performance management in place. Fully implemented	Resolved
20	The Committee recommended that the Accounting Officer must develop and implement appropriate and strict control measures in order to enforce spending within the available budget.	The Department was advised to develop and implement appropriate and strict control measures in order to enforce spending within the available budget. Budget committee meetings are held monthly to discuss and analyse the spending trends as part of the IYM, hence they were requested to provide minutes of such meetings.	Summary of payments is approved by the Accounting officer before every run. The IYM report was provided but minutes for the monthly meetings were still outstanding and they promised to provide them. Minutes were provided by the Department to indicate that meetings are being held to discuss their budget and other related issues. Fully implemented	Resolved
21	The Committee recommended that the Accounting Officer must take	The Department was advised to take action against the responsible officials as well as to	To do the follow up on the matter regarding the action taken against the GM: Financial administration.	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	<p>appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must enhance their internal control systems regarding financial and performance management as required by PFMA. It is further recommended that the Accounting Officer must ensure that financial statements and performance information are adequately reviewed before they are submitted for auditing.</p>	<p>ensure that financial statements and performance information are adequately reviewed before they are submitted for auditing.</p> <p>The Department indicated that action was taken against the GM: Financial administration but they were advised to provide proof to this effect.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>Procedure manual on the preparation of the financial statements has been developed and it was provided and that financial statements and performance information are adequately reviewed before they are submitted for auditing.</p> <p>The Acting HOD promised to do a follow up on the matter.</p> <p>Still waiting for the Department to do the follow up on the matter.</p> <p>No progress was reported on this matter.</p> <p>Partially implemented</p>	
22	<p>The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop effective mechanisms to ensure that the implementation of HIV and Aids (life skills education) grant is adequately monitored. The Committee recommended that for effective implementation of the grant, the Accounting Officer must also develop a</p>	<p>The Department was advised to take action against the responsible officials as well as the development an effective record management system for easy monitoring of the grant and to ensure that the grant is used for its intended objectives.</p> <p>However, they were requested to provide a copy of the procurement plan.</p>	<p>A procurement plan in line with the approved budget is drawn at the beginning of the financial year and used as the blue print for all grant activities and a copy of the plan has been provided. Regarding the action against the responsible officials they were given verbal warnings.</p> <p>Fully implemented</p>	Resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	plan to provide appropriate support to districts and schools. The Accounting Officer must also develop an effective record management system for easy monitoring of the grant and to ensure that the grant is used for its intended objectives.			
23	The Committee recommended that the Accounting Officer must develop mechanisms to monitor the implementation of National School Nutrition Programme grant. The Committee further recommended that the Accounting Officer must ensure that schools comply with the requirements of the Division of Revenue Grant Framework, Gazette No. 34280 and take action against non-complying schools.	They were advised to develop mechanisms to monitor the implementation of National School Nutrition Programme grant as per the resolution. They were requested to provide the copy of the guidelines developed	Guidelines were developed and a copy has been provided. Fully implemented	Resolved
24	The Committee recommended that the MEC must take action against the Accounting Officer for failure to provide sufficient and appropriate audit evidence on LTSM. The Accounting Officer must also take appropriate action against the responsible officials. The Committee	They were advised to take action against other responsible officials and also to develop and implement an effective plan to ensure that LTSM are supplied to schools in time and that records are effectively managed.	The Accounting Officer has been suspended. Regarding the action against the responsible officials they are still looking into the matter so that proper action can be taken. Documents are with GOBODO forensic auditors. Still no progress regarding the matter. Partially implemented	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	<p>further recommended that the Accounting Officer must develop and implement an effective plan to ensure that LTSM are supplied to schools in time and that records are effectively managed. The Accounting Officer must also develop a plan outlining how the challenges on textbook delivery will be addressed in the future.</p>			
25	<p>The Committee recommended that the Accounting Officer must develop an effective plan to ensure that spending on Compensation on Employees is adequately budgeted for. The Committee further recommended that the Accounting Officer must take appropriate steps to properly plan, estimate and budget allocation of funds to schools.</p>	<p>They were advised to take appropriate steps to properly plan, estimate and budget allocation of funds to schools.</p>	<p>It was indicated by the Department that spending on Compensation on Employees is adequately budgeted for.</p> <p>The IYM report was provided and that they are having monthly meetings to discuss the budget and other related issues and minutes for the monthly meetings were provided.</p> <p>Fully implemented</p>	<p>Resolved</p>
26	<p>The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop mechanisms to</p>	<p>However, they were advised to comply with the resolution by taking action against the responsible officials.</p>	<p>It was indicated by the Department that schools are fully complying with the requirements of the Division of Revenue Grant Framework.</p> <p>Regarding the action against the responsible officials they were given verbal warnings.</p> <p>Fully implemented</p>	<p>Resolved</p>

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	ensure that schools adhere and fully comply with the requirements of the Division of Revenue Grant Framework, Gazette No.34280.			
27	The Committee recommended that the MEC must take appropriate action against the Accounting Officer as required by the PFMA. The Accounting Officer must provide a breakdown of all the transactions and take appropriate action against the responsible officials, including the recovery of money earned irregularly. The Committee further recommended that the Accounting Officer must develop measures and procedures to ensure that officials comply with procurement and contract management rules and regulations. It is further recommended that the Accounting Officer must prevent employees from doing remunerative work without permission, and if found their businesses should be blacklisted.	They were advised to comply with the resolution by taking action against the responsible officials who did not comply with procurement and contract management rules and regulations, including the recovery of money earned irregularly. The Department was strongly advised to speed up this process since it is long overdue.	The Accounting officer has been suspended. Regarding the action against the responsible officials they are going provide a list of officials which they indicated that action was taken against them. Circular no.14 of 2012 was issued to all Education staff regarding the procedure to be followed when performing remunerative work outside the employment in the Public service. The Acting HOD promised to do a follow up on the matter. Still waiting for the Department to do the follow up on the matter. No progress was reported on this matter. Partially implemented	Not resolved
28	The Committee recommended that the Accounting Officer must take appropriate action	The Department was advised to take action against the responsible officials, including the development of	The Department to investigate the issue of leave management. Regarding the action against the responsible officials they are going provide a list of officials	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	<p>against the responsible officials. The Committee further recommended that the Accounting Officer must develop systems and procedures in order to verify and certify that employees receiving payments are entitled to such payments. It is further recommended that the Accounting Officer must take appropriate steps to ensure that leave taken by employees are properly recorded and verified.</p>	<p>appropriate steps to ensure that leave taken by employees are properly recorded and verified.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>which they indicated that action was taken against them and copies of the letters to be provided during our next meeting.</p> <p>Procedure Manual for terminations has been developed and a copy was provided.</p> <p>The Acting HOD promised to do a follow up on the matter.</p> <p>Still waiting for the Department to do the follow up on the matter.</p> <p>No progress was reported on this matter. Partially implemented</p>	
29	<p>The Committee recommended that the MEC must take action against the Accounting Officer. The Accounting Officer must also take action against the responsible officials. The Committee further recommended that the Accounting Officer must develop effective and reliable systems and procedures to ensure that payments due to creditors are settled within 30 days from receipt of an invoice. It is further recommended that the Accounting Officer must take effective and appropriate steps to detect and prevent</p>	<p>The Department was advised to take action against the responsible officials, including the development of effective and reliable systems and procedures to ensure that payments due to creditors are settled within 30 days from receipt of an invoice.</p> <p>The Department indicated that action was taken against the GM: Financial administration but they were advised to provide proof to this effect.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>The Accounting officer has been suspended.</p> <p>Payments to creditors are being done on a monthly basis with the exception of invoices having some challenges.</p> <p>To do the follow up on the matter regarding the action taken against the GM: Financial administration. The Acting HOD promised to do a follow up on the matter.</p> <p>Still waiting for the Department to do the follow up on the matter.</p> <p>No progress was reported on this matter. Partially implemented</p>	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	unauthorised, irregular and fruitless and wasteful expenditures.			
30	The Committee recommended that the Accounting Officer must take appropriate action against the responsible officials. The Committee further recommended that the Accounting Officer must develop strict measures to effectively utilize transfer of funds and also enforce compliance with the Division of Revenue Act framework.	<p>The Department was advised to take action against the responsible officials and also to develop strict measures to effectively utilize transfer of funds and also enforce compliance with the Division of Revenue Act framework.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>Summary of payments is approved by the Accounting officer before every run.</p> <p>Regarding the action against the responsible officials they are going to provide reasons why action could not be taken.</p> <p>The Acting HOD promised to do a follow up on the matter.</p> <p>Still waiting for the Department to do the follow up on the matter.</p> <p>No progress was reported on this matter. Partially implemented</p>	Not resolved
31	The Committee recommended that the MEC must take appropriate action against the Accounting Officer. The Accounting Officer must also take action against the responsible officials. The Committee further recommended that the Accounting Officer must develop and implement appropriate processes to provide for the identification, recording and reconciliation of revenue. It is further recommended that the Accounting Officer must take effective and appropriate steps to	The Department was advised to take action against the responsible officials and also to develop and implement appropriate processes to provide for the identification, recording and reconciliation of revenue.	<p>The Department promised to provide report that revenue is being regularly collected.</p> <p>The Accounting officer has been suspended. Regarding the action against the responsible officials they are still looking into the matter so that proper action can be taken.</p> <p>Procedure manual to be provided during our next meeting.</p> <p>Nothing was provided during the meeting.</p> <p>Partially implemented</p>	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	collect all money due to the Department, and that the reasonable steps are taken to recover all debts before they are written-off.			
32	The Committee recommended that the MEC must institute a disciplinary hearing into the allegation of financial misconduct by the Department officials. The Committee further recommended that the Accounting Officer must take appropriate action against officials found guilty for financial misconduct. A quarterly progress report on the investigation must be presented to the SCOPA and Portfolio Committee on Education.	<p>The Department was advised to <i>comply with the resolution</i> by instituting disciplinary hearings into the allegations of financial misconduct by the Department officials.</p> <p>The Department was strongly advised to speed up this process since it is long overdue.</p>	<p>The Accounting officer has been suspended.</p> <p>Regarding the action against the responsible officials they are still looking into the matter so that proper action can be taken.</p> <p>The Acting HOD promised to do a follow up on the matter. Still waiting for the Department to do the follow up on the matter. No progress was reported on this matter.</p> <p>Partially implemented</p>	Not resolved
33	The Committee recommended that the MEC must take appropriate action against the Accounting Officer for failure to review the annual performance report, and failure to adequately exercise oversight responsibility regarding financial and performance reporting and internal controls. The Committee further recommended that	The resolution has been fully implemented.	<p>The Accounting officer has been suspended according to the information from the Department.</p> <p>Fully implemented</p>	Resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	the Accounting Officer must develop a plan and mechanisms to effectively executive his/her responsibilities.			
34	The Committee recommended that the Accounting Officer must develop effective mechanisms to review and correct financial statements on monthly basis. The Committee further recommended that the Accounting Officer must take full responsibility in ensuring that the internal audit adequately performs its function.	The resolution has been fully implemented.	They indicated that effective mechanisms to review and correct financial statements are being done on a monthly basis. Fully implemented	Resolved
35	<i>The Committee recommended that the Accounting Officer must ensure that progress reports on the investigations be sent to SCOPA and the Portfolio Committee on Education. The Committee further recommended the Accounting Officer must ensure that final reports of these investigations are forwarded to SCOPA and the Portfolio Committee on Education.</i>	The Department was advised to <i>comply with the resolution by sending the progress reports on the investigations to SCOPA and the Portfolio Committee on Education as soon as possible.</i>	To investigate progress made on all the investigations in the Department. Some of the investigations have been finalized but they cannot be provided to Provincial Treasury due to their confidentialities. Partially implemented	Not resolved
36	The Committee recommended that	The Department was advised to fully implement	They are still busy implementing the recommendations provided in	Not resolved

#	Challenges/Issues Discussed	Provincial Treasury advice	Recommended strategy/Way forward by Department	Resolved or Not Resolved
	the Accounting Officer must fully implement the recommendations provided in the performance audit report.	the recommendations provided for in the performance audit report.	the performance audit report. Partially implemented	
37	The Committee recommended that the Accounting Officer must take appropriate steps against officials that did not perform during the year under review and must not get performance bonuses. It is further recommended that the Accounting Officer must take appropriate steps when awarding performance bonus to deserving officials.	The resolution has been fully implemented.	It was indicated by the Department that senior management did not receive performance bonuses. Fully implemented	Resolved

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
Immovable tangible capital assets - Insufficient audit evidence to support the disclosures in the AFS - Differences between the supporting documents and the underlying accounting records	2008/2009	The Department has engaged the CSIR to conduct a condition assessment of all its immovable assets. This exercise will assist in placing a fair value on all those assets for which there are not supporting documents. The conditions assessments and valuation of all existing facilities are expected to be

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
		<p>completed within 2016/2017.</p> <ul style="list-style-type: none"> - The Department is in the process of reconstructing the asset register from the available records. The first phase of this entails obtaining supporting documents for all completed projects in order to transfer these to the Department of Public Works. Records Management processes are being amended to ensure that disclosures in the AFS are supported by documents that are readily available for auditing processes. - To date, there are 34 projects that have been transferred from to the Department of Public Works in compliance to Section 42 of the PFMA. Confirmation regarding the transfer of 29 projects was received in 2015/2016. Confirmation regarding the transfer of the remaining 5 projects was received in the first quarter of 2016/2017.
<p>Movable tangible capital assets - Asset register did not have all mandatory information and assets could not be located at the locations as indicated by the Asset Register</p>	<p>2008/2009</p>	<p>The challenge with the maintenance of the asset register was the fact that it was excel based. The Department has installed the BAUD asset management system which will assist in asset verification. The results thereof will then be transferred to the excel asset register.</p>
<p>Expenditure for capital assets - Current expenditure was incorrectly classified as capital expenditure</p>	<p>2012/13</p>	<p>The budget for current expenditure on capital assets has been provided for under current payments to ensure proper reporting and classification on all current expenditure</p>
<p>Commitments - No system in place to maintain records of contracts which resulted in misstatement of commitments. -Commitments related supporting documentation not provided</p>	<p>2010/11</p>	<p>-Contract management function is done under supply chain management chief directorate and is fully functioning. Contract register is available and properly managed. Only infrastructure contracts and the workings that must support the initial amounts were not submitted.</p>
<p>Receivables - No system in place to maintain records of receivables for overpayments in employee related costs and no supporting documents to support the amount disclosed as receivables in the Financial Statements</p>	<p>2008/09</p>	<p>Receivables for which no supporting documents could be obtained have been written off. Training is being offered to the relevant officials to ensure that they are able to maintain the receivables.</p>
<p>Fruitless and wasteful expenditure - Particulars of fruitless and wasteful expenditure were not included in the AFS --No system in place to identify fruitless and wasteful expenditure -Fruitless and wasteful expenditure was not completely Disclosed</p>	<p>2012/13</p>	<p>-The Department is busy investigating all fruitless and wasteful expenditure to update its register accordingly. -A register of all invoices is kept on which fruitless and wasteful expenditure must be recorded and used to update the fruitless and wasteful</p>

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
		<p>expenditure register.</p> <ul style="list-style-type: none"> - Arrangements with Eskom to charge the interests of non-compliance with 30 days as per the PFMA instead of 7 days are in the process. - Telkom no longer charge interest as invoices are now paid on time -System to identify fruitless & wasteful expenditure (HR & infrastructure also on CoE & projects)
<p>Transfer payments</p> <ul style="list-style-type: none"> - There were duplicate transfer payments made to schools in terms of the transfer for norms and standards 	<p>2012/13</p>	<p>Debts were raised and all money was recovered. Each school now has a file and control sheet for reconciliation before transfer to school payment is affected</p>
<p>Compensation of Employees</p> <ul style="list-style-type: none"> - No supporting documents to support allowances paid to employees 	<p>2013/14</p>	<p>The Department has embarked on an exercise to update all HR and Finance records. The exercise has been completed for Head Office in respect of HR records. It will be rolled out to the Districts during the 2015/16 financial year.</p>
<p>Employee benefits</p> <ul style="list-style-type: none"> - There were high volumes of capped leave, negative capped leave and high volumes of leave captured late. 	<p>2009/10</p>	<p>Capped leave is being re-audited at the time when an employee exits the employ of the Department before any leave gratuity can be paid out. Capturing of leave forms is being monitored to ensure that cases of late capturing are identified and appropriate corrective steps taken.</p>
<p>Accruals</p> <ul style="list-style-type: none"> - The department did not accrue for payments made after year-end relating to goods received prior to year-end and for payments that was rejected during the year under review 	<p>2013/14</p>	<p>All invoices are received centrally and a register kept thereof. This is used to disclose accruals at the end of the year.</p>
<p>Unauthorised expenditure</p> <ul style="list-style-type: none"> - The department failed to derecognise unauthorised expenditure approved without funding by the legislature in the periods for which the approvals were effective, as assented to by the provincial legislature. 	<p>2013/14</p>	<p>This was due to budgetary constraints. The Department is engaging the Provincial Treasury to assist with the overall budget challenges facing the Department.</p>
<p>Annual financial statements, performance and annual reports</p> <ul style="list-style-type: none"> - Material misstatements identified in the Financial Statements were not corrected. 	<p>2009/10</p>	<p>An audit file developed by the Provincial Treasury for all Departments is being used in preparing AFS which assist in ensuring that all relevant information together with the required supporting information is considered and appropriately accounted for. A team composed of officials from all units responsible for the compilation of financial statements is set up at the time when financial statements are compiled to ensure credibility of the Financial Statements</p>
<p>Asset management and liability management</p> <ul style="list-style-type: none"> - No proper control systems to safeguard and 	<p>2009/10</p>	<p>The Department is implementing the BAUD system to account for and to facilitate the management of</p>

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
maintain assets - The Department was committed to liabilities for which no money had been appropriated		its movable tangible assets. The Department has trained its SCM officials to ensure that they fully implement the recently issued SCM instruction notes through which no order or commitment can be made unless a budget is available for this.
Budgets - No effective steps taken to prevent overspending of the budget	2009/10	In Year Monitoring has been strengthened to ensure that budget pressures are identified and addressed in a timely manner.
Conditional grants received - Unspent conditional grants retained without the approval of National Treasury	2012/13	Unspent conditional grants have been surrendered to Treasury at the end of the financial year.
Expenditure management - Contractual obligations not settled within 30 days - Steps not taken to prevent unauthorised, irregular and fruitless and wasteful expenditure - Money spent without the approval of the accounting officer	2009/10	-The department is in the process of phasing out BAS system and replace it with LOGIS system. That will address slowness and non-availability of BAS system problem. - Register of all invoices is kept to monitor the ageing thereof and ensure that payments is made within the prescribed period and to identify challenges that need to be addressed
Financial misconduct - Investigations were not conducted into all cases of financial misconduct	2012/13	A register of all reported cases of financial misconduct is kept and investigations conducted on outstanding cases.
Human Resource Management - Payrolls were not certified by the responsible officials - Appointments made in posts that were not approved and funded - Employees acted in higher vacant posts for more than 12 months - Employees were appointed without following the proper processes of verifying claims in their application - No evidence that appointments were	2009/10	HR systems were reviewed and the officials trained thereon to ensure compliance.
Procurement and contract management - Procurement made in contravention of SCM prescripts and no action taken against the responsible officials - Employees of the Department performed remunerative work without prior permission	2009/10	-A checklist to guide officials to ensure that they comply with SCM prescripts has been developed and officials trained thereon - Disciplinary action has been taken against officials who did business without prior approval
Revenue management - Revenue due to the state was not collected timeously - Interest was not charged on debts	2009/10	-The process to obtain supporting documents for all debts of the Department is underway which will assist in ensuring that confirmation of the debt is received from the responsible debtors and collections made - Interest will be charged for all debt except staff debtors.
Strategic planning and performance management	2011/12	- A calendar of mandatory dates is in place to

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
<ul style="list-style-type: none"> - Strategic plan was not submit to the legislature at least 10 days prior to the discussion of the Department's budget - No system in place to monitor achievement of goals - No procedures for quarterly reporting to the executive authority - No system in place on how the Department's processes of performance monitoring measurement, review and reporting were conducted, organised and managed. 		<p>ensure that processes are undertaken timeously to ensure tabling of the strategic plan within the prescribed period.</p> <ul style="list-style-type: none"> - Quarterly meetings are held where performance reporting is done and achievement of goals assessed. The executive authority is part of these meetings.
<p>Service delivery</p> <ul style="list-style-type: none"> - The HIV and AIDS (Life Skills) grants and the NSNP grant were not managed in terms of the DORA requirements 	2012/13	All reporting and compliance requirements of the grants have been complied with.
<p>Transfer of funds and conditional grants</p> <ul style="list-style-type: none"> - Funds were transferred to schools without submitting audited financial statements 	2012/13	Systems are in place to ensure that no transfers can be made to schools without submitting audited financial statements
<p>Irregular Expenditure</p> <ul style="list-style-type: none"> -Prior year disclosure note not accurate, irregular expenditure -Overstated Irregular expenditure was not completely disclosed 	2014/15	Irregular Expenditure Register is has been developed & is under by supply chain management .It will be updated monitored & reported on monthly basis to ensure completeness.

10. INTERNAL CONTROL UNIT-

An Internal Control Unit has been established within the Finance Branch. During the year under review the unit was responsible for coordinating all internal and external audit work. The unit also conducted verification of all invoices and travelling claims for Mopani District before they could be submitted for payment. The Unit coordinated all Provincial Treasury requests and assisted in the consolidation of the registers for unwanted expenditures i.e. Fruitless and Wasteful and Irregular Expenditures.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

Internal Audit and Audit committee services are shared services centrally and controlled within Provincial treasury, as a result such information relating to qualifications of individual committee members will be disclosed under Annual Report of Provincial Treasury.



PROVINCIAL TREASURY

**REPORT OF THE AUDIT COMMITTEE ON
THE DEPARTMENT OF EDUCATION**

We are pleased to present our report for the financial year ended 31 March 2016.

Audit Committee Structure

Limpopo has an Audit Committee which is two tiered consisting of 4 Cluster Audit Committees, dealing with specific departments, and a shared Central Audit Committee

Audit Committee Responsibility

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

The Effectiveness of Internal Control

Our review of the findings of the Internal Audit work, which was based on the risk assessments conducted in the department revealed certain weaknesses, which were then raised with the department.

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

No	Audit Project
1	Existence and effectiveness of assurance/governance committee
2	Risk Management Processes
3	Management Performance Assessment Tool (MPAT)
4	In-Year-Monitoring (IYM) (NT)
5	Leave Management audit (Leave gratuity)
6	HR Records Management
7	Budget Management Process
8	Bank and Cash Flow Management
9	Debt Management

No	Audit Project
10	Compensation of Employees
11	Asset Management
12	Liability and Provisions Management
13	Supply Chain Management
14	Interim Financial Statements Audit
15	Inventory Management
16	National School Nutrition Programme
17	Norms and Standards
18	School Safety
19	Learner Teacher Support Materials
20	Professional Development of curriculum
21	Examination management
22	Dora – life skills and HIV/AIDS
23	Labour Relations
24	Communication Strategy
25	Organisational Development (OD)
26	Employee Wellness Programme (EWP)
27	Merging of Schools
29	Follow up Audits (1st, 2nd, 3rd & 4th quarter)

The following were areas of concern amongst others:

- Late capturing of leave applications;
- Ineffective asset management processes;
- Continuous delays in providing management comments on audit projects; and
- Slow rate of clearing internal audit findings.

We continue to remain resolute that until such a time that management thoroughly attend to all findings and negative observations as reported by the Auditor General, Internal Audit, Audit Committee and other oversight structures the department will remain in the same if not worst state for sometime. The lack of consequence management on the part of management has contributed to the state of affairs in the department. We still maintain the view that drastic interventions are required to improve the control environment in the department and placing of right skills in the rightful positions.

In-Year Management and Monthly/Quarterly Report

The department has reporting monthly and quarterly to the Treasury as is required by the PFMA. The department spent 99.4% of the allocated budget in the year under review.

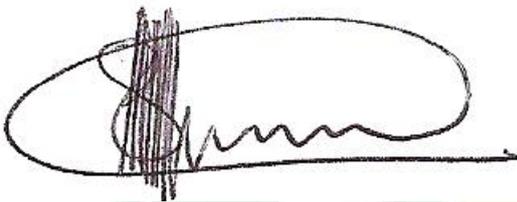
Review of Annual Financial Statements

We have reviewed the annual financial statements prepared by the department at the meeting held on the 26th May 2016. The review was high level and limited to the correctness of the face of the annual financial statements and disclosure notes. Our review excluded accounting records and vouching to supporting documents. The annual financial statement were recommended for audit after taking into consideration comments and proposed changes from the Audit Committee by management.

Auditor General's Report

At every audit committee meeting held with management the review of progress report on the implementation plan for resolving audit findings is a standing item on the agenda. However, on numerous occasions during the course of the year management was urged to provide the implementation plan and progress reports of previously raised audit issues. Needless to say that during the year and at year end the department failed to present the plan and the progress made in resolving audit issues as reported by the Auditor General. The department presented for the first time the implementation plan and progress report only after year end in April 2016. At the time of the review the matters reported previously have not been fully and satisfactorily addressed.

The Audit Committee concurs and accepts the conclusions of the Auditor-General on the annual financial statements and is of the opinion that the audited annual financial statements be accepted and read together with the report of the Auditor-General.



Mr TC Modipane
Chairperson of the Audit Committee
Department of Education
12 August 2016

PART D:



HUMAN RESOURCE MANAGEMENT

1. INTRODUCTION

The Human Resources management in LDoE is in terms of the following key pieces of legislation.

- Public Service act 103 of 1994 and Public Service Regulations (as amended)
- Employment Equity Act
- Employment of educators' Act 76 OF 1998 (as amended)
- South African school act
- And other Provincial directives, council resolutions/collective agreements etc.

2. OVERVIEW OF HUMAN RESOURCES

The status of human resources in the department

The year 2015/16 has seen the department engaged mainly in the review of the organizational structure in terms of the generic model developed by the DPSA. The process culminated in the proposed organizational structure being endorsed by the MPSA with an advice that the Department not to further expand the staff establishment in programme 1. Therefore our population of the organizational structure whether through internal transfers and recruitment will strictly be based on funded posts.

The determination of the provincial establishment for educators by the MEC and allocation by the HOD, to schools is done as prescribed by the law on an annual basis. These determinations include special schools.

Human resource priorities for the year under review and their impact:

Develop effective recruitment and retention strategies to ensure adequate supply of both quality teachers and support staff with the ultimate aim of improving service delivery.

Implementing Employment Equity programmes with the sole purpose of ensuring equitable representation of designated groups in all occupational categories and levels in the Department.

To ensure that skills required in terms of curriculum, administrative, social and psychological support are adequate at all times.

The vacancy rate in the department has to be brought to a minimum. The section 100 1(B) invoked a moratorium on the filling of posts hence many posts became vacant through to natural attrition remained as such. However the department advertised posts for filling during November/December 2016. By March 2016 339 of the 431 posts were filled whilst the process of filling the balance is to be concluded during the first quarter of 2016/17 .HR priorities included implementation of the 2014 Post Establishment, filling of Circuit Managers and Principalship positions.

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

Strengthening of recruitment, succession and retention strategies to ensure sustainable leadership that can adapt to changing needs of both the Department and its turbulent environment. The following strategies were employed:

- Appointment of promotional posts and CS educators at School level.
- Appointment of Circuit Managers and Chief and Deputy Chief Education Specialists.
- Appointment of Health Care Professionals and support staff in respect to Special Schools.
- Appointment of all managers falling under Public Service Act.

Employee Performance Management

The Department has implemented the Performance Management System wherein employees submitted their Performance Agreements/Instruments and Performance Reviews. The rate of compliance and participation in the system is outlined in paragraphs 3.7 and 3.8 of this report and information Tables thereof.

Employee wellness programmes.

In promoting Employee Health and Wellness, the Department conducted the following activities:-

- Observed all Health Calendar days;
- Financial wellbeing sessions;
- Sporting activities; and
- Psycho – social support to employees.

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

The greatest challenge for the department at senior management level is the loss skill and institutional memory. Because of the unaddressed vacancy rate at circuit, district and SMS echelons senior and middle managers end-up retiring without skills and knowledge transfer. This will be addressed by implementation of succession plans and mentoring programmes. However filling critical posts as they arise is a precondition. The signing-off of the organizational structure gives the department an opportunity to effectively staff the department. Working on the project of the organizational structure to its completion was a useful achievement.

The department has as directed by DBE been appointing educators, 30 years or below. To this end 793 educators entered the profession. The greatest challenge for our curriculum delivery work remains the inability to fill maths and science educator posts. The following are the LDoE's modest achievements in the area of human resources development, of course not without challenges.

- 150 Deputy Principals have been enrolled for a Financial Management Programme – programme will be completed by end of the year
- 65 Grade R Practitioners currently receiving training
- 150 Educators completed End User Computing
- 180 Educators completed content and methodology At MASTEC Institute
- 641 unemployed youth placed at schools as Admin Interns
- 240 Heads of Department enrolled for Post Graduate Diploma in Mentoring and Coaching completed and graduated

Challenges

Most Employees apply for bursaries, get awarded but they end up not registering due to University requirements of registration fees.

3. HUMAN RESOURCES OVERSIGHT STATISTICS

3.1 Personnel related expenditure

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

Amount spent on salaries, overtime, homeowner's allowances and medical aid.

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2015 and 31 March 2016

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Administration	1,499,100	1,188,101	0	0	79.3	20
Adult Basic Education and Training	0	0	0	0	0	0
Early childhood development	143,693	103,772	0	0	72.2	2
Examination and Education Related Services	338,966	201,435	0	0	59.4	4
Further Education and Training	0	0	0	0	0	0
Independent School Education	115,922	0	0	0	0	0
Infrastructure Development	1,097,337	10,740	0	0	1	0
Public Ordinary School	21,524,984	18,875,130	0	0	87.7	325
Public Special School	403,743	348,480	0	0	86.3	6
TOTAL	25,123,745	20,727,658	0	0	82.5	357

Table 3.1.2 Personnel costs by salary band for the period 1 April 2015 and 31 March 2016

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (Levels 1-2)	1,626	0	68	23,912
Skilled (level 3-5)	473,811	2.2	2,990	157,234
Highly skilled production (levels 6-8)	12,470,580	59.9	39,532	314,452
Highly skilled supervision (levels 9-12)	7,616,142	36.6	15,512	490,967
Senior and Top management (levels 13-16)	55,555	0.3	52	1,053,385
Periodical Remuneration	29,632	0.1	4819	6,149
Abnormal Appointment	96,659	0.5	2841	34,023
Total	20,688,450	39	65,814	712,285

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2015 and 31 March 2016

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Administration	886360	70,3	8721	0,7	31476	2,5	3830	3,1
Early childhood development	3496	6,5	18	0	70	0,1	118	0,2
Examination and Education Related Services	19041	19,2	2106	2,1	907	0,9	972	1
Infrastructure Development	6713	72,1	13	0,1	146	1,6	132	1,4
Public Ordinary School	14352629	75,5	1367	0	575356	3	571456	3
Public Special School	252148	72,0	670	0	14974	4,3	15170	4,3
TOTAL	15520387	70.3	12895	0	622929	3	604678	4

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2015 and 31 March 2016

Salary band	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Skilled (level 1-2)	929	57.1	18	1.1	69	4.2	82	5
Skilled (level 3-5)	306372	68.4	3498	0.8	32301	7.2	26562	5.9
Highly skilled production (levels 6-8)	9474251	75.9	6827	0.1	409977	3.3	384391	3.1
Highly skilled supervision (levels 9-12)	5684852	74.1	2343	0	180953	2.4	215638	2.8
Senior management (level 13-16)	44988	77.5	0	0	287	0.5	647	1.1

Salary band	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Total	15511392	74.7	12686	0.1	623587	3	627320	3

3.2 Employment and Vacancies

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

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

This information is presented in terms of three key variables:

- Programme
- Salary Band
- Critical Occupations (See Definition In Notes Below).

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

Table 3.2.1 Employment and vacancies by programme as on 31 March 2016

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration	4080	3040	25.5	179
Early childhood development	24	16	33.3	0
Examination and Education Related Services	160	123	23.1	2
Infrastructure Development	44	40	9.1	2
Public Ordinary School	60514	53559	11.5	2004
Public special school	1778	1376	22.6	8
TOTAL	66600	58154	12.6	2195

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2016

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Lower skilled (1-2)	408	79	81	0
Skilled(3-5)	3782	2985		21
Highly skilled production (6-8)	44812	39526	11.8	1984
Highly skilled supervision (9-12)	17522	15512	11.5	44
Senior management (13-16)	76	52	31.6	0
Total	66600	58154	12.6	2195

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2016

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administrative related, Permanent	62	51	17.7	0
Agriculture related, Permanent	1	1	0	0
All artisans in the building metal machinery etc., Permanent	9	3	66.7	0
Appraisers-valuers and related professionals, Permanent	1	1	0	0
Architects town and traffic planners, Permanent	4	4	0	0
Artisan project and related superintendents, Permanent	4	2	50	0
Building and other property caretakers, Permanent	2	1	50	0
Bus and heavy vehicle drivers, Permanent	2	1	50	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Civil engineering technicians, Permanent	23	19	17.4	0
Cleaners in offices workshops hospitals etc., Permanent	1704	1228	27.9	7
Cleaners in offices workshops hospitals etc., Temporary	1	1	0	0
Client inform clerks(switchboard receipt inform clerks), Permanent	58	38	34.5	8
Communication and information related, Permanent	1	0	100	0
Engineers and related professionals, Permanent	6	6	0	0
Farm hands and labourers, Permanent	13	13	0	0
Finance and economics related, Permanent	34	28	17.6	0
Financial and related professionals, Permanent	100	85	15	1
Financial clerks and credit controllers, Permanent	623	510	18.1	123
Food services aids and waiters, Permanent	269	198	26.4	0
Food services workers, Permanent	18	15	16.7	0
Forestry labourers, Permanent	1	0	100	0
Geologists geophysicists hydrologists & related prof, Permanent	1	1	0	1
Head of Department/chief executive officer, Permanent	3	2	33.3	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Household and laundry workers, Permanent	149	104	30.2	0
Housekeepers laundry and related workers, Permanent	4	4	0	0
Human resources & organisat developm & relate prof, Permanent	178	133	25.3	0
Human resources clerks, Permanent	519	416	19.8	1
Human resources related, Permanent	134	113	15.7	0
Legal related, Permanent	1	1	0	0
Library mail and related clerks, Permanent	168	127	24.4	3
Light vehicle drivers, Permanent	17	11	35.3	0
Logistical support personnel, Permanent	251	211	15.9	0
Material-recording and transport clerks, Permanent	361	294	18.6	0
Messengers porters and deliverers, Permanent	158	134	15.2	0
Motor vehicle drivers, Permanent	21	14	33.3	0
Occupational therapy, Permanent	1	1	0	0
Other administrative & related clerks and organisers, Permanent	855	676	20.9	1
Other administrative & related clerks and organisers, Temporary	2	2	0	0
Other administrative policy	1	1	0	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
and related officers, Permanent				
Other information technology personnel., Permanent	2	1	50	0
Other occupations, Permanent	60405	53419	11.6	2036
Printing and related machine operators, Permanent	3	1	66.7	0
Professional nurse, Permanent	16	6	62.5	0
Rank: Education specialist senior add (office based), Permanent	1	0	100	0
Risk management and security services, Permanent	14	8	42.9	0
Secretaries & other keyboard operating clerks, Permanent	119	103	13.4	14
Security guards, Permanent	165	105	36.4	0
Security officers, Permanent	4	0	100	0
Directors, Permanent	73	48	34.2	0
Speech therapy and audiology, Permanent	12	0	100	0
Staff nurses and pupil nurses, Permanent	15	8	46.7	0
Trade labourers, Permanent	7	5	28.6	0
Trade related, Permanent	4	0	100	0
TOTAL	66600	58154	12.7	2195

3.3 Filling of SMS. Posts

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

Table 3.3.1 SMS. post information as on 31 March 2016

SMS. Level	Total number of funded SMS. posts	Total number of SMS. posts filled	% of SMS. posts filled	Total number of SMS. posts vacant	% of SMS. posts vacant
Director-General/ Head of Department(Salary Level 16)	1	0	0	1	100%
Salary Level 15	5	3	40%	2	40%
Salary Level 14	16	14	88%	2	12%
Salary Level 13	43	34	79%	9	21%
Total	66	52	79%	14	21

Table 3.3.2 SMS. post information as on 30 September 2015

SMS. Level	Total number of funded SMS. posts	Total number of SMS posts filled	% of SMS. posts filled	Total number of SMS. posts vacant	% of SMS. posts vacant
Director-General/ Head of Department	1	0	1	1	100%
Salary Level 16	1	1	100%	0	0
Salary Level 15	5	4	80%	1	20%
Salary Level 14	16	13	81%	3	19%
Salary Level 13	43	35	81%	8	19%
Total	66	53	80%	13	20%

Table 3.3.3 Advertising and filling of SMS. posts for the period 1 April 2015 and 31 March 2016

SMS. Level	Total number of funded SMS. posts	Total number of SMS posts filled	% of SMS. posts filled	Total number of SMS. posts vacant	% of SMS. posts vacant
Director-General/ Head of Department	1	0	0	1	100%
Salary Level 16	0	0	0	0	0
Salary Level 15	2	0	0	2	0
Salary Level 14	2	0	0	2	0
Salary Level 13	9	0	0	9	0
Total	14	0	0	14	0

Table 3.3.4 Reasons for not having complied with the filling of funded vacant SMS. - Advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2015 and 31 March 2016

Reasons for vacancies not advertised within six months
The Department has not filled posts over the past three years ,posts were advertised in bulk during the third quarter of the period under review which posed a challenge in terms of capacity of the department to process the applications timeously

Reasons for vacancies not filled within six months
The Department has not filled posts over the past three years ,posts were advertised in bulk during the third quarter of the period under review which posed a challenge in terms of capacity of the department to process the applications timeously

Table 3.3.5 Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS. posts within 12 months for the period 1 April 2015 and 31 March 2016

Reasons for vacancies not advertised within six months
None

Reasons for vacancies not filled within six months
The Department has not filled posts over the past three years ,posts were advertised in bulk during the third quarter of the period under review which posed a challenge in terms of capacity of the department to process the applications timeously

3.4. Job Evaluation

The following table summarises the number of jobs that were evaluated during the year under review. The table also provides statistics on the number of posts that were upgraded or downgraded.

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2015 and 31 March 2016

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower Skilled (Levels 1-2)	408	0	0	0	0	0	0
Skilled (Levels 3-5)	145	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	44812	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	17512	0	0	0	0	0	0
Senior Management Service Band	72	0	0	0	0	0	0
Total	62949	0	0	0	0	0	0

The following table provides a summary of the number of employees whose positions were upgraded due to their post being upgraded. The number of employees might differ from the number of posts upgraded since not

all employees are automatically absorbed into the new posts and some of the posts upgraded could also be vacant.

Table 3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2015 and 31 March 2016

Gender	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0

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

Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2015 and 31 March 2016

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Skilled (level 1-2)	0	0	0	n/a
Skilled (level 3-5)	0	0	0	n/a
Highly skilled production (levels 6-8)	0	0	0	n/a
Highly skilled supervision (levels 9-12)	0	0	0	n/a
Senior management (level 13-16)	0	0	0	n/a
Total number of employees whose salaries exceeded the level determined by job evaluation				
Percentage of total employed				

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

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2015 and 31 March 2016

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

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

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2015 and 31 March 2016

Salary band	Number of employees at beginning of period-1 April 2015	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
Lower skilled (Levels 1-2)	14	57	0	0
Skilled (Levels3-5)	2798	274	155	5.6
Highly skilled production (Levels 6-8)	37440	2087	2149	5.7
Highly skilled supervision (Levels 9-12)	16508	29	1258	7.6
Senior Management Service Bands A	37	1	4	10.8
Senior Management Service Bands B	12	1	0	0
Senior Management Service Bands C	4	0	1	25
Contracts	2	0	2	100
Total	56815	2449	3569	6.3

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2015 and 31 March 2016

Critical occupation	Number of employees at beginning of period-April 2015	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
Administrative related, Permanent	46	1	2	4.3
Agriculture related, Permanent	1	0	0	0
All artisans in the building metal machinery etc., Permanent	4	0	1	25
Appraisers-valuers and related professionals, Permanent	1	0	0	0
Architects town and traffic planners, Permanent	2	2	0	0
Artisan project and related superintendents, Permanent	2	0	0	0
Building and other property caretakers, Permanent	2	0	1	50
Bus and heavy vehicle drivers,	1	0	0	0

Critical occupation	Number of employees at beginning of period-April 2015	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
Permanent				
Civil engineering technicians, Permanent	0	15	1	0
Cleaners in offices workshops hospitals etc., Permanent	1257	54	86	6.8
Cleaners in offices workshops hospitals etc., Temporary	1	0	0	0
Client inform clerks(switchboard, reception, inform clerks), Permanent	32	0	1	3.1
Engineers and related professionals, Permanent	0	3	0	0
Farm hands and labourers, Permanent	14	0	2	14.3
Finance and economics related, Permanent	28	0	1	3.6
Financial and related professionals, Permanent	84	4	8	9.5
Financial clerks and credit controllers, Permanent	364	5	9	2.5
Food services aids and waiters, Permanent	161	47	8	5
Food services workers, Permanent	15	0	0	0
Geologists geophysicists hydrologists & related prof, Permanent	1	0	0	0
Head of Department/chief executive officer, Permanent	4	0	2	50
Household and laundry workers, Permanent	88	25	9	10.2
Housekeepers laundry and related workers, Permanent	4	0	0	0
Human resources & organisational development & related prof, Permanent	136	2	8	5.9

Critical occupation	Number of employees at beginning of period-April 2015	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
Human resources clerks, Permanent	398	30	14	3.5
Human resources related, Permanent	119	0	2	1.7
Legal related, Permanent	1	0	1	100
Library mail and related clerks, Permanent	96	31	3	3.1
Light vehicle drivers, Permanent	12	1	3	25
Logistical support personnel, Permanent	218	0	6	2.8
Material-recording and transport clerks, Permanent	293	7	8	2.7
Messengers porters and deliverers, Permanent	148	6	15	10.1
Motor vehicle drivers, Permanent	15	0	1	6.7
Other administrative & related clerks and organisers, Permanent	596	103	18	3
Other administrative & related clerks and organisers, Temporary	3	0	1	33.3
Other administrative policy and related officers, Permanent	1	0	0	0
Other information technology personnel., Permanent	2	0	0	0
Other occupations, Permanent	52377	2112	3344	6.4
Other occupations, Temporary	1	0	0	0
Printing and related machine operators, Permanent	2	0	0	0
Professional nurse, Permanent	5	1	0	0
Rank: Education specialist senior (office based, Permanent	1	0	0	0
Risk management and security services, Permanent	10	0	2	20

Critical occupation	Number of employees at beginning of period-April 2015	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate
Secretaries & other keyboard operating clerks, Permanent	89	0	3	3.4
Security guards, Permanent	112	1	7	6.3
Directors, Permanent	55	0	6	10.9
Staff nurses and pupil nurses, Permanent	8	0	0	0
Trade labourers, Permanent	5	0	0	0
TOTAL	56815	2450	3573	6.3

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

Table 3.5.3 Reasons why staff left the Department for the period 1 April 2015 and 31 March 2016

Termination Type	Number	% of Total Resignations
Death	277	7.8
Resignation	961	26.9
Expiry of contract	862	24.1
Dismissal – operational changes	0	0.0
Dismissal – misconduct	7	0.2
Dismissal – inefficiency	0	0.0
Discharged due to ill-health	57	1.6
Retirement	1407	39.4
Transfer to other Public Service Departments	2	0.1
Total	3573	100.0
Total number of employees who left as a % of total employment		

Table 3.5.4 Promotions by critical occupation for the period 1 April 2015 and 31 March 2016

Occupation	Employees 1 April 2015	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Administrative related	46	1	2.2	28	60.9
Agriculture related	1	0	0	0	0

Occupation	Employees 1 April 2015	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
All artisans in the building metal machinery etc.	4	0	0	1	25
Appraisers-valuers and related professionals	1	0	0	1	100
Architects town and traffic planners	2	0	0	0	0
Artisan project and related superintendents	2	0	0	1	50
Building and other property caretakers	2	0	0	1	50
Bus and heavy vehicle drivers	1	0	0	1	100
Civil engineering technicians	0	3	0	0	0
Cleaners in offices workshops hospitals etc.	1258	0	0	999	79.4
Client inform clerks (switchboard reception clerks)	32	0	0	25	78.1
Farm hands and labourers	14	0	0	8	57.1
Finance and economics related	28	0	0	17	60.7
Financial and related professionals	84	0	0	42	50
Financial clerks and credit controllers	364	0	0	221	60.7
Food services aids and waiters	161	0	0	132	82
Food services workers	15	0	0	8	53.3
Geologists geophysicists hydrologists & related prof	1	0	0	0	0
Head of Department/Chief Executive Officer	4	0	0	0	0
Household and laundry workers	88	0	0	64	72.7
Housekeepers laundry and related workers	4	0	0	1	25
Human resources & organisational development & related prof	136	1	0.7	91	66.9
Human resources	398	1	0.3	295	74.1

Occupation	Employees 1 April 2015	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
clerks					
Human resources related	119	1	0.8	66	55.5
Legal related	1	0	0	2	200
Library mail and related clerks	96	2	2.1	82	85.4
Light vehicle drivers	12	0	0	9	75
Logistical support personnel	218	0	0	131	60.1
Material-recording and transport clerks	293	1	0.3	228	77.8
Messengers porters and deliverers	148	0	0	115	77.7
Motor vehicle drivers	15	0	0	11	73.3
Other administrat & related clerks and organisers	599	0	0	423	70.6
Other administrative policy and related officers	1	0	0	1	100
Other information technology personnel.	2	0	0	1	50
Other occupations	52378	327	0.6	45711	87.3
Printing and related machine operators	2	0	0	1	50
Professional nurse	5	0	0	1	20
Rank: Education specialist senior (office based	1	0	0	0	0
Risk management and security services	10	0	0	6	60
Secretaries & other keyboard operating clerks	89	0	0	86	96.6
Security guards	112	0	0	75	67
Directors	55	0	0	34	61.8
Staff nurses and pupil nurses	8	0	0	5	62.5
Trade labourers	5	0	0	4	80
TOTAL	56815	337	0.6	48928	86.1

Table 3.5.5 Promotions by salary band for the period 1 April 2015 and 31 March 2016

Salary Band	Employees 1 April 2015	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
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Salary Band	Employees 1 April 2015	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Lower skilled (Levels 1-2)	14	0	0	0	0
Skilled (Levels3-5)	2798	3	0.1	2167	77.8
Highly skilled production (Levels 6-8)	37440	21	0.1	31843	85.1
Highly skilled supervision (Levels 9-12)	16508	311	1.9	14878	90.2
Senior Management (Level 13-16)	55	1	1.9	33	62.3
Total	56815	336	0.6	48928	86.1

3.6 Employment Equity

Table 3.6.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2016

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	33	0	0	2	16	0	0	0	51
Professionals	20995	9	22	278	31605	10	28	830	53777
Technicians and associate professionals	140			0	146	1	0	3	290
Clerks	750	0	0	0	1371	0	1	65	2187
Service and sales workers	93	0	0	1	45	0	0	1	140
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	5	0	0	0	0	0	0	0	5

Plant and machine operators and assemblers	25	0	0	0	2	0	0	0	27
Elementary occupations	768	0	0	0	908	0	0	1	1677
Total	22809	9	22	301	34072	11	29	900	58154
Employees with disabilities	84	2	0	5	66	0	0	3	151

Table 3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2016

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	1	0	0	0	2
Senior Management	32	0	0	2	15	0	0	0	49
Professionally qualified and experienced specialists and mid-management	7781	4	14	159	7216	4	18	316	15512
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	13761	5	8	113	25159	7	11	567	39631
Semi-skilled and discretionary decision making	1161	0	0	10	1733	1	0	29	2934
Unskilled and defined decision making	24	0	0	0	53	0	0	0	77
Total	22728	9	22	282	34162	12	29	912	58154

Table 3.6.3 Recruitment for the period 1 April 2015 to 31 March 2016

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	1	0	0	2	0	0	0	0	3
Professionally qualified and experienced specialists and mid-management	20	0	0	2	7	0	0	1	30
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	670	0	0	11	1334	0	0	72	2087
Semi-skilled and discretionary decision making	87	0	0	4	183	0	0	0	274
Unskilled and defined decision making	16	0	0	0	41	0	0	0	57
Total	794	0	0	29	1565	0	0	73	2451
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 3.6.4 Promotions for the period 1 April 2015 to 31 March 2016

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	2	0	0	0	2
Senior Management	20	0	0	1	11	0	0	0	32
Professionally qualified and experienced specialists and mid-management	7573	4	14	150	7115	3	17	313	15189
Skilled technical and academically qualified workers,	10953	5	4	69	20401	6	6	420	31864

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
junior management, supervisors, foreman and superintendents									
Semi-skilled and discretionary decision making	895	0	0	4	1249	1	0	21	2170
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	19441	9	18	224	25778	10	23	754	49257
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 3.6.5 Terminations for the period 1 April 2015 to 31 March 2016

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	3	0	0	0	2	0	0	0	5
Professionally qualified and experienced specialists and mid-management	654	0	1	17	559	0	1	25	1257
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	867	1	0	12	1199	0	0	69	2148
Semi-skilled and discretionary decision making	73	0	0	0	79	0	0	3	155
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	1597	1	1	29	1839	0	1	97	3565
Employees with Disabilities	2	0	0	0	1	0	0	0	3

Table 3.6.6 Disciplinary Action for the period 1 April 2015 to 31 March 2016

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Absenteeism	04	0	0	0	02	0	0	0	06
Misappropriation of funds	04	0	0	0	04	0	0	0	08
Prejudicing the administration, efficiency and discipline of the Department	20	0	0	0	03	0	0	0	23
Damage to state property	01	0	0	0	0	0	0	0	01
Sexual assault/relationship with learners/harassment	09	0	0	0	0	0	0	0	09
Fraud regarding examination	03	0	0	0	0	0	0	0	03
Assault/corporal punishment	10	0	0	0	01	0	0	0	11
Fraud	04	0	0	0	01	0	0	0	05
Theft	01	0	0	0	01	0	0	0	02
Intimidation	01	0	0	0	0	0	0	0	01
Poor work performance	02	0	0	0	02	0	0	0	04
RWOPS	01	0	0	0	04	0	0	0	05

Table 3.6.7 Skills development for the period 1 April 2015 to 31 March 2016

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	98	0	0	0	102	0	0	0	200
Professionals	642	0	0	0	820	0	0	0	1462
Technicians and associate professionals	44	0	0	0	35	0	0	0	79
Clerks	502	0	0	0	402	0	0	2	906
Service and sales workers	3	0	0	0	47	0	0	0	50
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary	0	0	0	0	0	0	0	0	0

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers occupations	98	0	0	0	102	0	0	0	200
Total	1289	0	0	0	1406	0	0	2	2697
Employees with disabilities									

3.7 Signing of Performance Agreements by SMS. Members

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 May 2015

SMS. Level	Total number of funded SMS. posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS. members
Director-General/ Head of Department	1	0	0	0%
Salary Level 16	1	0	0	0%
Salary Level 15	5	3	3	100%
Salary Level 14	16	14	13	93%
Salary Level 13	43	34	34	97%
Total	66	52	50	

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 March 2016

Reasons
Newly appointed SMS. members

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 March 2016

Reasons
None

3.8 Performance Rewards

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

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2015 to 31 March 2016

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
Male	1476	22726	6.5	6 580	4 458
Female	1737	34012	5.1	6 551	3 771
Asian					
Male	3	22	13.6	20	6 533
Female	3	29	10.3	21	6 936
Coloured					
Male	1	12	8.3	2	1 747
Female	2	7	28.6	15	7 419
White					
Male	9	282	3.2	44	4 920
Female	81	912	8.9	348	4 294
Total	3312	58002	84.5	13581	40078

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2015 to 31 March 2016

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	1	68	1.5	2	2 000	1.5
Skilled (level 3-5)	1635	2845	57.5	3 598	2 201	57.5
Highly skilled production (level 6-8)	882	39532	2.2	3 775	4 280	2.2
Highly skilled supervision (level 9-12)	829	15507	5.3	6 312	7 614	5.3
Total	1	145	0.7	2	2 000	0.7

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2015 to 31 March 2016

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Administrative related	13	51	25.5	81	6 231
Agriculture related	1	1	100	5	5 000
All artisans in the building metal machinery etc.	2	3	66.7	14	7 000
Appraisers-valuers and related professionals	1	1	100	4	4 000
Architects town and traffic planners	0	4	0	0	0
Artisan project and related superintendents	0	2	0	0	0
Building and other property caretakers	2	1	200	4	2 000
Bus and heavy vehicle drivers	1	1	100	3	3 000
Civil engineering technicians	0	19	0	0	0
Cleaners in offices workshops hospitals etc.	702	1226	57.3	1 369	1 950
Client inform clerks(switchb receipt inform clerks)	16	38	42.1	56	3 500
Engineers and related professionals	0	6	0	0	0
Farm hands and labourers	10	13	76.9	20	2 000
Finance and economics related	9	28	32.1	52	5 778
Financial and related professionals	55	85	64.7	277	5 036
Financial clerks and credit controllers	247	509	48.5	880	3 563
Food services aids and waiters	119	198	60.1	228	1 916
Food services workers	12	15	80	26	2 167
Geologists geophysicists hydrologists & relat prof	0	1	0	0	0
Head of Department/chief executive officer	0	2	0	0	0
Household and laundry workers	71	104	68.3	145	2 042
Housekeepers laundry and related workers	2	4	50	5	2 500
Human resources & organisat developm & relate prof	63	133	47.4	394	6 254

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Human resources clerks	288	416	69.2	1 063	3 691
Human resources related	66	113	58.4	351	5 318
Legal related	1	1	100	15	15 000
Library mail and related clerks	78	126	61.9	230	2 949
Light vehicle drivers	9	11	81.8	21	2 333
Logistical support personnel	117	211	55.5	649	5 547
Material-recording and transport clerks	213	294	72.4	778	3 653
Messengers porters and deliverers	96	134	71.6	195	2 031
Motor vehicle drivers	8	14	57.1	18	2 250
Occupational therapy	0	1	0	0	0
Other administrat & related clerks and organisers	286	675	42.4	894	3 126
Other administrative policy and related officers	1	1	100	5	5 000
Other information technology personnel.	1	1	100	5	5 000
Other occupations	734	53413	1.4	5 587	7 612
Printing and related machine operators	1	1	100	2	2 000
Professional nurse	4	6	66.7	21	5 250
Rank: Unknown	0	14	0	0	0
Risk management and security services	0	8	0	0	0
Secretaries & other keyboard operating clerks	51	103	49.5	157	3 078
Security guards	58	105	55.2	111	1 914
Directors	2	48	4.2	11	5 500
Staff nurses and pupil nurses	4	8	50	13	3 250
Trade labourers	5	5	100	9	1 800

Table 3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2015 to 31 March 2016

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Band A	1	35	2.9	7	7 000	36 423
Band B	0	13	0	0	0	0
Band C	0	3	0	0	0	0
Band D	0	1	0	0	0	0
Total	1	52	1.9	7	7000	36423

3.9 Foreign Workers

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

Table 3.9.1 Foreign workers by salary band for the period 1 April 2015 and 31 March 2016

Salary band	01 April 2015		31 March 2016		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	510	92.9	715	95.6	205	103
Highly skilled supervision (Levels 9-12)	37	6.7	28	3.7	-9	-4.5
Periodical Remuneration	2	0.4	4	0.5	2	1
Abnormal Appointment	0	0	1	0.1	1	0.5
TOTAL	549	100	748	100	199	100

Table 3.9.2 Foreign workers by major occupation for the period 1 April 2015 and 31 March 2016

Major occupation	01 April 2015		31 March 2016		Change	
	Number	% of total	Number	% of total	Number	% Change
Elementary occupations	0	0	1	0.1	1	0.5
Other occupations	549	100	747	99.9	198	99.5

3.10 Leave Utilisation

Table 3.10.1 Sick leave for the period 1 January 2015 to 31 December 2016

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Lower Skills (Level 1-2)	29	86.2	5	0	6	14
Skilled (levels 3-5)	8746	84.1	1410	5	6	5079
Highly skilled production (levels 6-8)	88305	83.7	18625	65.8	5	106,636
Highly skilled supervision (levels 9 -12)	18	94.4	2	2	0	71,747
Top and Senior management (levels 13-16)	238	96.6	27	0.1	9	838
Total	97336	86.2	20069	56.6	26	184314

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2015 to 31 December 2016

Salary band	Total days	% Days with Medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Lower skilled (Levels 1-2)	0	0	0	0	0	
Skilled (Levels 3-5)	1703	100	36	7.7	47	
Highly skilled production (Levels 6-8)	14013	100	276	59.4	51	
Highly skilled supervision (Levels 9-12)	8971	99.8	151	32.5	59	
Senior management (Levels 13-16)	7	100	1	0.2	7	
Total						

Table 3.10.3 Annual Leave for the period 1 January 2015 to 31 December 2015

Salary band	Total days taken	Number of Employees using annual leave	Average per Employee
Lower skilled (Levels 1-2)	86	8	11
Skilled Levels 3-5)	40173.04	2299	17
Highly skilled production (Levels 6-8)	33355.57	1916	17
Highly skilled supervision (Levels 9-12)	27097.03	1666	16
Senior management (Levels 13-16)	1152	49	20
Total	101863.64	5938	81

Table 3.10.4 Capped leave for the period 1 January 2015 to 31 December 2015

Salary band	Total days of capped leave taken	Number of Employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2016
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	130	20	7	79
Highly skilled production (Levels 6-8)	1224	528	2	62
Highly skilled supervision(Levels 9-12)	1543	531	3	75
Senior management (Levels 13-16)	1	1	1	94
Total	2898	1080	13	310

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

Table 3.10.5 Leave pay-outs for the period 1 April 2015 and 31 March 2016

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave pay-out for 2015/16 due to non-utilisation of leave for the previous cycle	207 559	1 965	105 628
Capped leave pay-outs on termination of service for 2015/16	563	20	28 150
Total	208 122	1 985	104 847

3.11 HIV/AIDS & Health Promotion Programmes

Table 3.11.1 Steps taken to reduce the risk of occupational exposure

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

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

Question	Yes	No	Details, if yes
1. Has the Department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	✓		Ms. Mothata R.M :Director: Employee Health and Wellness
2. Does the Department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	✓		Employee Health and Wellness
3. Has the Department introduced an Employee Assistance or Health Promotion Programme for your	✓		Psycho – Social Support Financial Wellbeing Sessions

Question	Yes	No	Details, if yes
employees? If so, indicate the key elements/services of this Programme.			Physical Wellness
4. Has the Department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	✓		Wellness Advisory Committee Ms. Mothata R.M – Dept. Ms. Sibiya K.C – Dept. Mr Rafapa M.G – Dept. Ms. Ndaba – Makitla T – SADTU Ms. Mokoti M.M – NEHAWU Ms. Kobe M.E – PSA Mr Thindisa B.S - ELRC Ms. Mokoala M.A - PEU
5. Has the Department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	✓		HIV & Aids policy Employee Health and Wellness strategy HIV & Aids strategy
6. Has the Department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	✓		Prevention Strategies Advocacy on Stigma & Discrimination
7. Does the Department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	✓		910 employees underwent VCT
8. Has the Department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.		✓	

3.12 Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2015 and 31 March 2016

Subject matter	Date
PSCBC Resolution 2 of 2015: Agreement on salary adjustment and improvement of conditions of service in the public service for the period 2015/16 – 2017/18	20 May 2015
PSCBC Resolution 3 of 2015: Agreement on the review of GEMS.	20 May 2015
PSCBC Resolution 4 of 2015: Agreement on the new danger dispensation	20 May 2015
PSCBC Resolution 5 of 2015: Agreement on the review of Annexure A of PSCBC Resolution 1 Of 2007 on Danger Allowances	20 May 2015
PSCBC Resolution 6 of 2015: Agreement on the review of post retirement	20 May 2015
PSCBC Resolution 7 of 2015: Framework agreement on the establishment of GEHS	27 May 2015
PSCBC Resolution 8 of 2015: Amendment to PSCBC Resolution 2 of 2015 for salary adjustment and improvements of conditions of services for the period 2015/16 – 2017/18	26 June 2015

Total number of Collective Agreements	07
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The following table summarises the outcome of disciplinary hearings conducted within the Department for the year under review.

Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2015 and 31 March 2016

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	00	0

Outcomes of disciplinary hearings	Number	% of total
Verbal warning	00	0
Written warning	00	0
Final written warning	50	64.1%
Suspended without pay	06	7.7%
Fine	02	2.6%
Demotion	03	3.8%
Dismissal	05	6.4%
Not guilty	10	12.8%
Case withdrawn	02	2.6%
Total	78	100%

Total number of Disciplinary hearings finalised	78
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Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2015 and 31 March 2016

Type of misconduct	Number	% of total
Absenteeism	06	7.7%
Misappropriation of funds	08	10.2%
Prejudicing the administration, efficiency and discipline of the Department	23	29.4%
Damage to state property	01	1.3%
Sexual assault/relationship with learners/harassment	09	11.5
Fraud regarding examination	03	3.8
Assault/corporal punishment	11	14.1
Fraud	05	6.4
Theft	02	2.6
Intimidation	01	1.3
Poor work performance	04	5.1
RWOPS	05	6.4
Total	78	100%

Table 3.12.4 Grievances logged for the period 1 April 2015 and 31 March 2016

Grievances	Number	% of Total
Number of grievances resolved	70	81.4
Number of grievances not resolved	16	18.6
Total number of grievances lodged	86	100

Table 3.12.5 Disputes logged with Councils for the period 1 April 2015 and 31 March 2016

Disputes	Number	% of Total
Number of disputes upheld	7	28
Number of disputes dismissed	18	72
Total number of disputes lodged	25	100

Table 3.12.6 Strike Actions for the period 1 April 2015 and 31 March 2016

Total number of persons working days lost	None
Total costs working days lost	None
Amount recovered as a result of no work no pay (R'000)	N/A

Table 3.12.7 Precautionary suspensions for the period 1 April 2015 and 31 March 2016

Number of people suspended	01
Number of people whose suspension exceeded 30 days	00
Average number of days suspended	1 Month
Cost of suspension(R'000)	R16 224.5

3.13 Skills development

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

Table 3.13.1 Training needs identified for the period 1 April 2015 and 31 March 2016

Occupational category	Gender	Number of employees as at 1 April 2015	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	110	None	Skills Programmes	Conferences Summits	5
	Male	120	None	Skills Programmes	Conferences Summits	5
Professionals	Female	737	None	Qualifications & Skills Programmes	Conferences Summits	25
	Male	923	None	Qualifications & Skills Programmes	Conferences Summits	25
Technicians and associate professionals	Female	240	None	Qualifications & Skills Programmes	Conferences Summits	15
	Male	140	None	Qualifications & Skills Programmes	Conferences Summits	15
Clerks	Female	494	None	Qualifications & Skills Programmes	Conferences Summits	10
	Male	518	None	Qualifications & Skills Programmes	Conferences Summits	10
Service and sales workers	Female	48	None	Qualifications & Skills Programmes	On the Job training	10
	Male	4	None	Qualifications & Skills Programmes	On the Job Training	10
Skilled agriculture and fishery workers	Female	0	N/A	N/A	N/A	N/A
	Male	0	N/A	N/A	N/A	N/A
Craft and related trades workers	Female	0	N/A	N/A	N/A	N/A
	Male	0	N/A	N/A	N/A	N/A
Plant and machine operators and assemblers	Female	0	N/A	N/A	N/A	N/A
	Male	0	N/A	N/A	N/A	N/A
Elementary occupations	Female	47	None	Qualifications & Skills Programmes	On the Job Training	2
	Male	104	None	Qualifications	On the job	2

Occupational category	Gender	Number of employees as at 1 April 2015	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
				& Skills Programmes	training	
Sub Total	Female	1676	None	Qualifications & Skills Programmes	Conferences, Summits & On the job training	67
	Male	1809	None	Qualifications & Skills Programmes	Conferences, Summits & On the job training	67
Total		3485				

Table 3.13.2 Training provided for the period 1 April 2015 and 31 March 2016

Occupational category	Gender	Number of employees as at 1 April 2015	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	102	None	Skills Programmes	Conferences Summits	3
	Male	98	None	Skills Programmes	Conferences Summits	3
Professionals	Female	820	None	Qualifications & Skills Programmes	Conferences Summits	20
	Male	642	None	Qualifications & Skills Programmes	Conferences Summits	20
Technicians and associate professionals	Female	35	None	Qualifications & Skills Programmes	Conferences Summits	12
	Male	44	None	Qualifications & Skills Programmes	Conferences Summits	12
Clerks	Female	404	None	Qualifications & Skills Programmes	Conferences Summits	7
	Male	502	None	Qualifications & Skills Programmes	Conferences Summits	7
Service and sales workers	Female	47	None	Qualifications & Skills Programmes	On the Job training	5
	Male	3	None	Qualifications & Skills Programmes	On the Job Training	5
Skilled agriculture and	Female	0	N/A	N/A	N/A	N/A

Occupational category	Gender	Number of employees as at 1 April 2015	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
fishery workers	Male	0	N/A	N/A	N/A	N/A
Craft and related trades workers	Female	0	N/A	N/A	N/A	N/A
	Male	0	N/A	N/A	N/A	N/A
Plant and machine operators and assemblers	Female	0	N/A	N/A	N/A	N/A
	Male	0	N/A	N/A	N/A	N/A
Elementary occupations	Female	0	None	Qualifications & Skills Programmes	On the Job Training	2
	Male	0	None	Qualifications & Skills Programmes	On the job training	2
Sub Total	Female	1408	None	Qualifications & Skills Programmes	Conferences, Summits & On the job training	49
	Male	1289	None	Qualifications & Skills Programmes	Conferences, Summits & On the job training	49
Total		2697				

3.14. Injury on duty

The following tables provide basic information on injury on duty.

Table 3.14.1 Injury on duty for the period 1 April 2015 and 31 March 2016

Nature of injury on duty	Number	% of total
Required basic medical attention only	96	25%
Temporary Total Disablement	286	74.5%
Permanent Disablement	2	0.5%
Fatal	0	0
Total	384	100%

3.15 Utilisation of Consultants

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2015 and 31 March 2016

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

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

N/A	N/A	N/A	N/A
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Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2015 and 31 March 2016

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

Table 3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2015 and 31 March 2016

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

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

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2015 and 31 March 2016

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

3.16 Severance Packages

Table 3.16.1 Granting of employee initiated severance packages for the period 1 April 2015 and 31 March 2016

Salary band	Number of applications received	Number of applications referred to the MPSA	Number of applications supported by MPSA	Number of packages approved by Department
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0
Highly skilled supervision (Levels 9-12)	0	0	0	0
Senior management (Levels 13-16)	0	0	0	0
Total	0	0	0	0

PART E:



The coat of arms of Limpopo Province is centered on the page. It features a shield with a green top section and a yellow bottom section. The shield is supported by two white lions. Above the shield is a golden crown. Below the shield is a banner with the motto 'PEACE, UNITY AND PROSPERITY'. The entire emblem is rendered in a semi-transparent, light grey color.

FINANCIAL INFORMATION

Report of the auditor-general to the Limpopo Provincial Legislature on vote no.3: Department of Education

Report on the financial statements

Introduction

1. I was engaged to audit the financial statements of the Department of Education set out on pages 173 to 273 which comprise the appropriation statement, the statement of financial position as at 31 March 2016, the statement of financial performance, statement of changes in net assets, and cash flow statement for the year then ended, as well as the notes, comprising a summary of significant accounting policies and other explanatory information.

Accounting officer's responsibility for the financial statements

2. The accounting officer is responsible for the preparation and fair presentation of these financial statements in accordance with the Modified Cash Standard (MCS) prescribed by the National Treasury and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA) and the Division of Revenue Act of South Africa, 2015 (Act No. 1 of 2015) (DoRA), and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor-general's responsibility

3. My responsibility is to express an opinion on the financial statements based on conducting the audit in accordance with International Standards on Auditing. Because of the matters described in the basis for disclaimer of opinion paragraphs, however, I was unable to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for disclaimer of opinion

Immovable tangible capital assets

4. I identified a difference of R544 000 000 between the immovable tangible capital asset balance as disclosed in note 30 to the financial statements and the underlying accounting records as the department did not have an adequate system of internal control for performing a reconciliation between the underlying records and the financial statements. I was unable to confirm immovable tangible capital assets by alternative means. Consequently I was unable to determine whether any adjustments to immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in the financial statements was necessary.
5. I was unable to obtain sufficient appropriate audit evidence for the unexplained differences in balances between the current and prior year financial statements, due to the status of the accounting records. I was unable to confirm these differences by alternative means. Consequently, I was unable to determine whether any adjustments to immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements were necessary.

6. The department did not have adequate systems to maintain records of immovable tangible capital assets. I identified a number of duplicate assets included in the immovable tangible capital assets' balance stated at R2 996 019 000 (2015: 3 842 666 000) in note 30 to the financial statements. Consequently, I was not able to determine the full extent of the overstatement in immovable tangible capital assets as it was impractical to do so.
7. I identified differences to the amount of R221 624 784 between the supporting documentation and what was recorded in the underlying accounting records of the department. Consequently, immovable tangible capital assets of R2 996 019 000 (2015: R3 842 666 000) as disclosed in note 30 to the financial statements is understated by R221 624 784.
8. I was unable to obtain sufficient appropriate audit evidence regarding immovable tangible capital assets, as the department's accounting records did not facilitate easy identification and location of immovable tangible capital assets recorded in the financial statements. In addition, where the immovable tangible capital assets could be verified, we identified differences between what is recorded in the underlying records and supporting information. I was unable to verify movable tangible capital assets by alternative means. Consequently, I was unable to determine whether any adjustment to immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements was necessary.
9. The department did not have adequate systems in place to maintain records of immovable tangible capital assets. I identified a significant number of immovable tangible capital assets not belonging to the department but included in the financial statements. In addition, I identified a significant number of immovable tangible capital assets belonging to the department that were not included in the underlying accounting records and financial statements. Consequently, I was not able to determine the impact on the immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements, as it was impractical to do so.
10. I identified differences to the amount of R821 956 793 (2015: R512 833 398) between the supporting documentation and what was recorded in the underlying accounting records of the department for completed projects transferred to the Department of Public Works, Roads and Infrastructure. Consequently, I was unable to determine whether any adjustment to the immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements were necessary.
11. I was unable to obtain sufficient appropriate audit evidence on non-cash additions amounting to R219 907 000 (2015: R645 095 085) in note 30 to the financial statements, due to the status of the accounting records. I could not confirm the non-cash additions to immovable tangible capital assets by alternative means. Consequently, I was unable to determine whether any adjustment to the immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements was necessary.
12. I was unable to obtain sufficient appropriate audit evidence on value adjustments amounting to R544 000 000, due to the status of the accounting records and non-submission of information to support this amount. I was unable to confirm this amount by alternative means. Consequently, I was unable to determine whether any adjustment to immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements was necessary.
13. I was unable to obtain sufficient appropriate audit evidence on a prior period error adjustment amounting to R118 801 000, due to the status of the accounting records and non-submission of information to support this amount. I was unable to confirm this amount by alternative means. Consequently, I was unable to determine whether any adjustment to immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements was necessary.
14. I identified differences to the amount of R544 000 000 between note 30.4 to the financial statements for assets subject to section 42 of the PFMA and note 30 to the financial statements for immovable tangible capital assets. Consequently, immovable tangible capital assets subject to section 42 of the PFMA is overstated by R544 000 000.

15. I identified differences to the amount of R321 336 031 between the value of asset transfers and the underlying accounting records. Consequently, immovable tangible capital assets of R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements is overstated by R321 336 031.
16. I identified completed projects which were classified as work in progress and recorded as such in an annexure to the financial statements. I was unable to obtain sufficient appropriate audit evidence to determine whether the department accurately classified its immovable tangible capital assets as required in terms of the MCS. Consequently I was unable to determine whether any further adjustment relating to immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements was necessary.
17. In addition to the above paragraphs, I was unable to obtain sufficient appropriate audit evidence to determine whether the department accurately recorded its immovable tangible capital assets as required in terms of the MCS. Consequently, I was unable to determine whether any further adjustment relating to immovable tangible capital assets stated at R2 996 019 000 (2015: R3 842 666 000) in note 30 to the financial statements was necessary. Due to the matters reported on in the preceding paragraphs, I was unable to determine the net effect on the immovable tangible capital asset balance in the financial statements.

Movable tangible capital assets

18. I was unable to obtain sufficient appropriate audit evidence for the unexplained difference in balances between the current and prior year financial statements, due to the status of the accounting records. I was unable to confirm these differences by alternative means. Consequently, I was unable to determine whether any adjustments to movable tangible capital assets stated at R408 154 000 (2015: R375 089 000) in note 29 to the financial statements was necessary.
19. In terms of the Modified Cash Standards, Capital Assets, assets acquired before 1 April 2002 can be recognised at R1. I was unable to obtain sufficient appropriate audit evidence that assets recorded in the department's underlying accounting records at R1 were acquired before 1 April 2002, due to the status of the accounting records. Consequently, I was unable to determine whether any adjustment relating to movable tangible assets stated at R408 154 000 (2015: R375 089 000) in note 29 to the financial statements was necessary.
20. I was unable to obtain sufficient appropriate audit evidence regarding movable tangible capital assets, as the department's accounting records did not facilitate easy identification and location of movable tangible capital assets recorded in the financial statements. In addition, where the location of the assets was included the movable tangible capital assets could not in all cases be found at those locations. I was unable to verify movable tangible capital assets by alternative means. Consequently, I was unable to determine whether any adjustment to movable tangible capital assets stated at R408 154 000 (2015: R375 089 000) in note 29 to the financial statements was necessary.
21. I identified assets belonging to the department that were not included in the underlying accounting records and financial statements. In the absence of an adequate internal control system over the completeness of recording, I was unable to determine the extent of the understatement in the movable tangible capital assets of R408 154 000 (2015: R375 089 000) in note 29 to the financial statements.
22. In terms of the Modified Cash Standards Capital Assets, the department must include a narrative with a summary of assets that are disclosed as assets under investigation. The department did not include a narrative in the annual financial statements for movable tangible capital assets under investigation. Consequently, note 29 to the financial statements is incomplete.
23. In addition to the above paragraphs, I was unable to obtain sufficient appropriate audit evidence to determine whether the department accurately recorded its movable tangible capital assets as required in terms of the MCS. Consequently, I was unable to determine whether any further

adjustment relating to movable tangible capital assets stated at R408 154 000 (2015: R375 089 000) in note 29 to the financial statements was necessary.

Commitments

24. I was unable to obtain sufficient appropriate audit evidence for commitments, due to the status of the department's contract management system and record keeping. I was unable to confirm commitments by alternative means. Consequently, I was unable to determine whether any adjustment relating to commitments stated at R5 363 808 000 (2015: R2 963 938 000) in note 19 to the financial statements was necessary.
25. During 2015, I identified differences to the amount of R637 969 816 between the commitment amounts disclosed in note 19 to the financial statements and what was recorded in the underlying accounting records. Consequently, I was unable to determine whether any adjustment to commitments stated at R5 363 808 000 (2015: R2 963 938 000) was necessary. My audit opinion on the financial statements for the period ended 31 March 2015 was modified accordingly. My opinion on the current period's financial statements is also modified because of the possible effect of this matter on the comparability of the current period's figures.

Provisions

26. I was unable to obtain sufficient appropriate audit evidence for the provisions disclosed in note 27 to the financial statement, due to the status of the department's accounting record. I was unable to determine if the amount of unpaid retention as disclosed is complete as the department did not have an adequate contract management system. I was unable to confirm the retentions by alternative means. Consequently, I was unable to determine whether any adjustment to the provisions stated at R375 174 000 as disclosed in note 27 to the financial statements was necessary.
27. The department did not disclose liabilities to employee cost resulting from accelerated pay progression. I was unable to determine the amount of misstatements as the department did not set the criteria for the determination of the liabilities. Consequently, I was unable to determine whether any adjustment to the provisions stated at R375 174 000 as disclosed in note 27 to the financial statements was necessary.

Payables

28. I was unable to obtain sufficient appropriate audit evidence on other payables due to the status of the accounting records and non-submission of information. I was unable to confirm other payables by alternative means. Consequently, I was unable to determine whether any adjustment to payables stated at R66 435 000 as disclosed in note 15 to the financial statements was necessary.

Receivables

29. The department did not have adequate systems in place to maintain records of receivables for the overpayment of employee related costs. I was unable to obtain sufficient appropriate audit evidence to support the receivable balances stated at R211 949 000. There were no alternative audit procedures that I could perform to obtain reasonable assurance on all receivables recorded. Consequently, I was unable to determine whether any further adjustment on the receivables balance stated at R211 949 000 (2015: R91 487 000) as disclosed in note 12 to the financial statements was necessary.

Contingent Liabilities

30. The department did not have an adequate system to maintain records of all claims instituted against the department by third parties. I identified additional claims instituted against the

department that were not included in the contingent liabilities balance of R735 098 000 (2015: R646 567 000) as disclosed in note 18 to the financial statements in terms of the requirements of the Modified Cash Standards Provisions and Contingents. Consequently, I was not able to determine whether any further adjustments to the contingent liabilities disclosed in the financial statement was necessary.

Fruitless and wasteful expenditure

31. The department did not include all particulars of fruitless and wasteful expenditure in note 24 to the financial statements. Furthermore, the department incurred additional fruitless and wasteful expenditure to the amount of R1 002 674 which was not included in note 24 to the financial statements. The department did not have adequate systems in place to identify and report on all fruitless and wasteful expenditure incurred. Consequently, I was not able to determine the full extent of the understatement in fruitless and wasteful expenditure as it was impracticable to do so.

Irregular expenditure

32. The department procured goods and services amounting to R502 231 067 (2015: R98 236 195) in contravention of the supply chain management processes. Due to a lack of an effective procurement system I was unable to confirm whether the disclosure made relating to the irregular expenditure in the financial statements was complete. Consequently, I was unable to determine whether any further adjustments to irregular expenditure disclosed in note 23 to the financial statements stated at R3 513 732 000 (2015: R3 177 395 000) were necessary.

Expenditure for capital assets

33. I was unable to obtain sufficient appropriate audit evidence to support expenditure for tangible capital assets amounting to R298 975 902 included in the expenditure for capital assets, due to the status of the accounting records and non-submission of information in support of this amount. I was unable to confirm this amount by alternative means. Consequently, I was unable to determine whether any adjustment to expenditure for capital assets stated at R1 087 711 000 in the financial statements were necessary.

Employee benefits

34. I identified differences to the amount of R316 918 298 between the supporting documentation and what was recorded in the underlying accounting records of the department. Consequently, capped leave commitments of R2 564 492 000, as disclosed in note 21 to the annual financial statements is understated by R316 918 298.

Disclaimer of opinion

35. Because of the significance of the matters described in the basis for disclaimer of opinion paragraphs, I have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, I do not express an opinion on the financial statements.

Emphasis of matters

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

Material under spending of the conditional grant

37. As disclosed in the financial statements the department has materially underspent on conditional grants to the amount of R55 598 000.

Additional matters

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

Unaudited supplementary schedules

39. The supplementary information set out on pages 251 to 272 does not form part of the financial statements and is presented as additional information. I have not audited these schedules and, accordingly, I do not express an opinion thereon.

Withdrawal from the audit engagement

40. Due to the limitation imposed on the scope of the audit by management, I have disclaimed my opinion on the financial statements. But for the legislated requirement to perform the audit of the department, I would have withdrawn from the engagement in terms of the ISAs.

Report on other legal and regulatory requirements

41. In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) and the general notice issued in terms thereof, I have a responsibility to report findings on the reported performance information against predetermined objectives of selected programmes presented in the annual performance report, compliance with legislation and internal control. The objective of my tests was to identify reportable findings as described under each subheading but not to gather evidence to express assurance on these matters. Accordingly, I do not express an opinion or conclusion on these matters.

Predetermined objectives

42. I performed procedures to obtain evidence about the usefulness and reliability of the reported performance information of the following selected programmes presented in the annual performance report of the department for the year ended 31 March 2016:

- Programme 2: Public ordinary schools on pages 46 to 52
- Programme 5: Early childhood development on pages 58 to 61
- Programme 6: Infrastructure development on pages 62 to 66
- Programme 7: Examination and education related services on pages 67 to 74

43. I evaluated the usefulness of the reported performance information to determine whether it was presented in accordance with the National Treasury's annual reporting principles and whether the reported performance was consistent with the planned programmes. I further performed tests to determine whether indicators and targets were well defined, verifiable, specific, measurable, time bound and relevant, as required by the National Treasury's *Framework for managing programme performance information* (FMPPI).

44. I assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.

Usefulness of reported performance information

45. I did not identify any material findings on the usefulness of the reported performance for the selected programmes.

Reliability of reported performance information

46. I did not identify any material findings on the reliability of the reported performance information for programme 7.

The material findings in respect of the selected programmes are as follows:

Programme 2: public ordinary schools

47. The FMPPi requires auditees to have appropriate systems to collect, collate, verify and store performance information to ensure reliable reporting of actual achievements against planned objectives, indicators and targets. The reported performance information was not reliable when compared to the source information provided.

Programme 5: early childhood development

48. The FMPPi requires auditees to have appropriate systems to collect, collate, verify and store performance information to ensure reliable reporting of actual achievements against planned objectives, indicators and targets. I was unable to obtain the information and explanations I considered necessary to satisfy myself as to the reliability of the reported performance information. This was due to the fact that the auditee could not provide sufficient appropriate evidence in support of the reported performance information.

Programme 6: infrastructure development

49. The FMPPi requires auditees to have appropriate systems to collect, collate, verify and store performance information to ensure reliable reporting of actual achievements against planned objectives, indicators and targets. I was unable to obtain the information and explanations I considered necessary to satisfy myself as to the reliability of the reported performance information. This was due to the fact that the auditee could not provide sufficient appropriate evidence in support of the reported performance information.

Additional matters

50. I draw attention to the following matters:

Achievement of planned targets

51. Refer to the annual performance report on pages 41 to 67; for information on the achievement of the planned targets for the year. This information should be considered in the context of the material findings on the reliability of the reported performance information in paragraphs 42 to 49 of this report.

Unaudited supplementary information

52. The supplementary information set out on pages 251 to 272 does not form part of the annual performance report and is presented as additional information. I have not audited these schedules and, accordingly, I do not report on them.

Compliance with legislation

53. I performed procedures to obtain evidence that the department had complied with applicable legislation regarding financial matters, financial management and other related matters. My

material findings on compliance with specific matters in key legislation, as set out in the general notice issued in terms of the PAA, are as follows:

Strategic planning and performance management

54. Specific and appropriate information systems to enable the department to monitor the progress made towards achieving the goals, targets and core objectives as indicated in the annual performance plan did not exist as required by of the *Public Service Regulation, Part IIIB.1(f)(i) and (ii)*.

Financial statements, performance and annual reports

55. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework and supported by full and proper records as required by section 40(1)(a) and (b) of the PFMA.
56. Material misstatements of non-current assets, current assets, current liabilities, expenditure and disclosure items identified by the auditors in the submitted financial statements were subsequently corrected, but the uncorrected material misstatements and supporting records that could not be provided resulted in the financial statements receiving a disclaimer audit opinion.

Procurement and contract management

57. Sufficient appropriate audit evidence could not be obtained that all contracts were awarded in accordance with the legislative requirements as documents were not provided for audit.
58. Goods and services with a transaction value below R500 000 were procured without obtaining the required price quotations, as required by Treasury Regulation 16A6.1.
59. Persons in service of the department whose close family members, partners or associates had a private or business interest in contracts awarded by the department failed to disclose such interest, as required by Treasury Regulation 16A8.4.
60. Persons in service of other state institutions who had a private or business interest in contracts awarded by the department participated in the process relating to that contract in contravention of Treasury Regulation 16A8.4.

Conditional grants received

61. Sufficient appropriate audit evidence could not be obtained that all grants received were spent in accordance with the applicable grant framework, in contravention of section 17(1) of the DoRA.

Expenditure management

62. Effective steps were not taken to prevent irregular expenditure as required by section 38(1)(c)(ii) of the PFMA and Treasury Regulation 9.1.1. The expenditure disclosed does not reflect the full extent of the irregular expenditure incurred as indicated in the basis for disclaimer paragraph.
63. Effective steps were not taken to prevent fruitless and wasteful expenditure as required by section 38(1)(c)(ii) of the PFMA and Treasury Regulation 9.1.1. The expenditure disclosed does not reflect the full extent of the fruitless and wasteful expenditure incurred as indicated in the basis for disclaimer paragraph.
64. Money owed by the department were not settled within 30 days, as required by section 38(1)(f) of the PFMA and Treasury Regulation 8.2.3.

Transfer of funds

65. Appropriate measures were not maintained to ensure that transfers and subsidies to entities were applied for the intended purposes, as required by Treasury Regulation 8.4.1.

Consequence management

66. Allegations of financial misconduct against the members of the accounting officer were not investigated, as required by Treasury Regulation 4.1.3.
67. Investigations were not conducted into all allegations of financial misconduct committed by officials, as required by Treasury Regulation 4.1.1.

Internal control

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

Leadership

69. Review and monitoring of the financial and performance reporting by the accounting officer is inadequate. This resulted in the annual financial statements and the annual performance report containing material misstatements.
70. The action plan developed by the department did not address internal and external audit findings to ensure that root causes for audit findings are resolved.
71. Instances of unauthorised, irregular and fruitless and wasteful expenditure were not investigated and effective and appropriate disciplinary steps were not taken against officials who made and/or permitted this expenditure.

Financial and performance management

72. The department did not have a proper record management system to ensure the availability of all financial and performance management information.
73. The accounting officer did not adequately review and monitor compliance with laws and regulations resulting in irregular, fruitless and wasteful expenditure.
74. The accounting officer did not perform adequate reviews to ensure that financial reports are supported and evidenced by reliable information.

Governance

75. Management's ineffectiveness in implementing recommendations from the internal and external auditors as well as inaccurate and unreliable financial and performance reports submitted prevented the audit committee to evaluate and monitor responses to risks in order to promote accountability and service delivery. Oversight over the effectiveness of the internal control environment, including financial and performance reporting and compliance with laws and regulations was thus not effective.

Other reports

76. We draw attention to the following engagements that could potentially impact on the department's financial, performance and compliance related matters. Our opinion is not modified in respect of these engagements that are either in progress or have been completed.

Performance audits

Performance audit on the curriculum support and monitoring provided by education districts to schools

77. The public reporting envisaged in the previous year was postponed to 2015-16. To facilitate comprehensive reporting the scope of the performance audit on the curriculum support and monitoring provided by education districts to schools was extended to include all nine provinces.

Investigations

78. The department was placed under administration in terms of section 100(1)(b) of the Constitution of the Republic of South Africa, 1996. As a result, investigations are being conducted, amongst others, to probe the awarding of contracts in terms of the supply chain management regulations. The investigations were still on-going at the reporting date.



Auditor General

Polokwane
31 July 2016

AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

ANNUAL FINANCIAL STATEMENTS

Appropriation Statement for the year ended 31 March 2016

Appropriation per programme									
	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Voted funds and Direct charges									
Programme									
1. Administration	1 613 404	-	(27 000)	1 586 404	1 569 057	17 347	98.9%	1 478 003	1 435 073
2. Public Ordinary School Education	21 521 730	-	33 671	21 555 401	21 475 070	80 331	99.6%	20 963 654	20 771 955
3. Independent Schools Subsidies	118 458	-	-	118 458	115 923	2 535	97.9%	112 496	105 797
4. Public Special Schools Education	404 615	-	113	404 728	403 686	1 042	99.7%	379 607	379 815
5. Early Childhood Development	164 826	-	(6 631)	158 195	143 692	14 503	90.8%	169 823	132 023
6. Infrastructure Development	1 102 128	-	-	1 102 128	1 077 374	24 754	97.8%	1 323 325	1 305 710
7. Examination and Educational Related Services	337 642	-	(153)	337 489	331 693	5 796	98.3%	343 314	287 587
8. Further Education and Training	-	-	-	-	-	-	-	404 504	409 101
9. Adult Basic Education	-	-	-	-	-	-	-	161 886	151 988
Programme sub total	25 262 803	-	-	25 262 803	25 116 494	146 309	99.4%	25 336 612	24 979 050
Statutory Appropriation	1 902	-	-	1 902	1 680	222	88.3%	1 822	1 315
Member's Remuneration	1 902	-	-	1 902	1 680	222	88.3%	1 822	1 315
TOTAL	25 264 705	-	-	25 264 705	25 118 174	146 531	99.4%	25 338 434	24 980 365

	Final Appropriation	Actual Expenditure	Variance		Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Reconciliation with Statement of Financial Performance						
Add: Departmental receipts	13 490					
Actual amounts per Statement of Financial Performance (Total Revenue)	25 278 195				25 338 434	
Add: Prior year unauthorised expenditure approved without funding		-				181140
Actual amounts per Statement of Financial Performance Expenditure		25 118 174				25 161 505

Appropriation per economic classification									
	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	22 712 679	-	(28 000)	22 684 679	22 584 419	100 260	99.6%	22 719 290	21 934 801
Compensation of employees	20 706 513	-	-	20 706 513	20 721 592	(15 079)	100.1%	20 553 006	19 987 302
Salaries and wages	17 829 951	73 245	(17 000)	17 886 196	17 979 874	(93 678)	100.5%	17 331 270	17 465 952
Social contributions	2 876 562	(73 245)	17 000	2 820 317	2 741 718	78 599	97.2%	3 221 736	2 521 349
Goods and services	2 006 166	-	(28 000)	1 978 166	1 862 827	115 339	94.2%	2 166 284	1 947 500
Administrative fees	486	-	-	486	402	84	82.7%	2 904	1 178
Advertising	4 155	-	-	4 155	2 741	1 414	66.0%	2 478	940
Minor assets	23 689	-	(7 000)	16 689	6 248	10 441	37.4%	17 163	1 141
Audit costs: External	15 031	-	-	15 031	14 984	47	99.7%	14 052	13 686
Bursaries: Employees	15 062	(2 800)	-	12 262	16 914	(4 652)	137.9%	28 489	28 483
Catering: Departmental activities	30 889	(700)	-	30 189	21 342	8 847	70.7%	33 755	14 801
Communication (G&S)	37 242	-	-	37 242	38 888	(1 646)	104.4%	40 852	39 694
Computer services	38 119	-	-	38 119	38 625	(506)	101.3%	45 131	34 381
Consultants: Business and advisory services	4 119	-	-	4 119	-	4 119	-	20 194	10 813
Legal services	-	-	-	-	-	-	-	800	169
Contractors	53 820	-	(7 500)	46 320	29 501	16 819	63.7%	74 055	45 269
Agency and support / outsourced services	893 929	(2 000)	-	891 929	900 193	(8 264)	100.9%	908 321	900 357

	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Entertainment	2	-	-	2	-	2	-	2	-
Fleet services (including government motor transport)	15 071	(3 000)	-	12 071	11 460	611	94.9%	16 194	12 231
Inventory: Clothing material and accessories	2 720	-	-	2 720	-	2 720	-	888	0
Inventory: Learner and teacher support material	378 752	(2 300)	(9 000)	367 452	366 767	685	99.8%	520 264	455 898
Inventory: Materials and supplies	261	-	-	261	-	261	-	150	-
Inventory: Medical supplies	702	-	-	702	702	-	100.0%	9 580	1 043
Inventory: Other supplies	36 493	-	(9 500)	26 993	7 729	19 264	28.6%	-	-
Consumable supplies	12 138	-	-	12 138	5 515	6 623	45.4%	8 492	6 036
Consumable: Stationery, printing and office supplies	79 605	(1 403)	-	78 202	60 832	17 370	77.8%	115 517	92 411
Operating leases	68 515	(7 000)	(2 000)	59 515	54 739	4 776	92.0%	31 093	27 339
Property payments	73 997	-	-	73 997	17 500	56 497	23.6%	45 419	18 054
Transport provided: Departmental activity	128 196	-	-	128 196	146 182	(17 986)	114.0%	124 025	116 428
Travel and subsistence	74 601	17 100	7 000	98 701	99 232	(531)	100.5%	99 080	117 722
Training and development	7 032	-	-	7 032	5 728	1 304	81.5%	2 533	415
Operating payments	4 154	2 103	-	6 257	10 905	(4 648)	174.3%	1 499	7 383
Venues and facilities	6 939	-	-	6 939	5 417	1 522	78.1%	3 149	1 618
Rental and hiring	447	-	-	447	281	166	62.9%	205	11
Transfers and subsidies	1 489 598	-	-	1 489 598	1 418 438	71 160	95.2%	1 283 210	1 717 478
Provinces and municipalities	50 380	-	-	50 380	19 957	30 423	39.6%	380	233

	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Provinces	50 161	-	-	50 161	19 776	30 385	39.4%	-	-
Provincial Revenue Funds	50 161	-	-	50 161	19 776	30 385	39.4%	-	-
Municipalities	219			219	181	38	82.6%	380	233
Municipal bank accounts	219	-	-	219	181	38	82.6%	380	233
Departmental agencies and accounts	21 516	-	-	21 516	21 516	-	100.0%	39 941	39 722
Departmental agencies (non- business entities)	21 516	-	-	21 516	21 516	-	100.0%	39 941	39 722
Higher Education Institutions	-			-	-	-	-	-	39 8588
Non-profit institutions	1 156 619	(2 518)	-	1 154 101	1 123 487	30 614	97.3%	1 104 156	1 079 845
Households	261 083	2 518	-	263 601	253 477	10 124	96.2%	138 733	199 090
Social benefits	219 186	154	-	219 340	208 883	10 457	95.2%	118 191	178 088
Other transfers to households	41 897	2 364	-	44 261	44 594	(333)	100.8%	20 542	21 002
Payments for capital assets	1 062 428	-	-	1 062 428	1 087 701	(25 273)	102.4%	1 335 934	1 328 086
Buildings and other fixed structures	1 018 252	-	-	1 018 252	1 060 003	(41 751)	104.1%	1 299 027	1 314 325
Buildings	1 018 252	-	-	1 018 252	1 060 003	(41 751)	104.1%	1 299 027	1 314 325
Machinery and equipment	44 176	-	-	44 176	26 180	17 996	59.3%	36 407	13 761
Transport equipment	26 414	-	-	26 414	21 053	5 361	79.7%	14 905	10 738
Other machinery and equipment	17 762	-	-	17 762	5 127	12 635	28.9%	21 502	3 023
Heritage assets	-	-	-	-	1 518	(1 518)	-	-	-
Software and other intangible assets	-	-	-	-	-	-	-	500	-
Payment for financial assets	-	-	28 000	28 000	27 616	384	98.6%	-	-
	25 264 705	-	-	25 264 705	25 118 174	146 531	99.4%	25 338 434	24 980 365

Programme 1: ADMINISTRATION

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. OFFICE OF THE MEC	8 844	(2 200)	-	6 644	6 110	534	92.0%	7 689	5 548
2. CORPORATE SERVICES EDUCATION	416 700	(17 154)	18 000	417 546	414 497	3 049	99.3%	341 888	282 401
3. MANAGEMENT HUMAN RESOURCE DEVELOPMENT	1 107 191	20 000	(28 000)	1 099 191	1 093 691	5 500	99.5%	1 046 760	1 048 213
4. EDUCATION MANAGEMENT	47 113	(2 800)	(17 000)	27 313	26 561	752	97.2%	49 813	74 863
5. INFORMATION SYSTEMS	33 556	2 154	-	35 710	28 199	7 511	79.0%	31 853	24 048
	1 613 404	-	(27 000)	1 586 404	1 569 057	17 347	98.9%	1 478 003	1 435 073

	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	1 520 906	-	(55 000)	1 465 906	1 460 435	5 471	99.6%	1 418 644	1 393 968
Compensation of employees	1 248 393	-	(62 000)	1 186 393	1 186 176	217	100.0%	1 200 728	1 185 744
Salaries and wages	1 074 039	-	(27 000)	1 047 039	1 029 688	17 351	98.3%	1 036 156	1 042 329
Social contributions	174 354	-	(35 000)	139 354	156 488	(17 134)	112.3%	164 572	143 416
Goods and services	272 513	-	7 000	279 513	274 260	5 253	98.1%	217 916	208 224
Administrative fees	97	-	-	97	5	92	5.2%	2 505	1 178
Advertising	1 506	-	-	1 506	813	693	54.0%	1 207	322
Minor assets	2 048	-	-	2 048	850	1 198	41.5%	9 336	419
Audit costs: External	15 031	-	-	15 031	14 984	47	99.7%	14 052	13 686
Bursaries: Employees	3 470	(2 800)	-	670	2 870	(2 200)	428.4%	10 000	10 000

Catering: Departmental activities	2 634	(700)	-	1 934	1 297	637	67.1%	1 474	854
Communication (G&S)	26 477	-	-	26 477	28 634	(2 157)	108.1%	30 560	30 252
Computer services	32 973	-	-	32 973	35 845	(2 872)	108.7%	40 200	31 553
Consultants: Business and advisory services	293	-	-	293	-	293	-	2 176	-
Contractors	2 826	-	-	2 826	552	2 274	19.5%	1 682	667
Agency and support / outsourced services	58 991	(2 000)	-	56 991	56 419	572	99.0%	5 033	5 343
Entertainment	2	-	-	2	-	2	-	2	-
Fleet services (including government motor transport)	15 071	(3 000)	-	12 071	11 460	611	94.9%	16 194	12 231
Inventory: Clothing material and accessories	776	-	-	776	-	776	-	294	(0)
Inventory: Learner and teacher support material	35	-	-	35	-	35	-	-	-
Inventory: Materials and supplies	85	-	-	85	-	85	-	150	-
Consumable supplies	4 504	-	-	4 504	3 191	1 313	70.9%	3 976	2 702
Consumable: Stationery, printing and office supplies	12 500	(1 000)	-	11 500	8 343	3 157	72.5%	9 917	6 119
Operating leases	40 067	(7 000)	-	33 067	28 437	4 630	86.0%	27 193	24 769
Property payments	8 427	-	-	8 427	6 447	1 980	76.5%	9 040	5 432
Transport provided: Departmental activity	-	-	-	-	-	-	-	-	-
Travel and subsistence	36 837	16 500	7 000	60 337	64 163	(3 826)	106.3%	29 914	55 488
Training and development	5 134	-	-	5 134	3 830	1 304	74.6%	767	-
Operating payments	1 887	-	-	1 887	5 730	(3 843)	303.7%	801	6 756
Venues and facilities	822	-	-	822	388	434	47.2%	1 243	453
Rental and hiring	20	-	-	20	2	18	10.0%	200	-
Transfers and subsidies	65 914	-	-	65 914	62 404	3 510	94.7%	41 315	28 957
Provinces and municipalities	380	-	-	380	293	87	77.1%	380	233
Provinces	161	-	-	161	112	49	69.6%	-	-
Provincial Revenue Funds	161	-	-	161	112	49	69.6%	-	-

	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Municipalities	219	-	-	219	181	38	82.6%	380	233
Municipal bank accounts	219	-	-	219	181	38	82.6%	380	233
Non-profit institutions	12 420	(5 190)	-	7 230	6 099	1 131	84.4%	11 518	805
Households	53 114	5 190	-	58 304	56 012	2 292	96.1%	29 417	27 918
Social benefits	19 759	2 826	-	22 585	20 420	2 165	90.4%	18 875	17 282
Other transfers to households	33 355	2 364	-	35 719	35 592	127	99.6%	10 542	10 636
Payments for capital assets	26 584	-	-	26 584	18 601	7 983	70.0%	18 044	12 149
Machinery and equipment	26 584	-	-	26 584	17 083	9 501	64.3%	18 044	12 149
Transport equipment	13 891	-	-	13 891	12 713	1 178	91.5%	11 105	10 738
Other machinery and equipment	12 693	-	-	12 693	4 370	8 323	34.4%	6 939	1 410
Heritage assets	-	-	-	-	1 518	(1 518)	-	-	-
Payment for financial assets	-	-	28 000	28 000	27 616	384	98.6%	-	-
	1 613 404	-	(27 000)	1 586 404	1 569 057	17 347	98.9%	1 478 003	1 435 073

Sub-programme: 1.1: OFFICE OF THE MEC

Economic classification	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	8 742	(2 200)	-	6 542	6 044	498	92.4%	7 673	5 548
Compensation of employees	4 388	-	-	4 388	3 904	484	89.0%	4 091	3 398
Salaries and wages	3 904	-	-	3 904	3 313	591	84.9%	3 573	2 981
Social contributions	484	-	-	484	591	(107)	122.1%	518	417
Goods and services	4 354	(2 200)	-	2 154	2 140	14	99.4%	3 582	2 150
Administrative fees	7	-	-	7	-	7	-	-	-
Advertising	500	-	-	500	110	390	22.0%	83	83
Minor assets	77	-	-	77	-	77	-	50	-

Catering: Departmental activities	1 022	(700)		322	874	(552)	271.4%	1 000	735
Communication (G&S)	250			250		250	-		
Entertainment	2			2		2	-	2	
Consumable supplies	459			459	240	219	52.3%	233	89
Consumable: Stationery, printing and office supplies	50			50		50	-	34	
Travel and subsistence	1 669	(1 500)		169	911	(742)	539.1%	1 401	1 001
Operating payments	250			250		250	-	56	
Venues and facilities	68			68	5	63	7.4%	523	243
Transfers and subsidies	82	-	-	82	66	16	80.5%	16	-
Households	82	-	-	82	66	16	80.5%	16	-
Social benefits	16			16		16	-	16	
Other transfers to households	66			66	66	-	100.0%		
Payments for capital assets	20	-	-	20	-	20	-	-	-
Machinery and equipment	20	-	-	20	-	20	-	-	-
Other machinery and equipment									
Total	8 844	(2 200)	-	6 644	6 110	534	92.0%	7 689	5 548

Sub-programme: 1.2: CORPORATE SERVICES

Economic classification	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	360 368	(17 154)	(10 000)	333 214	330 783	2 431	99.3%	312 327	265 461
Compensation of employees	155 920	(2 154)	(10 000)	143 766	145 052	(1 286)	100.9%	157 155	137 503
Salaries and wages	136 124	(2 154)	(10 000)	123 970	125 975	(2 005)	101.6%	140 886	120 803
Social contributions	19 796			19 796	19 077	719	96.4%	16 269	16 700
Goods and services	204 448	(15 000)	-	189 448	185 731	3 717	98.0%	155 172	127 958
Administrative fees	68			68	5	63	7.4%	38	
Advertising	606			606	531	75	87.6%	1 124	239
Minor assets	137			137	175	(38)	127.8%	2 348	187
Audit costs: External	15 031			15 031	14 984	47	99.7%	14 052	13 686

Catering: Departmental activities	645			645	204	441	31.6%	331	73
Communication (G&S)	26 106			26 106	28 614	(2 508)	109.6%	30 391	30 208
Computer services	32 973			32 973	35 845	(2 872)	108.7%	35 220	31 542
Consultants: Business and advisory services	293			293	-	293	-	2 176	
Contractors	896			896	356	540	39.7%	738	66
Agency and support / outsourced services	58 991	(2 000)		56 991	56 419	572	99.0%	5 025	5 343
Fleet services (including government motor transport)	15 071	(3 000)		12 071	11 460	611	94.9%	16 194	12 231
Inventory: Clothing material and accessories	353			353	-	353	-	160	(0)
Inventory: Learner and teacher support materi	35			35	-	35	-		

	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Inventory: Materials and supplies	33			33	-	33	-	150	
Consumable supplies	2 289			2 289	1 713	576	74.8%	2 542	1 652
Consumable: Stationery, printing and office supplies	3 141	(1 000)		2 141	1 147	994	53.6%	3 911	1 522
Operating leases	39 567	(7 000)		32 567	28 030	4 537	86.1%	26 711	24 599
Property payments	2 058			2 058	1 835	223	89.2%	4 517	1 213
Travel and subsistence	5 357	(2 000)		3 357	3 836	(479)	114.3%	8 863	4 662
Training and development	10			10	-	10	-	87	
Operating payments	664			664	522	142	78.6%	374	530
Venues and facilities	124			124	53	71	42.7%	220	204
Rental and hiring	-			-	2	(2)	-		
Transfers and subsidies	39 941	-	-	39 941	39 015	926	97.7%	16 370	6 181
Provinces and municipalities	161	-	-	161	112	49	69.6%	161	63
Non-profit institutions	12 420	(5 190)		7 230	6 099	1 131	84.4%	11 518	805
Households	27 360	5 190	-	32 550	32 804	(254)	100.8%	4 691	5 312
Social benefits	1 571	2 826		4 397	4 397	-	100.0%	1 649	2 292
Other transfers to households	25 789	2 364		28 153	28 407	(254)	100.9%	3 042	3 020
Payments for capital assets	16 391	-	-	16 391	17 083	(692)	104.2%	13 191	10 759

Machinery and equipment	16 391			16 391	17 083	(692)	104.2%	13 191	10 759
Transport equipment	13 891			13 891	12 713	1 178	91.5%	11 105	10 738
Other machinery and equipment	2 500			2 500	4 370	(1 870)	174.8%	2 086	21
Payment for financial assets			28 000	28 000	27 616	384	98.6%		
Total	416 700	(17 154)	18 000	417 546	414 497	3 049	99.3%	341 888	282 401

Sub-programme: 1.3: EDUCATION MANAGEMENT

Economic classification	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	1 084 883	20 000	(28 000)	1 076 883	1 075 969	914	99.9%	1 025 694	1 031 530
Compensation of employees	1 037 314	-	(35 000)	1 002 314	1 001 581	733	99.9%	999 602	967 949
Salaries and wages	884 246			884 246	866 242	18 004	98.0%	853 153	842 698
Social contributions	153 068		(35 000)	118 068	135 339	(17 271)	114.6%	146 449	125 252
Goods and services	47 569	20 000	7 000	74 569	74 388	181	99.8%	26 092	63 581
Administrative fees	22			22	-	22	-	106	
Minor assets	1 224			1 224	675	549	55.1%	468	232
Catering: Departmental activities	119			119	136	(17)	114.3%	20	20
Communication (G&S)	121			121	20	101	16.5%	169	44
Computer services				-	-	-	-		11
Contractors	1 930			1 930	196	1 734	10.2%	944	601
Inventory: Clothing material and accessories	423			423	-	423	-	134	0
Inventory: Materials and supplies	52			52	-	52	-		
Consumable supplies	1 756			1 756	1 208	548	68.8%	1 121	891
Consumable: Stationery, printing and office supplies	8 732			8 732	6 636	2 096	76.0%	4 918	4 356
Operating leases	500			500	407	93	81.4%	482	170
	6 369			6 369	4 612	1 757		4 523	4 219
Property payments							72.4%		
Travel and subsistence	25 248	20 000	7 000	52 248	55 306	(3 058)	105.9%	12 861	46 828

Operating payments	973			973	5 182	(4 209)	532.6%	346	6 210
Venues and facilities	80			80	10	70	12.5%		
Rental and hiring	20			20	-	20	-		

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers and subsidies	18 375	-	-	18 375	16 204	2 171	88.2%	17 413	15 293
Provinces and municipalities	219	-	-	219	181	38	82.6%	219	170
Municipalities	219	-	-	219	181	38	82.6%	219	170
Households	18 156	-	-	18 156	16 023	2 133	88.3%	17 194	15 124
Other transfers to households				-	-	-	-		133
Payments for capital assets	3 933	-	-	3 933	1 518	2 415	38.6%	3 653	1 389
Machinery and equipment	3 933	-	-	3 933	-	3 933	-	3 653	1 389
Other machinery and equipment	3 933			3 933		3 933		3 653	1 389
Heritage assets				-	1 518	(1 518)	-		
Total	1 107 191	20 000	(28 000)	1 099 191	1 093 691	5 500	99.5%	1 046 760	048 213



Sub-programme: 1.4: HUMAN RESOURCE DEVELOPMENT

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	39 613	(2 800)	(17 000)	19 813	19 441	372	98.1%	42 313	67 381
Compensation of employees	26 095	-	(17 000)	9 095	8 809	286	96.9%	24 954	53 726
Salaries and wages	25 410		(17 000)	8 410	7 618	792	90.6%	23 918	52 964
Social contributions	685			685	1 191	(506)	173.9%	1 036	761
Goods and services	13 518	(2 800)	-	10 718	10 632	86	99.2%	17 359	13 655
Administrative fees				-	-	-	-	2 361	1 178
Advertising	400			400	172	228	43.1%		
Bursaries: Employees	3 470	(2 800)		670	2 870	(2 200)	428.4%	10 000	10 000
Catering: Departmental activities	828			828	74	754	8.9%	73	23
Agency and support / outsourced services				-	-	-	-	8	
Travel and subsistence	3 596			3 596	3 340	256	92.9%	4 392	2 432
Training and development	4 674			4 674	3 830	844	81.9%		
Operating payments	-			-	26	(26)	-	25	16
Venues and facilities	550			550	320	230	58.1%	500	6
Transfers and subsidies	7 500	-	-	7 500	7 119	381	94.9%	7 500	7 483
Other transfers to Households	7 500	-	-	7 500	7 119	381	94.9%	7 500	7 483
Total	47 113	(2 800)	(17 000)	27 313	26 561	752	97.2%	49 813	74 863

Sub-programme: 1.5: EDUCATION MANAGEMENT INFORMATION SYSTEMS

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	27 300	2 154	-	29 454	28 199	1 255	95.7%	30 637	24 048
Compensation of employees	24 676	2 154	-	26 830	26 829	1	100.0%	14 926	23 168
Salaries and wages	24 355	2 154	-	26 509	26 540	(31)	100.1%	14 626	22 883
Social contributions	321	-	-	321	290	31	90.3%	300	286
Goods and services	2 624	-	-	2 624	1 369	1 255	52.2%	15 711	880
Minor assets	610	-	-	610	-	610	-	6 470	-
Catering: Departmental activities	20	-	-	20	9	11	45.1%	50	4
Computer services	-	-	-	-	-	-	-	4 980	-
Consumable supplies	-	-	-	-	30	(30)	-	80	70
Consumable: Stationery, printing and office supplies	577	-	-	577	560	17	97.1%	1 054	241
Travel and subsistence	967	-	-	967	770	197	79.6%	2 397	565
Training and development	450	-	-	450	-	450	-	680	-
	16	-	-	16	-	16	-	16	-
Transfers and subsidies									
Households	16	-	-	16	-	16	-	16	-
Social benefits	16	-	-	16	-	16	-	16	-
Payments for capital assets	6 240	-	-	6 240	-	6 240	-	1 200	-
Machinery and equipment	6 240	-	-	6 240	-	6 240	-	1 200	-
Other Machinery and equipment	6 240	-	6 240	6 240	-	6 240	-	1200	-
Total	33 556	2 154	-	35 710	28 199	7 511	79.0%	31 853	24 048

Programme 2: PUBLIC ORDINARY SCHOOLS EDUCATION

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. PUBLIC PRIMARY SCHOOL EDUCATION	10 516 107	76 931	41 887	10 634 925	10 643 568	(8 643)	100.1%	10 492 898	10 337 937
2. PUBLIC SECONDARY SCHOOL EDUCATION	9 911 664	(77 990)	(8 216)	9 825 458	9 783 553	41 905	99.6%	9 428 761	9 414 482
3. HUMAN RESOURCE DEVELOPMENT	14 354	2 300	-	16 654	16 579	75	99.5%	18 489	20 330
4. NATIONAL SCHOOL NUTRITION GRANT	1 030 799	-	-	1 030 799	991 122	39 677	96.2%	991 153	984 446
5. IN-SCHOOL SPORT,ARTS AND CULTURE	7 827	(1 241)	-	6 586	4 577	2 009	69.5%	5 854	3 513
6. MATHS,SCIENCE AND TECHNOLOGY GRANT	40 979	-	-	40 979	35 671	5 308	87.0%	-	-
7. DINALEDI SCHOOL GRANT	-	-	-	-	-	-	-	11 340	2 679
8. TECHNICAL SECONDARY SCHOOL RECAPITALISATION GRANT	-	-	-	-	-	-	-	15 159	8 567
	21 521 730	-	33 671	21 555 401	21 475 070	80 331	99.6%	20 963 654	20 771 955



	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	20 283 604	-	33 887	20 317 491	20 304 087	13 404	99.9%	19 889 766	19 659 803
Compensation of employees	18 822 959	-	61 887	18 884 846	18 873 811	11 035	99.9%	18 210 053	18 077 142
Salaries and wages	16 177 296	73 245	10 000	16 260 541	16 347 830	(87 289)	100.5%	15 251 568	15 754 076
Social contributions	2 645 663	(73 245)	51 887	2 624 305	2 525 980	98 325	96.3%	2 958 485	2 323 066
Goods and services	1 460 645	-	(28 000)	1 432 645	1 430 277	2 368	99.8%	1 679 713	1 582 661
Administrative fees	374	-	-	374	389	(15)	103.9%	289	-
Advertising	152	-	-	152	105	47	69.2%	127	17
Minor assets	620	-	-	620	79	541	12.7%	3 351	358
Bursaries: Employees	11 592	-	-	11 592	14 044	(2 452)	121.2%	18 489	18 483
Catering: Departmental activities	2 272	-	-	2 272	1 503	769	66.1%	5 284	1 185
Communication (G&S)	10 122	-	-	10 122	10 121	1	100.0%	9 578	9 351
Consultants: Business and advisory services	151	-	-	151	-	151	-	373	213
Legal services	-	-	-	-	-	-	-	800	169
Contractors	32 703	-	(7 500)	25 203	22 079	3 124	87.6%	52 761	31 742
Agency and support / outsourced services	811 778	-	-	811 778	822 682	(10 904)	101.3%	884 507	880 268
Inventory: Clothing material and accessories	1 550	-	-	1 550	-	1 550	-	309	-
Inventory: Learner and teacher support material	352 028	(2 300)	(9 000)	340 728	340 366	362	99.9%	478 689	431 108
Inventory: Materials and supplies	70	-	-	70	-	70	-	-	-
Inventory: Other supplies	36 469	-	(9 500)	26 969	7 729	19 240	28.7%	-	-
Consumable supplies	3 899	-	-	3 899	1 805	2 094	46.3%	718	262
Consumable: Stationery, printing and office supplies	14 632	-	-	14 632	10 548	4 084	72.1%	42 004	33 519
Operating leases	28 448	-	(2 000)	26 448	26 302	146	99.4%	3 500	2 570
Property payments	3 395	-	-	3 395	2 853	542	84.0%	2 334	2 055

	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transport provided: Departmental activity	128 161	-	-	128 161	146 182	(18 021)	114.1%	123 995	116 428
Travel and subsistence	17 875	2 300	-	20 175	19 424	751	96.3%	50 408	54 305
Training and development	1 898	-	-	1 898	1 898	-	100.0%	1 761	415
Operating payments	1 712	-	-	1 712	1 473	239	86.0%	32	162
Venues and facilities	597	-	-	597	576	21	96.4%	399	47
Rental and hiring	147	-	-	147	120	27	81.6%	5	5
Transfers and subsidies	1 225 603	-	(216)	1 225 387	1 162 643	62 744	94.9%	1 032 373	1 085 622
Provinces and municipalities	50 000	-	-	50 000	19 664	30 336	39.3%	-	-
Provinces	50 000	-	-	50 000	19 664	30 336	39.3%	-	-
Non-profit institutions	974 071	2 672	-	976 743	950 214	26 529	97.3%	926 293	919 764
Households	201 532	(2 672)	(216)	198 644	192 765	5 879	97.0%	106 080	165 858
Social benefits	192 990	(2 672)	(216)	190 102	183 762	6 340	96.7%	96 080	155 492
Other transfers to households	8 542	-	-	8 542	9 002	(460)	105.4%	10 000	10 366
Payments for capital assets	12 523	-	-	12 523	8 340	4 183	66.6%	41 515	26 530
Buildings and other fixed structures	-	-	-	-	-	-	-	26 197	26 197
Machinery and equipment	12 523	-	-	12 523	8 340	4 183	66.6%	14 818	333
Transport equipment	12 523	-	-	12 523	8 340	4 183	66.6%	3 800	-
Other machinery and equipment	-	-	-	-	-	-	-	11 018	333
Software and other intangible assets	-	-	-	-	-	-	-	500	-
	21 521 730	-	33 671	21 555 401	21 475 070	80 331	99.6%	20 963 654	20 771 955



Sub-programme: 2.1: PUBLIC PRIMARY SCHOOL EDUCATION

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	10 148 009	74 259	41 887	10 264 155	10 275 088	(10 933)	100.1%	10 068 298	9 860 681
Compensation of employees	9 960 608	74 259	61 887	10 096 754	10 108 320	(11 566)	100.1%	9 805 973	9 641 488
Salaries and wages	8 662 864	74 259	10 000	8 747 123	8 740 167	6 956	99.9%	8 219 961	8 387 442
Social contributions	1 297 744		51 887	1 349 631	1 368 153	(18 522)	101.4%	1 586 012	1 254 046
Goods and services	187 401	-	(20 000)	167 401	166 767	634	99.6%	262 325	219 193
Administrative fees				-	15	(15)	-		
Contractors	20 494		(7 500)	12 994	12 873	121	99.1%	41 426	21 923
Agency and support / outsourced services				-	-	-	-	3 100	3 089
Inventory: Learner and teacher support material	151 682		(2 500)	149 182	149 059	123	99.9%	215 799	191 661
Inventory: Other supplies	12 925		(8 000)	4 925	4 328	597	87.9%		
Operating leases	2 300		(2 000)	300	45	255	15.0%	2 000	1 979
Travel and subsistence	-			-	270	(270)	-		490
Operating payments	-			-	178	(178)	-		51
Transfers and subsidies	368 098	2 672	-	370 770	368 481	2 289	99.4%	424 600	477 256
Non-profit institutions	238 111	2 672		240 783	240 782	1	100.0%	357 298	357 598
Households	129 987	-	-	129 987	127 699	2 288	98.2%	67 302	119 658
Social benefits	121 445			121 445	119 363	2 082	98.3%	57 302	109 697
Other transfers to households	8 542			8 542	8 335	207	97.6%	10 000	9 961
Total	10 516 107	76 931	41 887	10 634 925	10 643 568	(8 643)	100.1%	10 492 898	10 337 937



Sub-programme: 2.2: PUBLIC SECONDARY SCHOOL EDUCATION

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	9 241 248	(75 318)	(8 000)	9 157 930	9 156 820	1 110	100.0%	8 939 431	8 923 708
Compensation of employees	8 802 149	(73 018)	-	8 729 131	8 729 039	92	100.0%	8 383 571	8 409 053
Salaries and wages	7 457 450			7 457 450	7 576 966	(119 516)	101.6%	7 014 208	7 344 416
Social contributions	1 344 699	(73 018)		1 271 681	1 152 073	119 608	90.6%	1 369 363	1 064 637
Goods and services	439 099	(2 300)	(8 000)	428 799	427 781	1 018	99.8%	555 860	514 655
Advertising				-	-	-	-	50	
Minor assets	80			80	79	1	98.8%	2 514	22
Catering: Departmental activities	33			33	33	-	100.0%	3 090	446
Communication (G&S)	10 122			10 122	10 121	1	100.0%	9 578	9 351
Legal services				-	-	-	-	800	169
Contractors	7 494			7 494	7 348	146	98.1%	9 427	8 170
Agency and support / outsourced services	32 216			32 216	32 199	17	99.9%	55 308	54 958
Inventory: Learner and teacher support material	198 086	(2 300)	(6 500)	189 286	188 997	289	99.8%	260 390	238 577
Inventory: Other supplies	21 479		(1 500)	19 979	2 253	17 726	11.3%		
Consumable supplies	-			-	15	(15)	-	302	101
Consumable: Stationery, printing and office supplies	10 282			10 282	6 434	3 848	62.6%	39 939	33 185
Operating leases	25 000			25 000	26 257	(1 257)	105.0%	1 500	591
Property payments	3 395			3 395	2 853	542	84.0%	2 334	2 055
Transport provided: Departmental activity	128 161			128 161	146 182	(18 021)	114.1%	123 995	116 428
Travel and subsistence	875			875	3 933	(3 058)	449.5%	46 346	50 547
Training and development				-	-	-	-	15	
Operating payments	1 712			1 712	938	774	54.8%	32	34
Venues and facilities	20			20	20	-	100.0%	240	20

	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Rental and hiring	144			144	119	25	82.6%		
Transfers and subsidies	670 416	(2 672)	(216)	667 528	626 733	40 795	93.9%	458 135	464 577
Provinces and municipalities	50 000	-	-	50 000	19 664	30 336	39.3%	-	-
Non-profit institutions	548 951			548 951	542 003	6 948	98.7%	419 437	418 377
Households	71 465	(2 672)	(216)	68 577	65 066	3 511	94.9%	38 698	46 200
Social benefits	71 465	(2 672)	(216)	68 577	64 399	4 178	93.9%	38 698	45 795
Other transfers to households	-			-	667	(667)	-		405
Payments for capital assets	-	-	-	-	-	-	-	31 195	26 197
Buildings and other fixed structures	-	-	-	-	-	-	-	26 197	26 197
Buildings								26 197	26 197
Machinery and equipment	-	-	-	-	-	-	-	4 998	-
Transport equipment								3 800	
Other machinery and equipment								1 198	
Total	9 911 664	(77 990)	(8 216)	9 825 458	9 783 553	41 905	99.6%	9 428 761	9 414 482

Sub-programme: 2.3: HUMAN RESOURCE DEVELOPMENT

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	14 354	2 300	-	16 654	16 579	75	99.5%	18 489	20 330
Compensation of employees	-	-	-	-	-	-	-	-	1 821
Salaries and wages									1 649
Social contributions									172
Goods and services	14 354	2 300	-	16 654	16 579	75	99.5%	18 489	18 509
Bursaries: Employees	11 592			11 592	14 044	(2 452)	121.2%	18 489	18 483
Catering: Departmental activities	-			-	1	(1)	-		
Travel and subsistence	2 762	2 300		5 062	2 534	2 528	50.1%		26
Total	14 354	2 300	-	16 654	16 579	75	99.5%	18 489	20 330

Sub-programme: 2.4: NATIONAL SCHOOL NUTRITION GRANT

Economic classification	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	851 906	-	-	851 906	832 083	19 823	97.7%	849 515	848 658
Compensation of employees	58 960	-	-	58 960	36 451	22 509	61.8%	19 346	24 781
Salaries and wages	55 968			55 968	30 697	25 271	54.8%	16 236	20 570
Social contributions	2 992			2 992	5 754	(2 762)	192.3%	3 110	4 211
Goods and services	792 946	-	-	792 946	795 632	(2 686)	100.3%	830 169	823 878
Advertising	148			148	105	43	71.0%	77	17
Minor assets				-		-	-	337	336
Catering: Departmental activities	1 340			1 340	915	425	68.3%	1 654	459
Contractors	2 600			2 600		2 600	-		
Agency and support / outsourced services	779 562			779 562	790 483	(10 921)	101.4%	826 099	822 220
Inventory: Clothing material and accessories	1 050			1 050		1 050	-		
Inventory: Learner and teacher support material	1 259			1 259	982	277	78.0%		
Consumable supplies	3 768			3 768	1 164	2 604	30.9%	120	3
Consumable: Stationery, printing and office supplies	459			459	223	236	48.5%	500	334
Operating leases	1 148			1 148	-	1 148	-		
Travel and subsistence	1 543			1 543	1 498	45	97.1%	236	209
Training and development				-		-	-	1 146	223
Operating payments				-	198	(198)	-		77
Venues and facilities	69			69	64	5	92.4%		
Transfers and subsidies	178 893	-	-	178 893	159 039	19 854	88.9%	141 638	135 788
Non-profit institutions	178 813			178 813	159 039	19 774	88.9%	141 558	135 788
Households	80	-	-	80	-	80	-	80	-
Social Benefits									
Total	1 030 799	-	-	1 030 799	991 122	39 677	96.2%	991 153	984 446

Sub-programme: 2.5: IN-SCHOOL SPORT,ARTS AND CULTURE

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	7 827	(1 241)	-	6 586	4 577	2 009	69.5%	5 854	3 513
Compensation of employees	1 242	(1 241)	-	1	-	1	-	1 163	-
Salaries and wages	1 014	(1 014)	-	-	-	-	-	1 163	-
Social contributions	228	(227)	-	1	-	1	-	-	-
Goods and services	6 585	-	-	6 585	4 577	2 008	69.5%	4 691	3 513
Administrative fees	-	-	-	-	-	-	-	-	-
Advertising	4	-	-	4	-	4	-	-	-
Catering: Departmental activities	387	-	-	387	102	285	26.3%	449	242
Consultants: Business and advisory services	151	-	-	151	-	151	-	373	213
Contractors	1 736	-	-	1 736	1 480	256	85.2%	1 863	1 644
Inventory: Clothing material and accessories	500	-	-	500	-	500	-	-	-
Inventory: Materials and supplies	70	-	-	70	-	70	-	-	-
Consumable supplies	60	-	-	60	626	(566)	1043.2%	296	158
Travel and subsistence	3 510	-	-	3 510	2 069	1 441	58.9%	1 546	1 224
Operating payments	-	-	-	-	159	(159)	-	-	-
Venues and facilities	164	-	-	164	141	23	85.9%	159	28
Rental and hiring	3	-	-	3	1	2	33.3%	5	5
Total	7 827	(1 241)	-	6 586	4 577	2 009	69.5%	5 854	3 513



Appropriation Statement for the year ended 31 March 2016

Sub-programme: 2.6: MATHS, SCIENCE AND TECHNOLOGY GRANT

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	20 260	-	-	20 260	18 941	1 319	93.5%	-	-
Goods and services	20 260	-	-	20 260	18 941	1 319	93.5%	-	-
Administrative fees	374			374	374	-	100.0%		
Minor assets	540			540	-	540	-		
Catering: Departmental activities	512			512	452	60	88.3%		
Contractors	379			379	379	-	100.0%		
Inventory: Learner and teacher support material	1 001			1 001	1 328	(327)	132.7%		
Inventory: Other supplies	2 065			2 065	1 148	917	55.6%		
Consumable supplies	71			71		71	-		
Consumable: Stationery, printing and office supplies	3 891			3 891	3 891	-	100.0%		
Travel and subsistence	9 185			9 185	9 120	65	99.3%		
Training and development	1 898			1 898	1 898	-	100.0%		
Venues and facilities	344			344	351	(7)	102.0%		
Transfers and subsidies	8 196	-	-	8 196	8 390	(194)	102.4%	-	-
Non-profit institutions	8 196			8 196	8 390	(194)	102.4%		
Payments for capital assets	12 523	-	-	12 523	8 340	4 183	66.6%	-	-
Machinery and equipment	12 523			12 523	8 340	4 183	66.6%		
Transport equipment	12 523			12 523	8 340	4 183	66.6%		
Total	40 979	-	-	40 979	35 671	5 308	87.0%	-	-

Appropriation Statement for the year ended 31 March 2016

Sub-programme: 2.7: DINALEDI SCHOOL GRANT

Economic classification	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	-	-	-	-	-	-	-	6 020	2 346
Goods and services	-	-	-	-	-	-	-	6 020	2 346
Administrative fees				-	-	-	-	289	
Catering: Departmental activities				-	-	-	-	41	6
Contractors				-	-	-	-	45	5
Inventory: Learner and teacher support material				-	-	-	-	2 500	870
Consumable: Stationery, printing and office supplies				-	-	-	-	1 565	
Travel and subsistence				-	-	-	-	1 380	1 273
Training and development				-	-	-	-	200	192
Payments for capital assets	-	-	-	-	-	-	-	5 320	333
Machinery and equipment	-	-	-	-	-	-	-	4 820	333
Software and other intangible assets				-	-	-	-	500	
Total	-	-	-	-	-	-	-	11 340	2 679

Sub-programme: 2.8: TECHNICAL SECONDARY SCHOOL RECAPITALISATION GRANT

Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	-	-	-	-	-	-	-	2 159	567
Goods and services	-	-	-	-	-	-	-	2 159	567
Minor assets				-	-	-	-	500	
Catering: Departmental activities				-	-	-	-	50	32
Inventory: Clothing material and accessories				-	-	-	-	309	
Travel and subsistence				-	-	-	-	900	535
Training and development				-	-	-	-	400	
Transfers and subsidies	-	-	-	-	-	-	-	8 000	8 000
Non-profit institutions				-	-	-	-	8 000	8 000
Payments for capital assets	-	-	-	-	-	-	-	5 000	-
Machinery and equipment	-	-	-	-	-	-	-	5 000	-
Total	-	-	-	-	-	-	-	15 159	8 567

Appropriation Statement for the year ended 31 March 2016

Programme 3: INDEPENDENT SCHOOLS SUBSIDIES

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. PRIMARY INDEPENDENT SCHOOLS	65 395	-	-	65 395	64 380	1 015	98.4%	59 423	59 045
2. SECONDARY INDEPENDENT SCHOOLS	53 063	-	-	53 063	51 543	1 520	97.1%	53 073	46 752
	118 458	-	-	118 458	115 923	2 535	97.9%	112 496	105 797
Economic classification									
Transfers and subsidies	118 458	-	-	118 458	115 923	2 535	97.9%	112 496	105 797
Non-profit institutions	118 458	-	-	118 458	115 923	2 535	97.9%	112 496	105 797
	118 458	-	-	118 458	115 923	2 535	97.9%	112 496	105 797

Sub-programme: 3.1: PRIMARY INDEPENDENT SCHOOLS

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Transfers and subsidies	65 395	-	-	65 395	64 380	1 015	98.4%	59 423	59 045
Non-profit institutions	65 395	-	-	65 395	64 380	1 015	98.4%	59 423	59 045
Total	65 395	-	-	65 395	64 380	1 015	98.4%	59 423	59 045

Appropriation Statement for the year ended 31 March 2016

Sub-programme: 3.2: SECONDARY INDEPENDENT SCHOOLS

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Transfers and subsidies	53 063	-	-	53 063	51 543	1 520	97.1%	53 073	46 752
Non-profit institutions	53 063			53 063	51 543	1 520	97.1%	53 073	46 752
Total	53 063	-	-	53 063	51 543	1 520	97.1%	53 073	46 752

Programme 4: PUBLIC SPECIAL SCHOOLS EDUCATION

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. SPECIAL PRIMARY AND SECONDARY SCHOOLS IN-SCHOOL	403 477	20	113	403 610	402 613	997	99.8%	378 519	378 882
2. SPORT,ARTS AND CULTURE	1 138	(20)	-	1 118	1 073	45	96.0%	1 088	934
	404 615	-	113	404 728	403 686	1 042	99.7%	379 607	379 815
Economic classification									
Current payments	349 449	-	113	349 562	349 515	47	100.0%	330 967	328 857
Compensation of employees	348 311	-	113	348 424	348 423	1	100.0%	329 879	327 907
Salaries and wages	299 330	-	-	299 330	297 665	1 665	99.4%	285 751	282 067
Social contributions	48 981	-	113	49 094	50 758	(1 664)	103.4%	44 128	45 840
Goods and services	1 138	-	-	1 138	1 092	46	96.0%	1 088	950
Contractors	-	-	-	-	-	-	-	43	-
Travel and subsistence	1 138	-	-	1 138	1 092	46	96.0%	1 045	945

Operating payments	-	-	-	-	-	-	-	-	5
Transfers and subsidies	55 166	-	-	55 166	54 171	995	98.2%	48 640	50 958
	50 192	-	-	50 192	50 075	117	99.8%	47 666	47 654
Non-profit institutions	4 974	-	-	4 974	4 096	878	82.3%	974	3 304
Households	4 974	-	-	4 974	4 096	878	82.3%	974	3 304
Social benefits	4 974	-	-	4 974	4 096	878	82.3%	974	3 304
	404 615		113	404 728	403 686	1 042	99.7%	379 607	379 815

Sub-programme: 4.1: SPECIAL PRIMARY AND SECONDARY SCHOOLS

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	348 311	20	113	348 444	348 442	2	100.0%	329 879	327 923
Compensation of employees	348 311	-	113	348 424	348 423	1	100.0%	329 879	327 907
Salaries and wages	299 330			299 330	297 665	1 665	99.4%	285 751	282 067
Social contributions	48 981		113	49 094	50 758	(1 664)	103.4%	44 128	45 840
Goods and services	-	20	-	20	19	1	95.0%	-	17
Travel and subsistence		20		20	19	1	95.0%		11
Operating payments				-		-	-		5
Transfers and subsidies	55 166	-	-	55 166	54 171	995	98.2%	48 640	50 958
Non-profit institutions	50 192			50 192	50 075	117	99.8%	47 666	47 654
Households	4 974	-	-	4 974	4 096	878	82.3%	974	3 304
Social benefits	4 974			4 974	4 096	878	82.3%	974	3 304
Total	403 477	20	113	403 610	402 613	997	99.8%	378 519	378 882

Sub-programme: 4.2: IN-SCHOOL SPORT,ARTS AND CULTURE

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	1 138	(20)	-	1 118	1 073	45	96.0%	1 088	934
Goods and services	1 138	(20)	-	1 118	1 073	45	96.0%	1 088	934
Contractors				-		-	-	43	
Travel and subsistence	1 138	(20)		1 118	1 073	45	96.0%	1 045	934
Total	1 138	(20)	-	1 118	1 073	45	96.0%	1 088	934

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Programme 5: EARLY CHILDHOOD DEVELOPMENT

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. GRADE R IN PUBLIC SCHOOLS	65 094	13 000	(7 000)	71 094	67 686	3 408	95.2%	55 051	69 034
2. GRADE R IN EARLY CHILDHOOD DEVELOPMENT CENTRES	52 097	(14 700)	153	37 550	31 983	5 567	85.2%	70 989	13 723
3. PRE GRADE R TRAINING HUMAN RESOURCE DEVELOPMENT	32 640	2 103	216	34 959	34 878	81	99.8%	28 503	30 311
4. EPWP INCENTIVE GRANT	9 750	(403)	-	9 347	3 655	5 692	39.1%	-	-
5. EPWP SOCIAL SECTOR GRANT	2 150	-	-	2 150	2 903	(753)	135.0%	2 000	-
6. EPWP SOCIAL SECTOR GRANT	3 095	-	-	3 095	2 587	508	83.6%	13 280	18 955
	164 826	-	(6 631)	158 195	143 692	14 503	90.8%	169 823	132 023
Economic classification									
Current payments	163 279	-	(7 000)	156 279	142 147	14 132	91.0%	163 571	125 599
Compensation of employees	104 783	-	-	104 783	103 772	1 011	99.0%	105 004	105 116
Salaries and wages	104 039	-	-	104 039	102 310	1 729	98.3%	104 611	103 616
Social contributions	744	-	-	744	1 461	(717)	196.4%	393	1 500
Goods and services	58 496	-	(7 000)	51 496	38 376	13 120	74.5%	58 567	20 483
Administrative fees	2	-	-	2	-	2	-	85	-
Advertising	-	-	-	-	-	-	-	494	-
Minor assets	15 688	-	(7 000)	8 688	140	8 548	1.6%	2 099	-
Catering: Departmental activities	1 711	-	-	1 711	874	837	51.1%	7 931	48
Consultants: Business and advisory services	3 076	-	-	3 076	-	3 076	-	14 239	10 600
Contractors	1 873	-	-	1 873	2 167	(294)	115.7%	-	-

	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Agency and support / outsourced services	-	-	-	-	-	-	-	-	6
Inventory: Clothing material and accessories	252	-	-	252	-	252	-	-	-
Inventory: Learner and teacher support material	24 501	-	-	24 501	24 401	100	99.6%	21 194	4 894
Inventory: Other supplies	24	-	-	24	-	24	-	-	-
Consumable supplies	275	-	-	275	277	(2)	100.7%	25	5
Consumable: Stationery, printing and office supplies	4 875	(403)	-	4 472	3 542	930	79.2%	5 456	4 046
Transport provided: Departmental activity	35	-	-	35	-	35	-	30	-
Travel and subsistence	5 864	(1 700)	-	4 164	3 728	436	89.5%	6 974	827
Operating payments	-	2 103	-	2 103	2 975	(872)	141.5%	-	34
Venues and facilities	320	-	-	320	271	49	84.7%	40	23
Transfers and subsidies	1 547	-	216	1 763	1 392	371	78.9%	6 252	5 975
Non-profit institutions	1 478	-	-	1 478	1 176	302	79.6%	6 183	5 825
Households	69	-	216	285	216	69	75.6%	69	151
Social benefits	69	-	216	285	216	69	75.6%	69	151
Payments for capital assets	-	-	153	153	153	0	100.0%	-	448
Machinery and equipment	-	-	153	153	153	0	100.0%	-	448
	164 826	-	(6 631)	158 195	143 692	14 503	90.8%	169 823	132 023

Sub-programme: 5.1: GRADE R IN PUBLIC SCHOOLS

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	65 025	13 000	(7 000)	71 025	67 686	3 339	95.3%	54 982	68 621
Compensation of employees	51 537	13 000	-	64 537	63 998	539	99.2%	28 977	64 703
Salaries and wages	51 195	13 000		64 195	63 785	410	99.4%	28 927	64 472
Social contributions	342			342	212	130	62.1%	50	231
Goods and services	13 488	-	(7 000)	6 488	3 688	2 800	56.8%	26 005	3 918
Administrative fees				-		-	-	10	
Advertising				-		-	-	169	
Minor assets	8 272		(7 000)	1 272		1 272	-	615	-
				-		-	-	2 205	6
Catering: Departmental activities									
Inventory: Learner and teacher support material	2 090			2 090	2 090	0	100.0%	15 025	
Consumable supplies	250			250		250	-		
Consumable: Stationery, printing and office supplies	1 300			1 300	840	460	64.6%	4 316	3 491
Travel and subsistence	1 576			1 576	758	818	48.1%	3 625	398
Venues and facilities				-		-	-	40	23
Transfers and subsidies	69	-	-	69	-	69	-	69	15
Households	69	-	-	69	-	69	-	69	15
Social benefits	69			69		69	-	69	15
Payments for capital assets	-	-	-	-	-	-	-	-	398
Machinery and equipment	-	-	-	-	-	-	-	-	398
Other equipment									
Total	65 094	13 000	(7 000)	71 094	67 686	3 408	95.2%	55 051	69 034

Sub-programme: 5.2: GRADE R IN EARLY CHILDHOOD DEVELOPMENT CENTRES

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	52 097	(14 700)	-	37 397	31 830	5 567	85.1%	70 989	13 673
Compensation of employees	22 597	(13 000)	-	9 597	7 192	2 405	74.9%	43 500	113
Salaries and wages	22 497	(13 000)	-	9 497	7 192	2 305	75.7%	43 500	113
Social contributions	100			100		100	-		
Goods and services	29 500	(1 700)	-	27 800	24 638	3 162	88.6%	27 489	13 561
Administrative fees	2			2		2	-	30	
Advertising				-		-	-	325	
Minor assets	1 566			1 566	140	1 426	8.9%	1 484	-
Catering: Departmental activities	1 471			1 471	722	749	49.1%	5 636	
Consultants: Business and advisory services				-		-	-	10 000	8 100
Agency and support / outsourced services				-		-	-	-	6
Inventory: Learner and teacher support material	22 411			22 411	22 311	100	99.6%	6 169	4 894
Inventory: Other supplies	24			24		24	-		
Consumable supplies				-		-	-	25	5
Consumable: Stationery, printing and office supplies	1 203			1 203	537	666	44.6%	1 140	556
Transport provided: Departmental activity	35			35		35	-	30	
Travel and subsistence	2 788	(1 700)		1 088	929	159	85.4%	2 650	
Payments for capital assets	-	-	153	153	153	0	100.0%	-	50

Machinery and equipment	-	-	153	153	153	0	100.0%	-	50
Other equipment									
Total	52 097	(14 700)	153	37 550	31 983	5 567	85.2%	70 989	13 723

Sub programme 5.3: PRE GRADE R TRAINING

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	32 640	2 103	-	34 743	34 662	81	99.8%	28 503	30 175
Compensation of employees	29 140	-	-	29 140	30 759	(1 619)	105.6%	24 540	27 212
Salaries and wages	28 853			28 853	29 522	(669)	102.3%	24 351	26 013
Social contributions	287			287	1 237	(950)	431.0%	189	1 199
Goods and services	3 500	2 103	-	5 603	3 903	1 700	69.7%	3 963	2 963
Administrative fees				-	-	-	-	45	
Catering: Departmental activities	132			132	106	26	80.1%		
Consultants: Business and advisory services	2 996			2 996	-	2 996	-	3 219	2 500
Consumable: Stationery, printing and office supplies	372			372	166	206	44.5%		
Travel and subsistence	-			-	657	(657)	-	699	430
Operating payments		2 103		2 103	2 975	(872)	141.5%		34
Transfers and subsidies	-	-	216	216	216	0	99.8%	-	136
Households	-	-	216	216	216	0	99.8%	-	136
Social benefits			216	216	216	0	99.8%		136
Total	32 640	2 103	216	34 959	34 878	81	99.8%	28 503	30 311

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Sub-programme: 5.4: HUMAN RESOURCE DEVELOPMENT

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	9 750	(403)	-	9 347	3 655	5 692	39.1%	-	-
Goods and services	9 750	(403)	-	9 347	3 655	5 692	39.1%	-	-
Minor assets	5 850			5 850		5 850	-		
Consultants: Business and advisory services	80			80	-	80	-		
Consumable: Stationery, printing and office supplies	2 000	(403)		1 597	2 000	(403)	125.2%		
Operating leases				-		-	-		
Property payments				-		-	-		
Transport provided: Departmental activity				-		-	-		
Travel and subsistence	1 500			1 500	1 384	116	92.3%		
Training and development				-		-	-		
Operating payments				-		-	-		
Venues and facilities	320			320	271	49	84.7%		
Total	9 750	(403)	-	9 347	3 655	5 692	39.1%	-	-



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Sub-programme: 5.5: EPWP INCENTIVE GRANT

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	2 150	-	-	2 150	2 903	(753)	135.0%	2 000	-
Compensation of employees	-	-	-	-	449	(449)	-	980	-
Salaries and wages	-	-	-	-	444	(444)	-	955	-
Social contributions	-	-	-	-	6	(6)	-	25	-
Goods and services	2 150	-	-	2 150	2 454	(304)	114.1%	1 020	-
Catering: Departmental activities	-	-	-	-	10	(10)	-	-	-
Consultants: Business and advisory services	-	-	-	-	-	-	-	1 020	-
Contractors	1 873	-	-	1 873	2 167	(294)	115.7%	-	-
Inventory: Clothing material and accessories	252	-	-	252	-	252	-	-	-
Consumable supplies	25	-	-	25	277	(252)	1107.2%	-	-
Total	2 150	-	-	2 150	2 903	(753)	135.0%	2 000	-

Sub-programme: 5.6: EPWP SOCIAL SECTOR GRANT

	2015/16							2014/15	
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	1 617	-	-	1 617	1 411	206	87.3%	7 097	13 130
Compensation of employees	1 509	-	-	1 509	1 373	136	91.0%	7 007	13 089
Salaries and wages	1 494	-	-	1 494	1 367	127	91.5%	6 878	13 018
Social contributions	15	-	-	15	6	9	40.0%	129	70
Goods and services	108	-	-	108	38	70	35.2%	90	41
Catering: Departmental activities	108	-	-	108	37	71	34.3%	90	41
Travel and subsistence	-	-	-	-	1	(1)	-	-	-
Transfers and subsidies	1 478	-	-	1 478	1 176	302	79.6%	6 183	5 825
Non-profit institutions	1 478	-	-	1 478	1 176	302	79.6%	6 183	5 825
Total	3 095	-	-	3 095	2 587	508	83.6%	13 280	18 955

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Programme 6: INFRASTRUCTURE DEVELOPMENT

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1 <u>PUBLIC ORDINARY SCHOOLS</u>	1 102 128	-	-	1 102 128	1 077 374	24 754	97.8%	1 323 325	1 305 710
	1 102 128	-	-	1 102 128	1 077 374	24 754	97.8%	1 323 325	1 305 710
Economic classification									
Current payments	83 142	-	-	83 142	16 772	66 370	20.2%	50 185	17 582
Compensation of employees	12 800	-	-	12 800	10 740	2 060	83.9%	9 635	2 358
Salaries and wages	11 965	-	-	11 965	9 555	2 410	79.9%	9 459	2 188
Social contributions	835	-	-	835	1 185	(350)	142.0%	176	170
Goods and services	70 342	-	-	70 342	6 032	64 310	8.6%	40 550	15 223
Advertising	750	-	-	750	720	30	96.0%	-	-
Communication (G&S)	-	-	-	-	-	-	-	88	-
Computer services	-	-	-	-	-	-	-	67	-
Contractors	10 494	-	-	10 494	179	10 315	1.7%	12 000	8 170
Property payments	58 210	-	-	58 210	4 381	53 829	7.5%	28 185	7 014
Travel and subsistence	550	-	-	550	270	280	49.1%	210	39
Operating payments	338	-	-	338	482	(144)	142.5%	-	-
Payments for capital assets	1 018 986	-	-	1 018 986	1 060 601	(41 615)	104.1%	1 273 140	1 288 128
Buildings and other fixed structures	1 018 252	-	-	1 018 252	1 060 003	(41 751)	104.1%	1 272 830	1 288 128
Machinery and equipment	734	-	-	734	598	136	81.5%	310	-
	1 102 128	-	-	1 102 128	1 077 374	24 754	97.8%	1 323 325	1 305 710

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Sub-programme: 6.1: PUBLIC ORDINARY SCHOOLS

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	83 142	-	-	83 142	16 772	66 370	20.2%	50 185	17 582
Compensation of employees	12 800	-	-	12 800	10 740	2 060	83.9%	9 635	2 358
Salaries and wages	11 965	-	-	11 965	9 555	2 410	79.9%	9 459	2 188
Social contributions	835	-	-	835	1 185	(350)	142.0%	176	170
Goods and services	70 342	-	-	70 342	6 032	64 310	8.6%	40 550	15 223
Advertising	750	-	-	750	720	30	96.0%	-	-
Communication (G&S)	-	-	-	-	-	-	-	88	-
Computer services	-	-	-	-	-	-	-	67	-
Contractors	10 494	-	-	10 494	179	10 315	1.7%	12 000	8 170
Property payments	58 210	-	-	58 210	4 381	53 829	7.5%	28 185	7 014
Travel and subsistence	550	-	-	550	270	280	49.1%	210	39
Operating payments	338	-	-	338	482	(144)	142.5%	-	-
Payments for capital assets	1 018 986	-	-	1 018 986	1 060 601	(41 615)	104.1%	1 273 140	1 288 128
Buildings and other fixed structures	1 018 252	-	-	1 018 252	1 060 003	(41 751)	104.1%	1 272 830	1 288 128
Machinery and equipment	734	-	-	734	598	136	81.5%	310	-
Total	1 102 128	-	-	1 102 128	1 077 374	24 754	97.8%	1 323 325	1 305 710



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Programme 7: EXAMINATION AND EDUCATION RELATED SERVICES

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1 . PAYMENT TO SETA	21 516	-	-	21 516	21 516	-	100.0%	39 941	39 722
2 . EXTERNAL EXAMINATION SERVICES	243 049	1 900	(153)	244 796	245 871	(1 075)	100.4%	231 062	204 132
3 . SPECIAL PROJECTS	47 202	(1 900)	-	45 302	40 232	5 070	88.8%	72 311	43 734
4 . CONDITIONAL GRANTS	25 875	-	-	25 875	24 074	1 801	93.0%	-	-
	337 642	-	(153)	337 489	331 693	5 796	98.3%	343 314	287 587
Economic classification									
Current payments	310 397	-	-	310 397	309 782	615	99.8%	298 744	246 148
Compensation of employees	167 365	-	-	167 365	196 991	(29 626)	117.7%	154 256	146 467
Salaries and wages	161 380	-	-	161 380	191 146	(29 766)	118.4%	150 427	141 009
Social contributions	5 985	-	-	5 985	5 845	140	97.7%	3 829	5 458
Goods and services	143 032	-	-	143 032	112 791	30 241	78.9%	144 488	99 681
Administrative fees	13	-	-	13	8	5	61.5%	25	-
Advertising	1 747	-	-	1 747	1 102	645	63.1%	650	602
Minor assets	5 333	-	-	5 333	5 179	154	97.1%	1 590	-
Catering: Departmental activities	24 272	-	-	24 272	17 669	6 604	72.8%	17 185	12 404
Communication (G&S)	643	-	-	643	133	510	20.7%	626	91
Computer services	5 146	-	-	5 146	2 780	2 366	54.0%	4 864	2 828
Consultants: Business and advisory services	599	-	-	599	-	599	-	3 406	-
Contractors	5 924	-	-	5 924	4 524	1 400	76.4%	6 885	4 205

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	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Agency and support / outsourced services	23 160	-	-	23 160	21 092	2 068	91.1%	18 781	14 740
	142	-	-	142	-	142	-	285	0
Inventory: Clothing material and accessories	2 188	-	-	2 188	2 000	188	91.4%	4 201	3 724
Inventory: Learner and teacher support material									
Inventory: Materials and supplies	106	-	-	106	-	106	-	-	-
Inventory: Medical supplies	702	-	-	702	702	-	100.0%	9 580	1 043
Consumable supplies	3 460	-	-	3 460	241	3 219	7.0%	3 773	3 067
Consumable: Stationery, printing and office supplies	47 598	-	-	47 598	38 400	9 198	80.7%	54 402	46 476
Operating leases	-	-	-	-	-	-	-	400	-
Property payments	3 965	-	-	3 965	3 819	146	96.3%	5 860	3 553
Travel and subsistence	12 337	-	-	12 337	10 555	1 782	85.6%	9 837	5 460
	-	-	-	-	-	-	-	5	-
Training and development									
Operating payments	217	-	-	217	246	(29)	113.3%	666	387
Venues and facilities	5 200	-	-	5 200	4 182	1 018	80.4%	1 467	1 095
Rental and hiring	280	-	-	280	159	121	56.8%	-	6
Transfers and subsidies	22 910	-	-	22 910	21 905	1 005	95.6%	41 335	40 608
Departmental agencies and accounts	21 516	-	-	21 516	21 516	-	100.0%	39 941	39 722
Households	1 394	-	-	1 394	389	1 005	27.9%	1 394	886
Payments for capital assets	4 335	-	(153)	4 182	6	4 176	0.1%	3 235	831
Machinery and equip	4 335	-	(153)	4 182	6	4 176	0.1%	3 235	831
	337 642	-	(153)	337 489	331 693	5 796	98.3%	343 314	287 587

Appropriation Statement for the year ended 31 March 2016

Sub-programme: 7.1: PAYMENT TO SETA

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers and subsidies	21 516	-	-	21 516	21 516	-	100.0%	39 941	39 722
Departmental agencies and accounts	21 516	-	-	21 516	21 516	-	100.0%	39 941	39 722
Total	21 516	-	-	21 516	21 516	-	100.0%	39 941	39 722

Sub-programme: 7.2: EXTERNAL EXAMINATION SERVICES

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	239 132	1 900	-	241 032	245 818	(4 786)	102.0%	228 045	203 016
Compensation of employees	145 078	1 900	-	146 978	176 949	(29 971)	120.4%	134 915	127 089
Salaries and wages	141 535	1 900	-	143 435	173 566	(30 131)	121.0%	131 640	123 966
Social contributions	3 543	-	-	3 543	3 383	160	95.5%	3 275	3 123
Goods and services	94 054	-	-	94 054	68 869	25 185	73.2%	93 130	75 927
Minor assets	64	-	-	64	22	42	34.4%	100	-
Catering: Departmental activities	22 560	-	-	22 560	16 141	6 419	71.5%	15 362	10 908
Computer services	5 146	-	-	5 146	2 780	2 366	54.0%	4 864	2 828
Consultants: Business and advisory services	599	-	-	599	-	599	-	3 406	-
Contractors	4 207	-	-	4 207	3 290	917	78.2%	5 100	3 537
Agency and support / outsourced services	6 412	-	-	6 412	5 746	666	89.6%	5 810	5 404
Inventory: Clothing material and accessories	-	-	-	-	-	-	-	150	-

Appropriation Statement for the year ended 31 March 2016

Economic classification	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Consumable supplies	2 659			2 659	134	2 525	5.1%	3 033	2 821
Consumable: Stationery, printing and office supplies	41 137			41 137	32 012	9 125	77.8%	47 100	45 447
Property payments	-			-	-	-	-	100	
Travel and subsistence	6 664			6 664	5 006	1 658	75.1%	6 697	3 787
Operating payments	106			106	185	(79)	174.2%	208	135
Venues and facilities	4 500			4 500	3 552	948	78.9%	1 200	1 059
Transfers and subsidies	601	-	-	601	47	554	7.8%	601	366
Households	601	-	-	601	47	554	7.8%	601	366
Social benefits	601	-	-	601	47	554	7.8%	601	366
Payments for capital assets	3 316	-	(153)	3 163	6	3 157	0.2%	2 416	750
Machinery and equipment	3 316	-	(153)	3 163	6	3 157	0.2%	2 416	750
Other machinery and equipment	3 316	-	(153)	3 163	6	3 157	0.2%	2 416	750
Total	243 049	1 900	(153)	244 796	245 871	(1 075)	100.4%	231 062	204 132

Sub-programme: 7.3: SPECIAL PROJECTS

Economic classification	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	45 668	(1 900)	-	43 768	39 890	3 878	91.1%	70 699	43 132
Compensation of employees	20 407	(1 900)	-	18 507	18 561	(54)	100.3%	19 341	19 378
Salaries and wages	18 231	(1 900)		16 331	16 276	55	99.7%	18 787	17 043
Social contributions	2 176			2 176	2 285	(109)	105.0%	554	2 335
Goods and services	25 261	-	-	25 261	21 329	3 932	84.4%	51 358	23 754
Administrative fees	5			5	5		-	25	
Advertising	544			544		544	-	650	602

Minor assets	321			321	343	(22)	106.9%	1 490	-
Catering: Departmental activities	764			764	647	118	84.6%	1 823	1 496
Communication (G&S)	643			643	133	510	20.7%	626	91
Contractors	258			258	45	213	17.3%	1 785	669
Agency and support / outsourced services	16 484			16 484	15 083	1 401	91.5%	12 971	9 335
Inventory: Clothing material and accessories	142			142	-	142	-	135	0
Inventory: Learner and teacher support material	188			188		188	-	4 201	3 724
Inventory: Materials and supplies	106			106		106	-		
Inventory: Medical supplies				-		-	-	9 580	1 043
Consumable supplies	801			801	107	694	13.4%	740	246
Consumable: Stationery, printing and office supplies	129			129	59	70	46.1%	7 302	1 029
				-		-	-	400	
Operating leases									
Property payments	3 965			3 965	3 819	146	96.3%	5 760	3 553
Travel and subsistence	800			800	1 032	(232)	129.0%	3 140	1 673
Training and development				-		-	-	5	
Operating payments	111			111	61	50	55.2%	458	252

Economic classification	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Venues and facilities				-		-	-	267	36
Rental and hiring				-		-	-		6
Transfers and subsidies	703	-	-	703	342	361	48.6%	793	520
Households	703	-	-	703	342	361	48.6%	793	520
Social benefits									
Payments for capital assets	831	-	-	831	-	831	-	819	81
Machinery and equipment	831	-	-	831	-	831	-	819	81
Other machinery and equipment									

Total	47 202	(1 900)	-	45 302	40 232	5 070	88.8%	72 311	43 734
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Sub-programme: 7.4: CONDITIONAL GRANTS

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	25 597	-	-	25 597	24 074	1 523	94.1%	-	-
Compensation of employees	1 880	-	-	1 880	1 481	399	78.8%	-	-
Salaries and wages	1 614			1 614	1 304	310	80.8%		
Social contributions	266			266	177	89	66.5%		
Goods and services	23 717	-	-	23 717	22 593	1 124	95.3%	-	-
Administrative fees	8			8	8	-	100.0%		
Advertising	1 203			1 203	1 102	101	91.6%		
Minor assets	4 948			4 948	4 814	134	97.3%		
Catering: Departmental activities	948			948	881	67	92.9%		

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Contractors	1 459			1 459	1 189	270	81.5%		
Agency and support / outsourced services	264			264	263	1	99.6%		
Inventory: Learner and teacher support material	2 000			2 000	2 000	-	100.0%		
Inventory: Medical supplies	702			702	702	-	100.0%		
Consumable: Stationery, printing and office supplies	6 332			6 332	6 328	4	99.9%		
Travel and subsistence	4 873			4 873	4 517	356	92.7%		
Venues and facilities	700			700	630	70	90.0%		
Rental and hiring	280			280	159	121	56.8%		

Transfers and subsidies	90	-	-	90	-	90	-	-	-
Households	90	-	-	90	-	90	-	-	-
Social benefits	90	-	-	90	-	90	-	-	-
Payments for capital assets	188	-	-	188	-	188	-	-	-
Machinery and equipment	188	-	-	188	-	188	-	-	-
Other machinery and equipment	188	-	-	188	-	188	-	-	-
Total	25 875	-	-	25 875	24 074	1 801	93.0%	-	-

Appropriation Statement for the year ended 31 March 2016

Programme 8: FURTHER EDUCATION AND TRAINING

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. <u>CONDITIONAL GRANTS</u>	-	-	-	-	-	-	-	404 504	409 101
1. <u>(FET)</u>	-	-	-	-	-	-	-	404 504	409 101
Economic classification									
Current payments	-	-	-	-	-	-	-	403 800	10 221
Compensation of employees	-	-	-	-	-	-	-	403 800	10 220
Salaries and wages	-	-	-	-	-	-	-	355 181	9 176
Social contributions	-	-	-	-	-	-	-	48 619	1 045
Transfers and subsidies	-	-	-	-	-	-	-	704	398 881
Higher education institutions	-	-	-	-	-	-	-	-	398 588
Households	-	-	-	-	-	-	-	704	293
Social benefits	-	-	-	-	-	-	-	704	293
	-	-	-	-	-	-	-	404 504	409 101

Appropriation Statement for the year ended 31 March 2016

Programme 9: ADULT BASIC EDUCATION

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. PUBLIC CENTRES (ABE)	-	-	-	-	-	-	-	161 886	151 988
	-	-	-	-	-	-	-	161 886	151 988
Economic classification									
Current payments	-	-	-	-	-	-	-	161 791	151 309
Compensation of employees	-	-	-	-	-	-	-	137 829	131 031
Salaries and wages	-	-	-	-	-	-	-	136 295	130 176
Social contributions	-	-	-	-	-	-	-	1 534	854
Goods and services	-	-	-	-	-	-	-	23 962	20 278
Minor assets	-	-	-	-	-	-	-	787	364
Catering: Departmental activities	-	-	-	-	-	-	-	1 881	309
Contractors	-	-	-	-	-	-	-	684	484
Inventory: Learner and teacher support material	-	-	-	-	-	-	-	16 180	16 172
Consumable: Stationery, printing and office supplies	-	-	-	-	-	-	-	3 738	2 251
Travel and subsistence	-	-	-	-	-	-	-	692	658
Operating payments	-	-	-	-	-	-	-	-	39
Transfers and subsidies	-	-	-	-	-	-	-	95	679
Households	-	-	-	-	-	-	-	95	679
Social benefits	-	-	-	-	-	-	-	95	679
	-	-	-	-	-	-	-	161 886	151 988

Sub-programme: 9.1: PUBLIC CENTRES (ABE)

	2015/16							2014/15	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	-	-	-	-	-	-	-	161 791	151 309
Compensation of employees	-	-	-	-	-	-	-	137 829	131 031
Salaries and wages				-	-	-	-	136 295	130 176
Social contributions				-	-	-	-	1 534	854
Goods and services	-	-	-	-	-	-	-	23 962	20 278
Minor assets				-	-	-	-	787	364
Catering: Departmental activities				-	-	-	-	1 881	309
Contractors				-	-	-	-	684	484
Inventory: Learner and teacher support material				-	-	-	-	16 180	16 172
Consumable: Stationery, printing and office supplies				-	-	-	-	3 738	2 251
Travel and subsistence				-	-	-	-	692	658
Operating payments				-	-	-	-		39
Transfers and subsidies	-	-	-	-	-	-	-	95	679
Households	-	-	-	-	-	-	-	95	679
Social benefits				-	-	-	-	95	679
Total	-	-	-	-	-	-	-	161 886	151 988



Notes to the Appropriation Statement for the year ended 31 March 2016

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

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

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

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

3 Detail on payments for financial assets

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

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

Per programme:	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	%
Programme name				
ADMINISTRATION	1 588 306	1 570 737	17 569	1%
PUBLIC ORDINARY SCHOOLS EDUCATION	21 555 401	21 475 070	80 331	0%
INDEPENDENT SCHOOLS SUBSIDIES	118 458	115 923	2 535	2%
PUBLIC SPECIAL SCHOOLS EDUCATION	404 728	403 686	1 042	0%
EARLY CHILDHOOD DEVELOPMENT	158 195	143 692	14 503	9%
INFRASTRUCTURE DEVELOPMENT	1 102 128	1 077 374	24 754	2%
EXAMINATION AND EDUCATION RELATED SERVICES	337 489	331 693	5 796	2%
Total	25 264 705	25 118 174	146 531	1%

The under-spending on Vote is due to delay in the procurement processes in the acquisition of outdoor equipment for ECD centres. Capacity to verify invoices received from municipalities for schools which failed to pay for rates and taxes contributed in the under spending. The Education Development Trust had an under spending since projects to be undertaken are dependent on mutual agreement between the department and the donor partner.

Programme name

ADMINISTRATION	1 588 306	1 570 737	17 569	1%
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Under spending is due to the delay in the filling of attrition posts. A lot of motor vehicles were written- off, under spending is a result of the reduction in the running cost of motor vehicles.

Programme name

EARLY CHILDHOOD DEVELOPMENT	158 195	143 692	14 503	9%
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The under spending is due to the delay in SCM processes in the acquisition of outdoor equipment for ECD centres.

4.2

Per economic classification:	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation.
	R'000	R'000	R'000	%
Current expenditure				
Compensation of employees	20 706 513	20 721 592	(15 079)	0%
Goods and services	1 978 166	1 862 827	115 339	6%

Transfers and subsidies				
Provinces and municipalities	50 380	19 957	30 423	60%
Departmental agencies and accounts	21 516	21 516	-	0%
Non-profit institutions	1 154 101	1 123 487	30 614	3%
Households	263 601	253 477	10 124	4%
Payments for capital assets				
Buildings and other fixed structures	1 018 252	1 060 003	(41 751)	-4%
Machinery and equipment	44 176	26 180	17 996	41%
Payments for financial assets				
	28 000	27 616	384	1%

Goods and Services: A lot of motor vehicles were written off; under spending is a result of the reduction in the running cost of motor vehicles. Delays in procurement processes to procure outdoor equipment for ECD. Provinces And Municipalities: Capacity to verify invoices received from municipality for schools which failed to pay for rates and taxes. Non-Profit Institutions: The Education Development Trust had an under spending since projects to be undertaken are dependent on the mutual agreement between the department and the donor partner. Households: Delays in the submission of Claims against the Department of Justice. Buildings and Other Fixed Structures: Overspending is a result of Accruals. Machinery and Equipment: The appointed service provider for data projector indicated that they would not be able to deliver. The order for the procurement of office furniture has been issued but the service provider could not deliver the goods procured. A bus has been procured and delivered but payment could not be made

4.3 Per conditional grant	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation.
	R'000	R'000	R'000	%
Infrastructure Grant	885 128	863 797	21 331	2%
HIV and AIDS	25 875	24 239	1 636	6%
National School Nutrition Program	1 030 799	990 903	39 896	4%
EPWP Incentive Grant for Province	2 150	2 671	(521)	-24%
EPWP Social Grant	3 095	2 483	612	20%
Maths Science and technology	40 979	35 590	5 389	13%
Total	1 988 026	1 919 683	68 343	3%

Annual Financial Statements
Vote 3
Statement of Financial Performance for the year ended 31 March 2016

	<i>Note</i>	2015/16 R'000	2014/15 R'000
REVENUE			
Annual appropriation	<u>1</u>	25 262 803	25 336 612
Statutory appropriation	<u>2</u>	1 902	1 822
Departmental revenue	<u>3</u>	13 490	-
TOTAL REVENUE		25 278 195	25 338 434
EXPENDITURE			
Current expenditure			
Compensation of employees	<u>4</u>	20 721 591	19 987 302
Goods and services	<u>5</u>	1 862 820	1 937 147
Total current expenditure		22 584 411	21 924 449
Transfers and subsidies			
Transfers and subsidies	<u>6</u>	1 418 436	1 717 479
Total transfers and subsidies		1 418 436	1 717 479
Expenditure for capital assets			
Tangible assets	<u>7</u>	1 087 711	1 338 437
Total expenditure for capital assets		1 087 711	1 338 437
Unauthorised expenditure approved without funding	<u>8</u>	-	181 140
Payments for financial assets	<u>9</u>	27 616	-
TOTAL EXPENDITURE		25 118 174	25 161 505
SURPLUS/(DEFICIT) FOR THE YEAR		160 021	176 929
Reconciliation of Net Surplus/(Deficit) for the year			
Voted Funds		146 531	176 929
Annual appropriation		83 722	141 736
Conditional grants		62 809	35 193
Departmental revenue and NRF Receipts	<u>14</u>	13 490	-
SURPLUS/(DEFICIT) FOR THE YEAR		160 021	176 929

Statement of Financial Position as at 31 March 2016

	Note	2015/16 R'000	2014/15 R'000
ASSETS			
Current Assets		633 209	1 239 789
Unauthorised expenditure	<u>8</u>	279 072	651 669
Cash and cash equivalents	<u>10</u>	142 184	496 633
Prepayments and advances	<u>11</u>	4	-
Receivables	<u>12</u>	211 949	91 487
TOTAL ASSETS		633 209	1 239 789
LIABILITIES			
Current Liabilities		523 355	1 211 187
Voted funds to be surrendered to the Revenue Fund	<u>13</u>	452 186	1 183 032
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	<u>14</u>	4 734	3 561
Payables	<u>15</u>	66 435	24 594
TOTAL LIABILITIES		523 355	1 211 187
NET ASSETS		109 854	28 602
Represented by:			
Recoverable revenue		109 854	28 602
TOTAL		109 854	28 602

Statement of Changes in Net Assets for the year ended 31 March 2016

NET ASSETS	Note	2015/16 R'000	2014/15 R'000
Recoverable revenue			
Opening balance		28 602	37 538
Transfers		81 252	(8 936)
Debts revised		48 506	-
Debts recovered (included in departmental receipts)		-10 820	-25 503
Debts raised		43 566	16 567
Closing balance		109 854	28 602
TOTAL		109 854	28 602

Cash Flow Statement as at 31 March 2016

	Note	2015/16 R'000	2014/15 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		25 313 459	25 348 870
Annual appropriated funds received	<u>1.1</u>	25 250 058	25 308 856
Statutory appropriated funds received	<u>2</u>	1 902	1 822
Departmental revenue received	<u>3</u>	61 441	38 192
Interest received	<u>3.3</u>	58	-
Net (increase)/ decrease in working capital		293 972	525 484
Surrendered to Revenue Fund		(927 240)	(747 848)
Current payments		(22 584 411)	(22 025 900)
Payments for financial assets		(27 616)	-
Transfers and subsidies paid		(1 418 436)	(1 752 041)
Net cash flow available from operating activities	<u>16</u>	<u>649 728</u>	<u>1 348 565</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	<u>7</u>	(1 087 711)	(1 378 758)
Proceeds from sale of capital assets	<u>3.4</u>	2 282	-
Net cash flows from investing activities		<u>(1 085 429)</u>	<u>(1 378 758)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/ (decrease) in net assets		81 252	(8 936)
Net cash flows from financing activities		<u>81 252</u>	<u>(8 936)</u>
Net increase/ (decrease) in cash and cash equivalents		(354 449)	(39 129)
Cash and cash equivalents at beginning of period		496 633	535 762
Cash and cash equivalents at end of period	<u>17</u>	<u>142 184</u>	<u>496 633</u>

Accounting Polices for the year ended 31 March 2016

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

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

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

- 1 Basis of preparation**

The financial statements have been prepared in accordance with the Modified Cash Standard.
- 2 Going concern**

The financial statements have been prepared on a going concern basis.
- 3 Presentation currency**

Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department.
- 4 Rounding**

Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R'000).
- 5 Foreign currency translation**

Cash flows arising from foreign currency transactions are translated into South African Rands using the spot exchange rates prevailing at the date of payment / receipt.
- 6 Comparative information**
- 6.1 Prior period comparative information**

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

A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.
- 7 Revenue**
- 7.1 Appropriated funds**

Appropriated funds comprises of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation).
Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective. Adjustments made in terms of the adjustments budget process are recognised in the statement of financial performance on the date the adjustments become effective.
The net amount of any appropriated funds due to / from the relevant revenue fund at the reporting date is recognised as a payable / receivable in the statement of financial position.
- 7.2 Departmental revenue**

Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the relevant revenue fund, unless stated otherwise.
Any amount owing to the relevant revenue fund at the reporting date is recognised as a payable in the statement of financial position.
- 7.3 Accrued departmental revenue**

Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when:

 - it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and
 - the amount of revenue can be measured reliably.

The accrued revenue is measured at the fair value of the consideration receivable.
Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents.
- 8 Expenditure**
- 8.1 Compensation of employees**
- 8.1.1 Salaries and wages**

Salaries and wages are recognised in the statement of financial performance on the date of payment.
- 8.1.2 Social contributions**

Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment.
Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.
- 8.2 Other expenditure**

Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold.
- 8.3 Accrued expenditure payable**

Accrued expenditure payable is recorded in the notes to the financial statements when the goods are received or, in

the case of services, when they are rendered to the department or in the case of transfers and subsidies when they are due and payable.

Accrued expenditure payable is measured at cost.

8.4 Leases

8.4.1 Operating leases

Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment.

The operating lease commitments are recorded in the notes to the financial statements.

8.4.2 Finance leases

Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment.

The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions.

Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of:

- cost, being the fair value of the asset; or
- the sum of the minimum lease payments made, including any payments made to acquire ownership at the end of the lease term, excluding interest.

9 Aid Assistance

9.1 Aid assistance received

Aid assistance received in cash is recognised in the statement of financial performance when received. In-kind aid assistance is recorded in the notes to the financial statements on the date of receipt and is measured at fair value.

Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.

9.2 Aid assistance paid

Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.

10 Cash and cash equivalents

Cash and cash equivalents are stated at cost in the statement of financial position.

Bank overdrafts are shown separately on the face of the statement of financial position as a current liability.

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

11 Prepayments and advances

Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash.

Prepayments and advances are initially and subsequently measured at cost.

12 Loans and receivables

Loans and receivables are recognised in the statement of financial position at cost plus accrued interest, where interest is charged, less amounts already settled or written-off. Write-offs are made according to the department's write-off policy.

13 Investments

Investments are recognised in the statement of financial position at cost.

14 Financial assets

14.1 Financial assets (not covered elsewhere)

A financial asset is recognised initially at its cost plus transaction costs that are directly attributable to the acquisition or issue of the financial.

At the reporting date, a department shall measure its financial assets at cost, less amounts already settled or written-off, except for recognised loans and receivables, which are measured at cost plus accrued interest, where interest is

charged, less amounts already settled or written-off.

14.2 Impairment of financial assets

Where there is an indication of impairment of a financial asset, an estimation of the reduction in the recorded carrying value, to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset, is recorded in the notes to the financial statements.

15 Payables

Loans and payables are recognised in the statement of financial position at cost.

16 Capital Assets

16.1 Immovable capital assets

Immovable capital assets are initially recorded in the notes to the financial statements at cost. Immovable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition.

Where the cost of immovable capital assets cannot be determined reliably, the immovable capital assets are measured at R1 unless the fair value of the asset has been reliably estimated, in which case the fair value is used.

All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.

Immovable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.

Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the immovable asset is recorded by another department in which case the completed project costs are transferred to that department.

16.2 Movable capital assets

Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition.

Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R1.

All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.

Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.

Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the movable asset is recorded by another department/entity in which case the completed project costs are transferred to that department.

16.3 Intangible assets

Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition.

Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project.

Where the cost of intangible assets cannot be determined reliably, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1.

All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.

Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment.

Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the intangible asset is recorded by another department/entity in which case the completed project costs are transferred to that department.

17 Provisions and Contingents

17.1 Provisions

Provisions are recorded in the notes to the financial statements when there is a present legal or constructive

obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

17.2 Contingent liabilities

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

17.3 Contingent assets

Contingent assets are recorded in the notes to the financial statements when a possible asset arises from past events, and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department.

17.4 Commitments

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

18 Unauthorised expenditure

Unauthorised expenditure is recognised in the statement of financial position until such time as the expenditure is either:

- approved by Parliament or the Provincial Legislature with funding and the related funds are received; or
- approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or
- transferred to receivables for recovery.

Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure.

19 Fruitless and wasteful expenditure

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the total value of the fruitless and or wasteful expenditure incurred.

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

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

20 Irregular expenditure

Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of the irregular expenditure incurred unless it is impracticable to determine, in which case reasons therefor are provided in the note.

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

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

21 Changes in accounting policies, accounting estimates and errors

Changes in accounting policies that are effected by management have been applied retrospectively in accordance with MCS requirements, except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the change in policy. In such instances the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.

Changes in accounting estimates are applied prospectively in accordance with MCS requirements.

Correction of errors is applied retrospectively in the period in which the error has occurred in accordance with MCS requirements, except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the error. In such cases the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.

22 Events after the reporting date

Events after the reporting date that are classified as adjusting events have been accounted for in the financial statements. The events after the reporting date that are classified as non-adjusting events after the reporting date have been disclosed in the notes to the financial statements.

23 Principal-Agent arrangements

The department is party to a principal-agent arrangement for [include details here]. In terms of the arrangement the department is the [principal / agent] and is responsible for [include details here]. All related revenues, expenditures, assets and liabilities have been recognised or recorded in terms of the relevant policies listed herein. Additional disclosures have been provided in the notes to the financial statements where appropriate.

24 Recoverable revenue

Amounts are recognised as recoverable revenue when a payment made in a previous financial year becomes recoverable from a debtor in the current financial year. Amounts are either transferred to the Provincial Revenue Fund when recovered or are transferred to the statement of financial performance when written-off.

25 Related party transactions

A related party transaction is a transfer of resources, services or obligations between the reporting entity and a related party. Related party transactions within the Limpopo Provincial Government portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length.

Key management personnel are those persons having the authority and responsibility for planning, directing and controlling the activities of the department. The number of individuals and their full compensation is recorded in the notes to the financial statements.

26 Inventories

At the date of acquisition, inventories are recorded at cost price in the notes to the financial statements

Where inventories are acquired as part of a non-exchange transaction, the cost of inventory is its fair value at the date of acquisition.

Inventories are subsequently measured at the lower of cost and net realisable value or the lower of cost and current replacement value.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

1

1.1 Annual Appropriation	2015/16			2014/15	
	Final Appropriation R'000	Actual Funds Received R'000	Funds not requested/ not received R'000	Final Appropriation R'000	Appropriation Received R'000
Programmes					
ADMINISTRATION	1 613 404	1 613 404	-	1 478 003	1 478 003
PUBLIC ORDINARY SCHOOLS EDUCATION	21 521 730	21 509 436	12 294	20 972 159	20 955 149
INDEPENDENT SCHOOLS SUBSIDIES	118 458	118 458	-	112 496	112 496
PUBLIC SPECIAL SCHOOLS EDUCATION	404 615	404 615	-	379 607	379 607
EARLY CHILDHOOD DEVELOPMENT	164 826	164 826	-	169 823	169 223
INFRASTRUCTURE DEVELOPMENT	1 102 128	1 101 677	451	1 323 325	1 323 325
EXAMINATION AND EDUCATION RELATED SERVICES	337 642	337 642	-	343 914	324 663
FURTHER EDUCATION AND TRAINING	-	-	-	404 504	404 504
ADULT BASIC EDUCATION	-	-	-	180 537	161 886
Total	25 262 803	25 250 058	12 745	25 364 368	25 308 856

R12,294M - Provincial Treasury transferred the amount in the cause of the new Financial Year due to misinterpretation of the purpose of the funds
. R451 - The Additional amount of R79,549 was printed as R80m and resulted into an overstatement of the budgeted amount by R451

	Note	2015/16 R'000	2014/15 R'000
1.2 Conditional grants**			
Total grants received	33	1 975 281	2 564 090

	2015/16 R'000	2014/15 R'000
2 Statutory Appropriation		
MEMBERS' REMUNERATION	1 902	1 822
	1 902	1 822
Actual Statutory Appropriation received	1 902	1 822

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

	Note	2015/16 R'000	2014/15 R'000
3 Departmental Revenue			
Sales of goods and services other than capital assets	<u>3.1</u>	32 949	32 070
Interest, dividends and rent on land	<u>3.3</u>	58	-
Sales of capital assets	<u>3.4</u>	2 282	-
Transactions in financial assets and liabilities	<u>3.5</u>	28 492	6 122
Total revenue collected		63 781	38 192
Less: Own revenue included in appropriation	<u>19</u>	50 291	38 192
Departmental revenue collected		13 490	-
Sales of goods and services other than capital assets			
3.1 Sales of goods and services produced by the department	<u>3</u>	32 949	32 070
Sales by market establishment		1 059	329
Other sales		31 890	31 741
Total		32 949	32 070
3.3 Interest, dividends and rent on land	<u>3</u>		
Interest		58	-
Total		58	-
3.4 Sales of capital assets	<u>3</u>		
Tangible assets		2 282	-
Machinery and equipment	<u>30</u>	2 282	-
Total		2 282	-
3.5 Transactions in financial assets and liabilities	<u>3</u>		
Receivables		28 492	6 122
Total		28 492	6 122

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

	<i>Note</i>	2015/16 R'000	2014/15 R'000
4 Compensation of Employees			
4.1 Salaries and wages			
Basic salary		15 298 931	14 755 951
Performance award		44 437	60 746
Service Based		1 295 640	1 266 424
Compensative/circumstantial		446 963	383 124
Periodic payments		1 763	123 545
Other non-pensionable allowances		892 138	819 585
Total		17 979 872	17 409 375
4.2 Social Contributions			
Employer contributions			
Pension		1 914 485	1 893 700
Medical		822 562	679 256
UIF		402	389
Bargaining council		1 036	1 095
Official unions and associations		3 234	3 487
Insurance		-	-
Total		2 741 719	2 577 927
Total compensation of employees		20 721 591	19 987 302
Average number of employees		57 484	62 221
5 Goods and services			
Administrative fees		402	1 178
Advertising		2 741	940
Minor assets	<u>5.1</u>	1 445	791
Bursaries (employees)		16 914	28 483
Catering		21 341	14 800
Communication		38 888	29 287
Computer services	<u>5.2</u>	38 624	34 369
Legal services		-	169
Contractors		29 501	45 268
Agency and support / outsourced services		900 194	900 356
Entertainment		-	-
Audit cost – external	<u>5.3</u>	14 984	13 686
Fleet services		11 460	12 231
Inventory	<u>5.4</u>	379 994	457 299

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

	2015/16	2014/15	
Note	R'000	R'000	
Consumables	5.5	66 343	98 498
Operating leases		54 739	27 339
Property payments	5.6	17 502	18 054
Rental and hiring		280	11
Transport provided as part of the departmental activities		146 182	116 428
Travel and subsistence	5.7	99 234	117 720
Venues and facilities		5 416	-
Training and development		5 728	2 033
Other operating expenditure	5.8	10 908	18 207
Total		1 862 820	1 937 147
5.1 Minor assets	5		
Tangible assets		1 445	791
Machinery and equipment		1 445	791
Total		1 445	791
5.2 Computer services	5		
SITA computer services		38 624	34 369
Total		38 624	34 369
5.3 Audit cost – external	5		
Regularity audits		14 984	13 686
Total		14 984	13 686
5.4 Inventory	5		
Learning and teaching support material		379 292	456 256
Medical supplies		702	1 043
Total		379 994	457 299
5.5 Consumables	5		
Consumable supplies		9 451	8 746
Uniform and clothing		1 819	228
Household supplies		2 245	3 954
IT consumables		5 064	4 282
Other consumables		323	282
Stationery, printing and office supplies		56 892	89 752
Total		66 343	98 498

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

	<i>Note</i>	2015/16 R'000	2014/15 R'000
5.6 Property payments	<u>5</u>		
Municipal services		13 198	10 356
Property maintenance and repairs		4 304	7 671
Other		-	27
Total		17 502	18 054
5.7 Travel and subsistence	<u>5</u>		
Local		99 225	117 718
Foreign		9	2
Total		99 234	117 720
5.8 Other operating expenditure	<u>5</u>		
Resettlement costs		734	1 220
Other		10 174	16 987
Total		10 908	18 207
6 Transfers and Subsidies			
Provinces and municipalities	34	19 957	233
Departmental agencies and accounts	<u>ANNEXURE 1</u>	21 516	39 722
Higher education institutions	<u>ANNEXURE 2</u>	-	398 881
Non-profit institutions	<u>ANNEXURE 3</u>	1 123 486	1 079 845
Households	<u>ANNEXURE 4</u>	253 476	198 798
Total		1 418 435	1 717 479
7 Expenditure for capital assets			
Tangible assets		1 087 711	1 338 437
Buildings and other fixed structures	<u>30</u>	1 060 009	1 314 325
Machinery and equipment	<u>29</u>	27 702	24 112
Total		1 087 711	1 338 437

7.1 Analysis of funds utilised to acquire capital assets - 2015/16

	Voted Funds R'000	Aid assistance R'000	TOTAL R'000
Tangible assets	1 087 711	-	1 087 711
Buildings and other fixed structures	1 060 009		1 060 009
Machinery and equipment	27 702		27 702
Total	1 087 711	-	1 087 711

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

7.2 Analysis of funds utilised to acquire capital assets - 2014/15

	Voted Funds R'000	Aid assistance R'000	TOTAL R'000
Tangible assets	1 338 437	-	1 338 437
Buildings and other fixed structures	1 314 325	-	1 314 325
Machinery and equipment	24 112	-	24 112
Total	1 338 437	-	1 338 437

7.3 Finance lease expenditure included in Expenditure for capital assets

	2015/16 R'000	2014/15 R'000
Machinery and equipment	3 738	-
Total	3 738	-

8 Unauthorised Expenditure

8.1 Reconciliation of unauthorised expenditure

	Note 2015/16 R'000	2014/15 R'000
Opening balance	651 669	1 138 661
Unauthorised expenditure - discovered in the current year		4 806
Less: Amounts approved by Parliament/Legislature with funding	(368 000)	(299 136)
Less: Amounts approved by Parliament/Legislature without funding and written off in the Statement of Financial Performance	-	(181 140)
Current		(106 257)
Capital		(40 321)
Transfers and subsidies		(34 562)
Less: Amounts transferred to receivables for recovery	12 (4 597)	(11 522)
Closing balance	279 072	651 669

8.2 Analysis of unauthorised expenditure awaiting authorisation per economic classification

	2015/16 R'000	2014/15 R'000
Current	110 794	224 636
Capital	40 321	40 321
Transfers and subsidies	127 957	386 712
Total	279 072	651 669

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

	2015/16	2014/15
	R'000	R'000
8.3 Analysis of unauthorised expenditure awaiting authorisation per type		
Unauthorised expenditure relating to overspending of the vote or a main division within the vote	279 072	651 669
Total	279 072	651 669

Of the closing balance of R279 072 000, R42 234 000 (incurred in the 2011/12 financial year) has been approved without funding and will be written off during 2016/17 financial year.

	Note	2015/16	2014/15
		R'000	R'000
9 Payments for financial assets			
Debts written off		27 616	-
Total		27 616	-
9.1 Debts written off	<u>9</u>		
Debt Account		27 616	-
Total debt written off		27 616	-
10 Cash and Cash Equivalents			
Consolidated Paymaster General Account		142 184	496 633
Total		142 184	496 633
11 Prepayments and Advances			
Travel and subsistence		4	-
Total		4	-

The advance was paid to the CFO when he undertook a trip to undertake a work related conference, a debt has been created to recover the amount over-advanced and will be recovered during June 2016.

	Note	2015/16			2014/15		Total
		Current	Non-current	Total	Current	Non-current	
		R'000	R'000	R'000	R'000	R'000	R'000
12 Receivables							
Claims recoverable	<u>12.1</u>	10 331		10 331	-	-	
Staff debt	<u>12.2</u>	126 322		126 301	91 454	-	91 454
Other debtors	<u>12.3</u>	75 296		75 317	33	-	33
Total		211 949	-	211 949	91 487	-	91 487

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

		2015/16	2014/15
	Note	R'000	R'000
12.1 Claims recoverable	15		
National departments		7 369	-
Provincial departments		2 962	-
Total		10 331	-
12.2 Staff debt	15		
Tax debt		30 171	19 152
Debt account		6 080	34 466
Sal: Reversal Control Account		48 080	36 571
Sal: Deduction Disallowance		1 440	1 265
Sal: Disallowance		34 554	-
Sal: Disallowance Miscellaneous		5 464	-
Sal: ACB		512	-
Total		126 301	91 454
12.3 Other debtors	15		
Other debts		75 296	-
Sal: Medical		21	33
Total		75 317	33
12.4 Impairment of receivables			
Estimate of impairment of receivables		8 316	31 284
Total		8 316	31 284
13 Voted Funds to be Surrendered to the Revenue Fund			
Opening balance		1 183 032	1 738 675
As restated		1 183 032	1 738 675
Transfer from statement of financial performance		146 531	176 929
Add: Unauthorised expenditure for current year	8		4 806
Voted funds not requested/not received	1.1	(12 745)	(27 756)
Paid during the year		(864 632)	(709 622)
Closing balance		452 186	1 183 032

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

		2015/16	2014/15
		R'000	R'000
	<i>Note</i>		
14	Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund		
	Opening balance	3 561	3 595
	Transfer from Statement of Financial Performance	13 490	-
	Own revenue included in appropriation	50 291	38 192
	Paid during the year	(62 608)	(38 226)
	Closing balance	4 734	3 561
15	Payables - current		
	Clearing accounts	10 121	4 574
	Other payables	56 314	20 020
	Total	66 435	4 574
15.1	Clearing accounts		
	Sal: Bargaining Council	60	14
	Sal: Income Tax	9 422	1 978
	Sal: Official Unions	9	3
	Sal: Pension Fund	630	92
	Sal: ACB Recalls	-	2 487
	Total	10 121	4 574
15.2	Other payables		
	Sal: ACB	2 966	-
	Sal: Reversal Control	23 206	18 104
	Sal: Tax debt	738	1 582
	Sal: Disallowance Account	29 070	-
	Sal: Disallowance Miscellaneous	12	-
	Debt Account	322	334
	Total	56 314	20 020
16	Net cash flow available from operating activities		
	Net surplus/(deficit) as per Statement of Financial Performance	160 021	176 929
	Add back non cash/cash movements not deemed operating activities	489 707	1 171 636
	(Increase)/decrease in receivables – current	(140 482)	45 517
	(Increase)/decrease in prepayments and advances	(4)	-
	(Increase)/decrease in other current assets	372 597	491 798
	Increase/(decrease) in payables – current	61 861	(7 025)
	Proceeds from sale of capital assets	(2 282)	-
	Expenditure on capital assets	1 087 711	1 338 437
	Surrenders to Revenue Fund	(927 240)	(747 848)
	Voted funds not requested/not received	(12 745)	(27 756)
	Own revenue included in appropriation	50 291	38 192
	Other non-cash items		40 321
	Net cash flow generated by operating activities	649 728	1 348 565

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

		2015/16	2014/15
		R'000	R'000
17	Reconciliation of cash and cash equivalents for cash flow purposes		
	Consolidated Paymaster General account	142 184	496 633
	Total	142 184	496 633
18	Contingent liabilities and contingent assets		
18.1	Contingent liabilities		
	Liable to:		
	Nature		
	Housing loan guarantees	4 821	6 263
	Claims against the department	728 320	640 261
	Intergovernmental payables (unconfirmed balances)	1 957	1 034
	Total	735 098	646 567
19	Commitments		
	Current expenditure		
	Approved and contracted	1 946 416	207 477
	Total	1 946 416	207 477
	Capital Expenditure		
	Approved and contracted	3 417 392	2 756 461
	Total	3 417 392	2 756 461
	Total Commitments	5 363 808	2 963 938

All the commitments with the exception of order commitments of R17 608m are for a period longer than a year

20 Accruals and payables not recognised		2015/16		2014/15
20.1 Accruals				
Listed by economic classification	30 days	30+ days	Total	Total
Goods and services	32 565	303	32 868	18 695
Transfers and subsidies	343		343	
Capital assets	30 335		30 335	-
Total	63 243	303	63 546	18 695

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

Listed by programme level	Note	2015/16 R'000	2014/15 R'000
Programme 1		9 256	14 673
Programme 2		20 013	3 684
Programme 3		-	15
Programme 4		-	7
Programme 5		9	21
Programme 6		31 752	24
Programme 7		2 516	149
Programme 8			31
Programme 9			91
Total		63 546	18 695

20.2 Payables not recognised

Listed by economic classification	30 days	30+ days	Total	Total
Goods and services	16 083	2 929	19 012	122 298
Interest and rent on land			-	-
Transfers and subsidies		1	1	55
Capital assets	3 066		3 066	30 475
Total	19 149	2 930	22 079	152 828

Listed by programme level	Note	2015/16 R'000	2014/15 R'000
Programme 1		1 246	25 605
Programme 2		12 515	96 669
Programme 4		-	26
Programme 5		-	
Programme 6		8 310	
Programme 7		8	
Programme 8			30 441
Programme 9			87
Total		22 079	152 828

Included in the above totals are the following:

Confirmed balances with departments

Total

Note	2015/16 R'000	2014/15 R'000
Annex 10	53	-
Total	53	-

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

	Note	2015/16 R'000	2014/15 R'000
21 Employee benefits			
Leave entitlement		116 193	113 310
Service bonus (Thirteenth cheque)		649 403	631 712
Performance awards		58 320	63 293
Capped leave commitments		2 564 492	2 632 527
Other		44 005	58 219
Total		3 423 571	3 499 061

At this stage the department is not able to reliably measure the long term portion of the long service awards. Negative capped leave commitments: Included in the R 2 564 492(2015:R2 632 527) is an amount of R 1 353 527.60 (2015: R1 819 147.30) for negative leave as at 31 March 2016. The amount for "Other" relates to estimated payments for employees qualifying for payment after having been in public service for 20,30 and 40 years. Leave Entitlement: Included in the R116 193 million is an amount of R5 681 million which relates to leave that was captured after year-end. Capped Leave Commitments: Included in the R2 564 492 000 is an amount of R11 570 million of leave that was captured after the 31st of March 2016

22 Lease commitments

22.1 Operating leases expenditure

2015/16	Specialised military assets R'000	Land R'000	Buildings and other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year			6 071		6 071
Later than 1 year and not later than 5 years			22 129		23 604
Total lease commitments	-	-	28 200	-	29 675

2014/15	Specialised military assets R'000	Land R'000	Buildings and other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year	-	-	8 512	743	9 255
Later than 1 year and not later than 5 years	-	-	26 138	1 208	27 346
Total lease commitments	-	-	34 650	1 951	36 601

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

Buildings are leased for use by the department as office space or for other educational purposes. The escalation of 8% per annum is charged on the following properties, Build it Complex; Meno glass Building; Bosveld centre; NTK Building; Erf 546 Polokwane; Ga-Mashabela; Stand 482 Ga-Masemola; Joyceline Building; Chavani Village; Rentmeester Building; Thomson Building; Stand 1164 & 115 Moogopong; TOR Building; Erf 160 Vaalwater and Jacob Mare Building. 7% on Erf 377 & 378 Thabazimbi. 8.5% on Factory 26 Seshego. 10% on Stand 2313 Burgersfort: Khobi Building Phalaborwa and 175 Skuinskloof Farm. Repairs and expenses for the Properties are the responsibilities of the landlords. **Machinery and equipment**- The department leases machinery for use in the Department and the lessor deliver, install, test and render maintenance services. No escalation of prices. Prices for rental are firm for the duration of the contracts

22.2 Finance leases expenditure **

2015/16	Specialised military assets	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year				6 131	6 131
Later than 1 year and not later than 5 years				6 051	6 051
Total lease commitments	-	-	-	12 182	12 182

2014/15	Specialised military assets	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	8 194	8 194
Later than 1 year and not later than 5 years	-	-	-	914	914
Total lease commitments	-	-	-	9 107	9 107

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

	<i>Note</i>	2015/16 R'000	2014/15 R'000
23 Irregular expenditure			
23.1 Reconciliation of irregular expenditure			
Opening balance		3 177 395	2 209 894
Prior period error		-	(26 425)
As restated		3 177 395	2 183 469
Add: Irregular expenditure - relating to prior year			-
Add: Irregular expenditure - relating to current year		336 337	994 315
Less: Prior year amounts condoned			-
Less: Current year amounts condoned			-
Less: Amounts not condoned and recoverable			(389)
Less: Amounts not condoned and not recoverable			-
Irregular expenditure awaiting condonation		3 513 732	3 177 395
Analysis of awaiting condonation per age classification			
Current year		336 337	994 315
Prior years		3 177 395	2 183 080
Total		3 513 732	3 177 395
23.2 Details of irregular expenditure - current year		2015/16 R'000	
Incident	Disciplinary steps taken/criminal proceedings		
Extension of contracts after expiry dates for Scholar transport		115 563	
Extension of contracts after expiry dates for School Nutrition		220 774	
Total		336 337	
23.3 Prior period error	Note	2014/15 R'000	
Nature of prior period error			
Relating to 2011/12 (affecting the opening balance)		(26 425)	
Total		(26 425)	

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

		2015/16	2014/15
24	Fruitless and wasteful expenditure	R'000	R'000
	24.1 Reconciliation of fruitless and wasteful expenditure		
	Opening balance	168 613	168 814
	Fruitless and wasteful expenditure – relating to current year	17 287	-
	Less: Amounts resolved		(201)
	Closing balance	185 900	168 613
	24.2 Analysis of awaiting resolution per economic classification		
	Current	185 900	168 613
	Total	185 900	168 613

		2015/16																		
24.3	Analysis of Current Year's Fruitless and wasteful expenditure	R'000																		
	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 35%; text-align: center;">Incident</th> <th style="width: 25%; text-align: center;">Disciplinary steps taken/criminal proceedings</th> <th style="width: 40%; text-align: right;">R'000</th> </tr> </thead> <tbody> <tr> <td>Interest on Electricity</td> <td style="text-align: center;">No</td> <td style="text-align: right;">332</td> </tr> <tr> <td>Judgement Interest</td> <td style="text-align: center;">No</td> <td style="text-align: right;">16 492</td> </tr> <tr> <td>Non-attendance to training</td> <td style="text-align: center;">No</td> <td style="text-align: right;">428</td> </tr> <tr> <td>Transport for relocation expenses</td> <td style="text-align: center;">No</td> <td style="text-align: right;">35</td> </tr> <tr> <td>Total</td> <td></td> <td style="text-align: right; border-top: 1px solid black;">17 287</td> </tr> </tbody> </table>	Incident	Disciplinary steps taken/criminal proceedings	R'000	Interest on Electricity	No	332	Judgement Interest	No	16 492	Non-attendance to training	No	428	Transport for relocation expenses	No	35	Total		17 287	
Incident	Disciplinary steps taken/criminal proceedings	R'000																		
Interest on Electricity	No	332																		
Judgement Interest	No	16 492																		
Non-attendance to training	No	428																		
Transport for relocation expenses	No	35																		
Total		17 287																		

		2015/16
25	Related party transactions	R'000
	In kind goods and services provided/received	
	<i>List in kind goods and services between department and related party</i>	
	LIMPOPO TREASURY: Audit committee	5 916
	LIMPOPO TREASURY: Provide Internal Audit	690
	Total	6 606

NOTES TO THE ANNUAL FINANCIAL STATEMENTS For the year ended 31 March 2016

List related party relationships

PUBLIC WORKS: Provide office accommodation services for the office. The Department is utilising numerous schools owned by the Limpopo Department of Public Works, Roads and Infrastructure for no rental payment. The Department of Public Works is responsible for project management unit on some of its infrastructure projects and no management fees are paid for the arrangement.

Limpopo Department of Education is related to the following departments in the Limpopo Province due to them falling under the Limpopo Legislature: Limpopo Provincial Treasury; Limpopo Department of Economic Development, Environment and Tourism; Limpopo Department of Public Works; Limpopo department of Roads and Transport; Limpopo Department of Health; Limpopo Department of Safety, Security and Liaison, Limpopo Department of Social Development, Limpopo Department of Sport, Arts and Culture, Limpopo Department of Agriculture; Limpopo Department of Cooperative Governance, Human Settlements and Traditional Affairs and Office of the Premier. The Limpopo Provincial Treasury in line with Section 18 (2) (g) and (i) of the PFMA, seconded a team of officials to assist the department in supply chain management, governance, financial management and asset management. The officials will be part of the audit process of 2015/16 and remedy findings that will be raised by the Auditor General (SA). The salaries of the officials deployed are paid by the respective departments. MEC of Public Works, Hon MEC Mr. Jerry Ndou from 1 April 2015 to 26 May 2015. Though the Honourable Ndou was the acting MEC, his salary was paid by the Limpopo Department of Public Works, Roads and Infrastructure.

	No. of Individuals	2015/16 R'000	2014/15 R'000
26 Key management personnel			
Political office bearers (provide detail below)	1	1 601	1 390
Officials:			-
Level 15 to 16	6	6 079	8 301
Level 14 (incl CFO if at a lower level)	13	13 765	12 345
Family members of key management personnel	22	9 502	8 816
Total		30 948	30 852
27 Provisions			
Retentions		375 174	-
Total		375 174	-

The provision made is in respect of retention amount for construction of buildings payable after the period agreed in terms of the contract. The amount to be paid will depend on the severity of defects on the structure if any.

27.1 Reconciliation of movement in provisions - 2015/16

	Retention R'000	Provision 2 R'000	Provision 3 R'000	Provision 4 R'000	Total provisions R'000
Opening balance	-				-
Increase in provision	375 174				375 174
Closing balance	375 174	-	-	-	375 174

28 Non-adjusting events after reporting date

School facilities were damaged in Vuwani after the year-end due to community riots. The department is still in the process of confirming the number of schools damaged as well as the financial impact thereof.

29 Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016

	Opening balance	Value adjustmen ts	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	375 089	-	26 533	(6 532)	408 154
Transport assets	23 550		13 037	2 334	34 253
Computer equipment	13 603		12 736	(8 886)	35 225
Furniture and office equipment	8 083		70	20	8 133
Other machinery and equipment	329 853		690	-	330 543
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	375 089	-	26 533	(6 532)	408 154

The reason for the assets to be still under investigation is that some areas could not be visited for verification due to riots. The areas will be visited when the situation is calm and the assets will be declared shortage will be written off.

Additions

29.1 ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016

	Cash	Non-cash	(Capital work- in-progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	27 702	2 569	(3 738)	-	26 533
Transport assets	12 713	324			13 037
Computer equipment	10 491	2 245			12 736
Furniture and office equipment	70				70
Other machinery and equipment	4 428		(3 738)		690
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	27 702	2 569	(3 738)	-	26 533

Disposals

29.2 DISPOSALS OF MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016

	Sold for cash	Non-cash disposal	Total disposals	Cash received Actual
	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	2 406	(8 938)	(6 532)	2 282
Transport assets	2 334		2 334	2 282
Computer equipment	52	(8 938)	(8 886)	
Furniture and office equipment	20		20	

TOTAL DISPOSAL OF MOVABLE TANGIBLE CAPITAL ASSETS	2 406	(8 938)	(6 532)	2 282
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29.3 Movement for 2014/15

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	360 692	-	14 561	163	375 089
Transport assets	11 955		11 594	-	23 550
Computer equipment	11 415		2 351	163	13 603
Furniture and office equipment	7 489		594	-	8 083
Other machinery and equipment	329 832		21	-	329 853
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	360 692	-	14 561	163	375 089

29.4 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	24 327	-	24 327
Additions				1 445		1 445
Disposals				84		84
TOTAL MINOR ASSETS	-	-	-	25 688	-	25 688

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of minor assets at cost				1753		1753
TOTAL NUMBER OF MINOR ASSETS	-	-	-	1753	-	1753

Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	23 536	-	23 536
Additions	-	-	-	791	-	791
Disposals	-	-	-	-	-	-
TOTAL MINOR ASSETS	-	-	-	24 327	-	24 327

30 Immovable Tangible Capital Assets
MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016

	Opening balance	Value adjustments	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	3 842 666	544 000)	219 907	522 554	2 996 019
Non-residential buildings	3 842 666	(544 000)	219 907	522 554	2 996 019
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	3 842 666	(544 000)	219 907	522 554	2 996 019

30.1 ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016

	Cash	Non-cash	(Capital work-in-progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	1 060 009	219 907	(1 060 009)	-	219 907
Non-residential buildings	1 060 009	219 907	(1 060 009)	-	219 907
TOTAL ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS	1 060 009	219 907	(1 060 009)	-	219 907

Disposals
DISPOSALS OF IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016

30.2

	Sold for cash	Non-cash disposal	Total disposals	Cash received Actual
	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	-	522 554	522 554	-
Non-residential buildings		522 554	522 554	
TOTAL DISPOSAL OF IMMOVABLE TANGIBLE CAPITAL ASSETS	-	522 554	522 554	-

Movement for 2014/15
MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015

30.3

	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	3 315 998	(118 801)	645 469	-	3 842 666
Non-residential buildings	3 315 998		526 668	-	3 842 666
Other fixed structures	-	(118 801)	118 801	-	-
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	3 315 998	(118 801)	645 469	-	3 842 666

30.3.1 Prior period error

Note

2014/15

R'000

Nature of prior period error

Donations recognised in 2014/15 which were not supposed to have recognised

(118 801)

(118 801)

Total

(118 801)

S42 Immovable assets

30.4 Assets subjected to transfer in terms of S42 of the PFMA - 2015/16

	No of Assets	Value of Assets
		R'000
BUILDINGS AND OTHER FIXED STRUCTURES	1 612	3 540 019
Non-residential buildings	1 612	3 540 019
TOTAL	1 612	3 540 019

Assets subjected to transfer in terms of S42 of the PFMA - 2014/15	No of Assets	Value of Assets
		R'000
BUILDINGS AND OTHER FIXED STRUCTURES	2 476	3 842 666
Non-residential buildings	2 476	3 842 666
TOTAL	2 476	3 842 666

31 Principal-agent arrangements

31.1 Department acting as the principal	2015/16	2014/15
	Fee paid R'000	R'000
Limpopo Province Development Trust	6 099	805
Council for Scientific and Industrial Research (CSIR)	76 687	97 204
Limpopo Business Support Agency (LIBSA)	4 304	-
The Mvula Trust	256 512	181 289
The Independent Development Trust (IDT)	638 747	873 191
South African Post Office (SAPO)	12 873	12 142
Total	995 222	1 164 631

Limpopo development Trust: The Trust is a conduit for donors bringing in money for the Department of Education. It mostly caters for Rand for Rand commitments between the Donor and the Department but not limited to Donors who want to implement their programmes through the trust, as a conduit for spending & monitoring implementations of such (donations)

The Mvula Trust: Acts as an Implementing Agent for the allocated Infrastructure delivery projects in Capricorn, Greater Sekhukhune and Waterberg District Municipalities)

LIBSA: Acts as an agent for the department to provide sanitation and cleaning services

CSIR: Acts as an agent for the department to implement the Schools Water and Sanitation Programme

IDT: Acts as an agent for implementing Infrastructure projects on behalf of the Department

SAPO: Acts as an agent of the department by delivering learner support materials (text books and stationery) to schools.

If the Principal-Agent arrangement is terminated, the resource and cost implications for the LDoE as principal would be severely negative. This is because LDPWR&I does not currently have the capacity to take on all the projects being implemented by other implementing agents and neither does the LDoE. The likelihood is therefore that the construction projects would be placed on hold, service delivery would suffer and increased costs would be incurred to reactivate and complete the projects.

32 Prior period errors

32.1 Correction of prior period errors	Note	2014/15 R'000
Claims Against the State		
Closing balance as per audited AFS		675 524
Revised Opening balance		(640 261)
Net effect		35 263
Housing Loan Guarantees		
Closing balance as per audited AFS		6 263
Revised Opening balance		(5 273)
		990

Claims against the state: The opening balance was corrected because of the incorrect amounts disclosed in the 2014/15 financial year as well as the removal of letters of demands from the list of claims as disclosed in the prior years



NOTES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

33 STATEMENT OF CONDITIONAL GRANTS RECEIVED

NAME OF GRANT	GRANT ALLOCATION		SPENT				2014/15	
	Division of Revenue Act/Provincial Grants	Total Available	Amount received by department	Amount spent by department	Under / (overspending)	% of available funds spent by dept	Division of Revenue Act	Amount spent by department
	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Infrastructure Grant	885 128	885 128	884 677	863 797	20 880	98%	1 108 625	1 096 322
HIV and AIDS	25 875	25 875	25 875	24 239	1 636	94%	31 085	9 610
EPWP Incentive Grant for Province	2 150	2 150	2 150	2 671	(521)	124%	2 000	-
EPWP Social Grant	3 095	3 095	3 095	2 483	612	80%	13 280	18 955
National School Nutrition Program	1 030 799	1 030 799	1 030 799	990 903	39 896	96%	991 153	984 442
Maths Science and technology	40 979	40 979	28 685	35 590	(6 905)	124%	-	-
	1 988 026	1 988 026	1 975 281	1 919 683	55 598		2 591 846	2 539 170



STATEMENT OF CONDITIONAL GRANTS AND OTHER TRANSFERS TO MUNICIPALITIES

NAME OF MUNICIPALITY	GRANT ALLOCATION				TRANSFER		
	Division of Revenue Act	Roll Overs	Adjustments	Total Available	Actual Transfer	Funds Withheld	Re-allocations by National Treasury or National Department
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
ESKOM NORTHREN REGION				-	187 638	-	-
GREATER GIYANI TLC				-	29 658	-	-
LEPELLE-NKUMPI MUNICIPALITY				-	15 203 550	-	-
MODIMOLLE MUNICIPALITY				-	28 222	-	-
POLOKWANE LOCAL MUNICIPALITY				-	177 047	-	-
THABAZIMBI MUNICIPALITY				-	4 294 610	-	-
THULAMELA MUNICIPALITY				-	36 385	-	-
	-	-	-	-	19 957 110	-	-

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

ANNEXURE 1

STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

DEPARTMENT/AGENCY/AC COUNT	TRANSFER ALLOCATION				TRANSFER		2014/15
	Adjusted appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
Services Seta	21 516			21 516	21 516	100%	39 941
Total	21 516	-	-	21 516	21 516		39 941

ANNEXURE 2

STATEMENT OF TRANSFERS TO HIGHER EDUCATION INSTITUTIONS

INSTITUTION NAME	TRANSFER ALLOCATION				TRANSFER			2014/15
	Adjusted appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	Amount not transferred	% of Available funds transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000
Vhembe FET College				-		-		84 744
Mopani South East FET College				-		-		54 947
Mopani East (Letaba) FET College				-		-		38 884
Waterberg FET College				-		-		51 058
Lephalale FET College				-		-		22 416
Sekhukhune FET College				-		-		44 530
Capricorn FET College				-		-		107 925
Total				-		-		404 504

ANNEXURE 3

STATEMENT OF TRANSFERS TO NON-PROFIT INSTITUTIONS

NON-PROFIT INSTITUTIONS	TRANSFER ALLOCATION				EXPENDITURE		2014/15
	Adjusted appropriation Act	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
Education Development Trust	12 420			12 420	6 099	49%	11 518
School Funding Norms	974 071			974 071	950 214	98%	926 293
Independent Schools Subsidies	118 458			118 458	115 922	98%	112 496
Public Special Schools	50 192			50 192	50 075	100%	47 666
Early Childhood	1 478			1 478	1 176	80%	6 183
Total	1 156 619	-	-	1 156 619	1 123 486		1 104 156

ANNEXURE 4

STATEMENT OF TRANSFERS TO HOUSEHOLDS

HOUSEHOLDS	TRANSFER ALLOCATION				EXPENDITURE		2014/15
	Adjusted appropriation Act	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
Injury on Duty	1 940			1 940	1 531	79%	1 937
Leave Gratuity	217 246			217 246	207 351	95%	116 254
Bursaries(Non-employees)	7 500			7 500	7 119	95%	7 500
Claims against the state (cash)	34 331			34 331	37 409	109%	13 042
H/H:DONATIONS&GIFTS(CASH)	66			66	66	100%	-
Total	261 083	-	-	261 083	253 476		138 733

ANNEXURE 5

STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED

NAME OF ORGANISATION	NATURE OF GIFT, DONATION OR SPONSORSHIP	2015/16	2014/15
		R'000	R'000
Received in kind			
Adopt-a-School Foundation	Provision of Infrastructure and other resources to schools in Capricorn Sekhukhune and Vhembe Districts		2 987
Adopt-a-School Foundation	Provision of infrastructure and leadership programmes to Glen Cowie; Phagamang and Tshivhase Secondary Schools in Sekhukhune, Capricorn and Vhembe Districts.		3 820
Anglo American Chairman's Fund	Provision of Infrastructure (Maths Centre) to Thengwe Secondary School in Vhembe District		8 600
Small Projects Foundation	Support implementation of the Bright Futures Programme - training of teachers, local NGO staff and provision of learner support material to 30 Secondary Schools		442
De Beers Fund	Provision of Infrastructure and other resources through Limpopo Rural Schools Partnership Programme 2014 - Renaissance Secondary School in Vhembe		6 000
Pearl Edu Vision	Support Teacher Development Programme in Mathematics and Science to schools in Senwabarwana Capricorn District		850
US Peace Corps	Whole School Improvement to selected schools within Districts		15 000
World Vision	Whole School Improvement to selected schools within Vhembe and Mopani Districts		700
Tsogang	Provision of Infrastructure - water and sanitation to Makgopele Secondary School in Mopani District		600
Samancor Eastern Chrome Mines	Provision of Infrastructure and other resources to schools in Sekhukhune District		21 787
Rhino Minerals (Pty) Ltd	Provision of Infrastructure and other resources to Segorong Schools in Sekhukhune District.		4 085
National Lotteries Distribution Trust Fund (nldtf)	Infrastructure Support to Manamani Primary, Ligege Secondary and Belemu Primary Schools in Vhembe District.		300

National Lotteries Distribution Trust Fund (nldtf)	Purchase and payment towards various sporting codes equipment, kits and registration for Mohlahlana Primary School in Tsimanyane Circuit within Sekhukhune District.		84
Murray & Roberts Infrastructure	Provision of Infrastructure - Mini Library to Bathopele Secondary School in Waterberg District		175
Anglo American Chairman's Fund	Provision of Infrastructure - Additional classrooms to Mahlasedi Special School		1 270
Lepelle Northern Water	40-seater Bus to Botlokwa Special School		856
Limpopo Coal Company (Pty) Ltd - Vele Colliery	Construction of 1 x 4 Classroom Block and provision of other resources at Renaissance Secondary School in Vhembe District.		2 200
Two Rivers Platinum	Provision of Infrastructure - Classrooms at Maremele Primary School in Sekhukhune District		1 280
Phokathaba Platinum (Pty) Ltd	Provision of Infrastructure - Ablution Block at Morokadieta Primary School in Sekhukhune District.		352
ApexHi Charitable Trust	Provision of Infrastructure - Additional classrooms to Mahlasedi Special School		2 000
Modikwa Platinum Mine	Infrastructure and curriculum support to some schools in Leolo Circuit within Sekhukhune District		22 100
Nelson Mandela Foundation	Container library and books to Sekutupu Primary School Moletlane Circuit in Capricorn District		250
Molteno Roger Foundation	Improvement of primary Maths and Literacy outcomes of education in 166 Primary Schools (Grade 3); curriculum delivery and school leadership with sustainable framework in Bahlaloga, Koloti and Mankweng Circuits in Capricorn District		13 609
Molteno Roger Foundation	Contribution towards supplemental English language instruction to 20 Grade 3 learners after school and during school holidays providing instruction that will entail various after school and holiday activities, in a school selected from Polokwane Cluster Circuits within Capricorn District.		280
Bold Moves Foundation	Provision of Infrastructure – Office block for Hlanganani Central Circuit in Vhembe District		4 670
Anglo American Platinum	Infrastructure support to Moseki Secondary School Morohe Circuit in Sekhukhune District.		6 921
Anglo American Platinum	Infrastructure support to Mpetje Primary School Morohe Circuit in Sekhukhune District		7 401
Amos Vuma Foundation	Ultimate Career Guidance book targeting 3936 secondary schools in Limpopo, distribution and training throughout the province and Amos Vuma Foundation and Partners Breakfast Seminar with the HOD and MEC.		9 987
Department of Rural Development and Land Reform	The erection of New School Infrastructure at Ndivheni Primary School in Dzindi Circuit within Vhembe District		8 000
Judith Sephuma Foundation	The provision of basic ICT training to empower teachers, learners and youth and creating sustainable development interventions through the transfer of technology, education and skills in an effort to bridge the digital divide, to Madabani Primary and Khaiso High Schools in Vhembe and Capricorn Districts		200
Kelgran Africa (Pty) Ltd	erection of ablution facilities at Ramothhale Primary School in Sekgosese Central Circuit within Capricorn District		456
Independent Development Trust (IDT)	Arranged towards the funeral of the late MEC for the Department of Education Ms. Thembi Nwedamutswu		338
BSB Trading 0001 cc	Arranged towards the funeral of the late MEC for the Department of Education Ms. Thembi Nwedamutswu		11
KLM Setati Food Services	Donated towards the funeral of the late MEC for the Department of Education Ms. Thembi Nwedamutswu, VIP Catering and accommodation for family members who travelled from Swaziland and Gauteng		210
De Beers Group of companies	Donation of R6 million for upgrading physical infrastructure at Mphengwa Secondary School, Ref DBF 035291. LDoE to contribute another R6 million in line with the Rand for Rand principle	6 000	
Murray & Roberts Cementation (in partnership with De Beers Venetia Underground Project)	Refurbishment and resources: securing of classrooms, repairing some flooring and furniture	575	

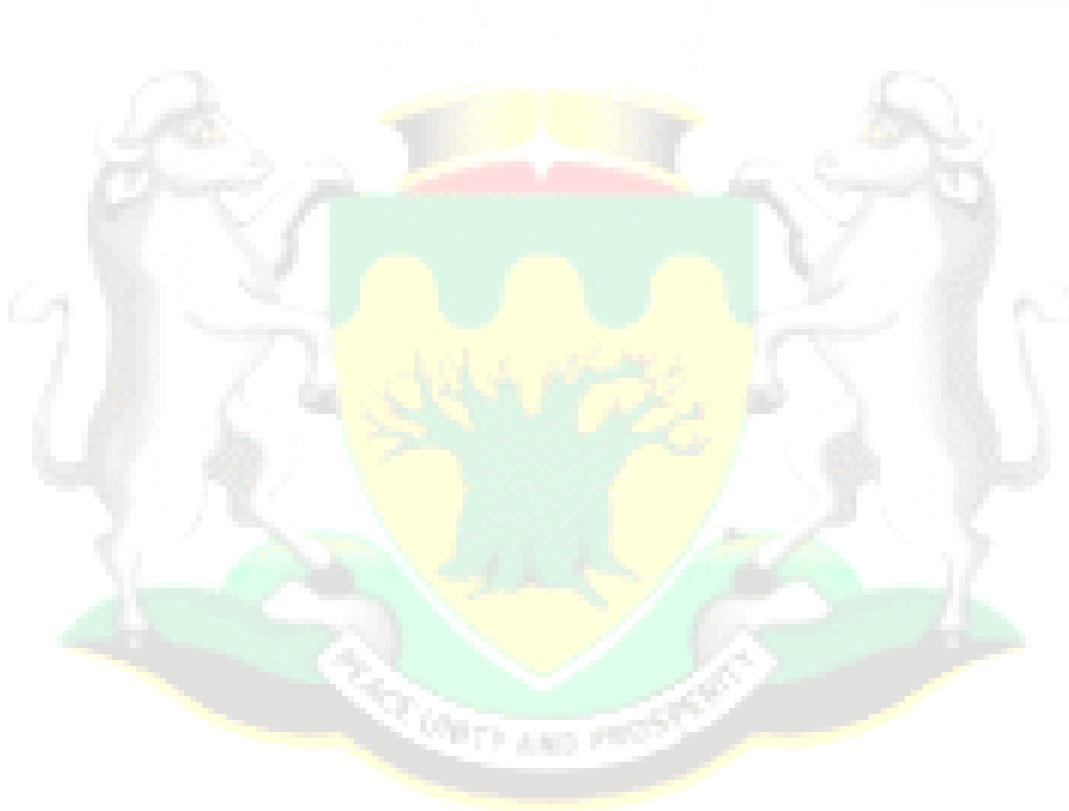
Bernard Groenewald; JE Erasmus of ILLIWARA Landgoed BK; Johan Bosch & Nadien Bosch of Dinaka Game Reserve & Nico Stolp of Nylstene.	Infrastructure development in the form of upgrading or improvements of the school buildings (Not less than R200 000 for Builders Wages; Not less than R50 000; Not less than R200 000 & bricks to the value not less than R200 000)	650	
Businesswomen's Association of South Africa, Limpopo (BWA)	Start-up packages (Iron; Bedding & Kettle) to the top ten (10) learners in the 2015 Grade 12 results	10	
Standard Bank- Limpopo	Sponsorship for Announcement of Grade 12 Results (DINALEDI TSE KGANYANG). Distributed amongst learners who obtained positions 1; 2 and 3 in each of the five (5) Districts	150	
MTN SA Foundation	Laptops and MTN promotional items to ten (10) best performing Grade 12 learners in the 2015 end of year examinations	60	
Anglo American Platinum (LPEDT)	Construction of an Admin Block	1 800	
Salaamedia	Drilling and fitting of borehle	65	
Salaamedia	Drilling and fitting of borehle	75	
Salaamedia	Drilling and fitting of borehle	75	
Westenburg Secondary School	Refrigerator for utilisation in the office of the PA of the HOD. Once office of the PA to the HOD has a functioning refrigerator, the donation will be transferred to the Senior Manager, Capricorn District, where there is a need.	3	
Modikwa Platinum Mine	Infrastructure support to Matholeni Primary and Phutinare Secondary Schools and Curriculum support to nine Secondary Schools in Leolo Circuit within Sekhukhune District	4 600	
World Vision South Africa	Whole School Improvement to selected schools within Vhembe and Mopani Districts	700	
World Vision South Africa	Bicycle Education Empowerment Programme (BEEP) to support scholar transport in Mopani and Vhembe Districts	6 600	
Northam Platinum Mine - Booyensdal Division	Erection of Ngwaabe Combined Schools Science Laboratory to be built at Gobetse Secondary School and provision of equipment, targeting nine (9) secondary schools in the Ngwaabe Area	1 800	
MTN SA Foundation	Establishment of computer laboratories in an effort to improve E-learning in schools within identified Districts and Circuits.	3 890	
Malefo Transport	Preparation for the farewell function of Mr Makgamatha and 2015 Grade 12 learners	6	
MTN SA Foundation	100 Qhubeka Buffalo Bicycles costing for learners who must travel great distances by foot to attend their schools.	300	
National Lottery Distribution Fund	Cash donation for the construction of Combi Court for learners	300	
Molteno Institute for Language & Literacy	Evaluation, training and support to Subject Advisors, School Management Teams and teachers to improve planning and implementation of CAPS	700	
Goldrush Gaming Group	Support Early Childhood Development (ECD) in Waterberg, Mopani and Sekhukhune Districts.	1 250	
Meropa Casino and Entertainment World	Support school improvement within various schools	431	
The Embassy of the Bolivarian Republic of Venezuela	500 backpacks with corresponding supplies to Hleketani Primary School in Waterberg District	50	
Limpopo Department of Economic Development and Tourism	Offline content solutions in ten (10) schools within Districts	1 456	
Murray and Roberts	Construction of a Mini Library	175	
World Vision	Ablution facilities	50	
Motheo Consulting	Administration block	100	
Embassy of USA - Department of Defence	Four seat toilet block	2 924	
Adziambei & Sons Ltd (Pty)	Erection of proper fencing	69	
NLDTF (Lottery)	Erection of 2 chess platforms	116	
MTN SA Foundation	8 Qhubeka Buffalo Bicycles costing for learners who must travel great distances by foot to attend their schools.	24	
Clarke Consultants	10 boxes of 48 packs of sanitary pads for support for women's month.	5	
US Peace Corps	Support implementation of CAPS - English 1st additional language in various schools.	11 000	

Embassy of USA - Department of Defence	1 x block of 4 classrooms & Admin block	3 512	
Limpopo Economic Development Agency	Photocopy machines; stationery packs & school shoes	180	
SA National Parks	2 x Science Laboratories	1 600	
Molteno Institute for Language & Literacy	Reading Books	24	
Kelgran Africa (Pty) Ltd	Infrastructure development in the form of construction of ablution facilities	456	
Judith Sephuma Foundation	Computer equipment [20 x Laptops & 2 x HP Printers]	200	
Department of Rural Development & Land Reform	Infrastructure development[construction of 12 blocks of classrooms; 12 ablution units & Admin block; provision of fence; drilling and equipping of boreholes & provision of a guard house]	8 000	
Amos Vuma Foundation	Ultimate Career guidance book donation and breakfast seminar	9 987	
Anglo American Platinum	Construction of Admin Block;1 x 4 Classroom Block;8 x VIP toilette facilities; Borehole & installation of a water tank; foundation phase play area. Renovations to 8 classrooms; construction of parking area & paving. Supply of furniture for Admin block and classrooms	7 401	

TOTAL

77 369

147 821



ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

ANNEXURE 6

STATEMENT OF ACTUAL MONTHLY EXPENDITURE PER GRANT

GRANT TYPE	APRIL	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
	2015	2015	2015	2015	2015	2015	2015	2015	2015	2016	2016	2016	
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
Infrastructure Grant	190	33 615	136 695	203 199	110 788	31 715	29 808	118 485	94 739	1 605	26 862	76 096	863 797
HIV and AIDS	130	119	163	1 419	3 070	930	3 830	6 397	1 319	554	1 016	5 292	24 239
EPWP Incentive Grant for Province	-	-	-	-	-	-	422	346	581	341	475	506	2 671
National School Nutrition Program	2 302	67 470	126 405	101 675	52 082	86 825	107 389	98 736	107 944	19 360	53 320	167 395	990 903
EPWP Social Grant	-	9	214	220	(41)	85	142	255	69	41	719	770	2 483
Maths Science and technology	-	200	-	371	2 117	1 648	208	2 633	4 294	325	12 628	11 166	35 590
Total	2 622	101 413	263 477	306 884	168 016	121 203	141 799	226 852	208 946	22 226	95 020	261 225	1 919 683



ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

ANNEXURE 7

STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2016 - LOCAL

GUARANTOR INSTITUTION	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2015	Guarantees Issued	Guaranteed repayments/ cancelled/ reduced/ released during the year	Revaluations	Closing balance 31 March 2016
		R'000	R'000	R'000	R'000	R'000	R'000
Housing							
Standard Bank			326.59		94		233
Nedbank LTD			260.24		65		195
			1 147.31		115		1 032
ABSA			502.92		42		461
Unique Finance			44.05		22		23
FNB-Former			39.60		14		26
Old Mutual			27.00		-		27
VBS			184.03		-		184
NP Develop Corporation			2 672.88	81	137		2 616
BOE Bank Ltd			24.20		-		24
SA Home Loans			44.00		4		-
Total			5 272.82	81	532		4 821

The difference between the opening as per the State Guarantee PERSAL report and closing balance in the 2014/15 annual report is explained below:

SUMMARY OF ANALYSIS OF STATE GUARANTEES FOR 2014/15 AND 2015/16 FINANCIAL YEAR

NAME OF BANK	2014/15 CLOSING BALANCE		2015/16 OPENING BALANCE		DIFFERENCE	
	NUMBER	AMOUNT	NUMBER	AMOUNT	NUMBER	AMOUNT
STANDARD BANK	14	483 990.00	9.00	326 590.00	5.00	157 400.00
NEDBANK LIMITED	11	376 444.00	8.00	260 244.00	3.00	116 200.00

FIRSTRAND BANK: FNB	38	1 382 032.69	32.00	1 147 312.69	6.00	234 720.00
ABSA	16	665 812.00	12.00	502 917.00	4.00	162 895.00
UNIQUE FINANCE	2	44 051.00	2.00	44 051.00	-	-
NEDBANK LTD(NBS)	1	21 000.00	-	-	1.00	21 000.00
FNB - FORMER SAAMBOU	2	39 600.00	2.00	39 600.00	-	-
OLD MUT (NEDB/PERM)	1	27 000.00	1.00	27 000.00	-	-
VBS MUTUAL BANK	6	208 025.80	5.00	184 025.80	1.00	24 000.00
NP DEVELOP. CORP.LTD	53	2 946 531.36	45.00	2 672 879.57	8.00	273 651.79
BOE BANK LIMITED	1	24 200.00	1.00	24 200.00	-	-
SA HOME LOANS PTY LT	1	44 000.00	1.00	44 000.00	-	-
TOTAL	146	6 262 686.85	118.00	5 272 820.06	28.00	989 866.79

ANNEXURE 8

STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2016

NATURE OF LIABILITY	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000

Claims against the department

Nefuri Owen	5 555		5 555		-
Nkhena Security/LDoE	2 496				2 496
Magongwa JP/LDOE: Claim for compensation	300				300
Manoko MJ/MEC for Education	300				300
Amaslin Carpenters Workshop/Ximuwini Primary School	-				-
Bevely Projects/LDOE	1 200				1 200
Boledi Onthatile Enterprise CC & others/MEC for Education	-				-

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
For the year ended 31 March 2016

	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Booi RR/ MEC for Education	2 000		2 000		-
Bopape MF/LDoE	7				7
Deka AM obo Deka R v LDOE	50				50
Double Barrel Security Services	6				6
Fawiti Business Enterprise CC/LDOE	178				178
FM Pilusa/LDOE	100				100
HJ Mukweho and another/LDOE	2 800		2 800		-
Indlovu Developers cc(in liquidation)/MEC,LDOE	154				154
Jabavu Trading Enterprise/LDOE	1 200				1 200
Jan Carel Oosthuizen/Oos Skool	534				534
JJ Grobler/LDOE	477		477		-
Kalewa Jack Koopedi/MJ Bopape & MEC/ LDOE	30				30
Kgaditse S S	10 000		10 000		-
Kgomanang Business Enterprises CC/LDOE	865				865
Khumalo MK obo Khumalo LD/LDoE	100				100
Komape R & J/Department of Education	100				100
Labengwa MT/Minister of Education	4				4
Lampoon Holdings/LDOE	1 182				1 182
Lebogole Emily Phagole and 119 others	9 516				9 516
Lefapa Financial Holdings v Lekakgona Communities Development & enterprise and 3 others	576				576
Legoabe MH/LDoE	60				60
M&M Professional Security & Cleaning	47				47
Mabela NR obo Nelson	200				200
Magidi MS obo Magidi M/LDOE: damages during school activity: sustained burns during school feeding	1 135		420		715
Mailola Penny Moswareng	50				50
Makua JN/LDoE	250				250
Makubela K obo Makubela KM/LDOE	250				250
Maleka RL/LDOE	93				93
Maloka NS & 12 Others/LDoE	1 166				1 166
Manaka MM/LDOE	200				200
Mankga LM/LDOE: claim for malicious prosecution damages	100				100
Maphanga SP/Mashilo PP	500				500
Mapiti MMJ/MEC of Education	250				250
Marumofase Security Services/LDOE	357				357

Annual Report for 2015/16 Financial Year
Vote No 3: Department of Education

	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Masakhane Security Services CC	64				64
Masekela PH/LDOE: Defamation	100				100
Masemola KR/LDOE: claim rural allowances by way of summons	81				81
Mashabela RJ/LDOE & Lesufi NP	300				300
Mashabeng Maphoku/LDOE	500				500
Mashalane Maphuti Solomon	100				100
Mashego RB/ Minsiter of Education and Another	300				300
Mashilo Lambrechts Architects/LDoE	1 950				1 950
Mateta MJ/SGB Ramotshinyadi School & Others	300				300
Matodzi Construction & Projects/MEC forLDoE	225				225
Mikante Kwetiso & Projects/ngwana Mohube school	159				159
MN Mogashoa/ LDOE	2				2
Mogano MJ/MEC for Education	82				82
Mohlahludi MM & 31 Others/LDoE					-
Mokgola /LDOE	583				583
Mokonyama SO/LDOE	300				300
Molokwane Brokers Trading Enterprise/Mpapatla High School	115				115
M-One Developmet CC/ Premier of Limpopo and another: claim for services rendered	541		541		-
Mononela S/LDoE	300				300
Moremi CS obo Sibiya KI/LDOE	250				250
Mpho Mononela Consultancy/Kgetsa School	11		11		-
MPPJ Property Development cc/LDoE	7 973				7 973
Muhanyisi Trading Enterprises CC/LDOE	292				292
Nasuthulela Protection Services/LDOE	436				436
NG Mashiane/LDOE	1 485		1 485		-
Ntsewa TD & others	300				300
Nwahlayisi Trading Enterprise/Vuxeni High School	38		38		-
M One Development CC/Minister of Education	2 565		2 565		-
One Guard Security Services/LDOE	231				231
Oscar Maluleke/T N Mabasa	100				100
Phuthadichaba Trading/Mahlasedi Special School	627		627		-
Phuti Kwena CC/ Hlabje Primary School	30				30
Pilusa T E/Khosa	3				3
PTY trade 73 (Pty)Ltd EDUSOLUTIONS/LDOE	268 880				268 880
Puleng Monare Magopa/LDOE	-				-

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	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/cancelled/reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Raasetja Property Developers Pty Ltd/MEC for Education	893				893
Riverside Chuene Construction CC/LDOE	6 020				6 020
S. Mononi/LDOE	28				28
Sankhaya Learning Private Limited/LDoE	95 720				95 720
Seswai Business Enterprise/ LDOE	237				237
Talisman Plant & Tool Hire (Pty) Ltd/LDOE	254				254
Tau tsa Africa/Manganeng P School	237		237		-
Tau tsa Africa/Ramphelane Sec School	186		186		-
Tenga TE/Davhula DA and Tshiemuemu HS	1 000		1 000		-
Thobejane PK obo Thobejane S/LDOE	2 000				2 000
TR Jork and M York/LDOE	4 014		4 014		-
Tshidzalushaka Trading Enterprises CC/LDOE	1 396				1 396
Uncle Benny GP Engineering/LDOE	1 900				1 900
Vhavhudi Vhomme/Jack Monare PS	34				34
Vhavhudi Vhomme/LDOE/Motheong Primary School	18				18
Vhavhudi Vhomme/Mogalatjane PS	1 938				1 938
Vhavhudi Vhomme/Tshiungulela S	130				130
William Malope Mashiane/ Stephen Matabane & Minister of Education	100				100
WSM Leshika Consulting/LDOE	1 204				1 204
Zip Security Services CC/LDOE	115				115
Aurecon SA/LDoE	14 813		14 813		-
Elias Homes CC/EH Hassim	3 466		3 466		-
Seribe William Mathabatha/LDOE, assault on a learner: combined summons		100			100
Phalafala Pheeha Aubrey and others/LDOE, rural allowance claim: combined summons		44 981			44 981
Amandla Karabo/LDOE (damages for NSNP termination)		39 000			39 000
Taurus Garden CC/LDOE (construction)		14 467			14 467
South African Post Office/LDOE (delivery of LTSM)		6 100			6 100
Mapula Rons Mahasha/LDOE (assault on learner)		300			300
Thabo Fenyane/LDOE(assault on learner)		500			500
Kelebogile Mida Moshidi obo Alfred Thato Moshidi (Assault)		500			500
Esther Nekhumbe (Injury at school)		100			100
Motsai Lettie Mpho (Assault on learner)		100			100
Manaka ThamagA Charles (motor collision)		38			38
Mampone Security and Tracing Agency/LDOE (claim for price adjustments)		426			426

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	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Ramasela Gloria Hlongwane (claim for funeral and trauma after learner drowned)		208			208
Serumula MS and another/LDOE (claim for defamation)		772			772
Maake MC and another/LDOE (assault on learner)		500			500
Ramonyai MP/LDOE and another (assault on learner)		200			200
Hlengani Samson Mangolele/LDOE (services rendered)		19			19
Loveness Ntsundeni Mudau/LDOE (injury on learner)		50			50
Smec SA (Pty) Ltd/LDOE (services rendered, infrastructure)		1 987			1 987
Matodzi AE obo P Matodzi (assault on learner)		100			100
Joan Breedt/LDOE and another (motor vehicle accidents)		32	32		-
Choshi SJ and 119 others (claim for rural incentives)		14 976			14 976
Mukhwanteli S Ralson/LDOE (defamation)		50			50
Datri 14cc/Omtay and another/LDOE		637	637		-
Seshoahla Zacharia Maboya/LDOE		500			500
Thato Ramabele/Dinalane and LDOE		500			500
Manaleng NH & Others/LDoE	96				96
Badilona ML & 6 others/LDOE	792				792
Bhuda JJ & 3 Others/LDoE	251				251
Bodiba KC & 7 Others/LDoE	800				800
Bodibana RC	113				113
Boloko Kgabo Gillian & 6 Others/LDOE	764				764
Kganyago MG & 26 Others/LDoE	2 241				2 241
Ramakgapola R & 4 Others/LDoE	424				424
Chenjerai Kaparadza/LDoE	2				2
Chokoe MF & 12 Others/LDoE	918				918
Clover SA Pty Ltd/LDoE	188				188
Digashu MM & 3 others/LDO	452				452
Dikhali TS & Another/LDoE	161				161
Dolamo MH & 22 Others/LDoE	1 632				1 632
Dolamo MS & 24 Others/LDoE	1 661				1 661
Doubata RS & 8 Others/LDoE	807				807
Gwangwa MR & 4 Others/LDoE	449				449
Hendrick Maboja/LDOE	80				80
Henemann Publishers & Maskew Miller Pty Ltd/LDoE	7 219				7 219
Hlakola KS/LDOE	113				113

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	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Kabini SE & 4 Others/LDoE	418				418
Kebogile Mida Moshidi obo Alfred Thato Moshidi	19 810				19 810
Keetse M & 3 Others/LDoE	400				400
Kekae RS & 6 others/LDOE	792				792
Kekana Malose Alexander/LDOE	113				113
Kgaditsi SS/LDoE	90				90
Kgakoa NM & Others/LDoE	400				400
Kgetedi MS & Malapane MJ/LDoE	179				179
Kgomo Ngoako Elias/LDOE	109				109
Komana MF & others/LDoE	500				500
Kubjane FM & others/LDoE	1 248				1 248
Kulani Engineering Consultancy/LDOE: Services rendered	1 582				1 582
Lekoana HN/LDoE	95				95
Lerutla MJ & 8 Others/LDoE	807				807
Leshilo EM & 8 Others/LDoE	807				807
Limpopo Travel Agency /LDOE	2				2
M & J Van Wyk T/A Modus Klere & Modus Ys/Hans Strijdom High School	105				105
Maabane RR & 5 others	679				679
Maboya M/LDoE	2 000				2 000
Mabusela MM & 4 others/LDOE	566				566
Mabusela SM/Koena N Phaleng & LDOE	11				11
Machaba LD/LDoE	100				100
Magokong NS 7 2 Others/LDoE	269				269
Magopa PM/LDoE	308				308
Mahladisa SC & 4 others	566				566
Mahlaela MA/LDoE	187				187
Mahlare GM & 4 Others/LDoE	418				418
Mahlatji NM/LDoE	89				89
Maja KV & 99 Others/LDoE	8 217				8 217
Makgalatiba RM & 26 Others/LDoE	2 422				2 422
Makgoka SP and Seretlo MR/LDOE	226				226
Makhwiting RF/LDoE	6				6
Makofane LT & others/LDoE	784				784
Makofane NJ & 37 Others/LDoE	3 409				3 409
Makopi M/Molepo/ Tshebela High School	19				19
Makuwa JL and another/LDOE: Claim for remoteness incentives	211				211

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	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Malahlela Samuel Serumula/LDOE	772				772
Malatji MJ/LDOE	113				113
Malebje RR & 6 Others/LDoE	628				628
Maleka KP & 12 others/LDOE	1 470				1 470
Maleka ME & 8 Others/LDoE	807				807
Maleka SJ & 7 Others/LDoE	718				718
Maleka TJ & Others/LDoE	200				200
Malope PJ & 2 Others/LDoE	290				290
Mamabolo R & 99 Others/LDoE	8 970				8 970
Mamogale LC & 4 Others/LDoE	430				430
Mamogobo MJ & 4 Others/LDoE	449				449
Mampane D/LDoE	81				81
Mampane MF/LDoE	30				30
Manaka TC & Brink Inc/LDOE: Motor Collision	40				40
Mankge MN/LDoE	57				57
Manthata DN & 10 Others/LDoE	987				987
Maphaka MM & 12 Others/LDoE	1 166				1 166
Maphori CB/LDoE	145				145
Maponyane DM & 2 others/LDOE	339				339
Marakalala LJ/LDOE	113				113
Marakalala OA & 10 others	1 244				1 244
Maredi Lephoula Joyce & 5 Others/ LDOE	647				647
Maredi Smith/LDoE	8				8
Masemola ME & 5 Others/LDoE	538				538
Masemola MJ & 3 Others/LDoE	339				339
Masemola MJ/LDoE	90				90
Masesane DJ/LDoE	2				2
Masha KH & 9 Others/LDoE	897				897
Mashaba CB & 11 Others/LDoE	1 162				1 162
Mashabela LR & Another/LDoE	161				161
Mashego Mahlodi Betty & 4 others/LDOE	546				546
Mashele SP/LDoE	0				0
Mashilangoako MM & Another/LDoE	163				163
Mashoko a Tlabo General Trade/LDoE	1 369				1 369
Matabane E M & Another/LDoE	177				177
Mateta MJ/LDoE	300				300
Mathibela F & 45 Others/LDoE	3 818				3 818

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	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Matji Nare Grace & 8 others	1 018				1 018
Matlala MJ & 19 Others/LDoE	1 794				1 794
Matseba MN & 2 Others/LDoE	251				251
Maupi ME/LDoE	90				90
Mehlape PP & 6 Others/LDoE	653				653
MJ Aphane General Trading cc/LDoE	3 503				3 503
Mmotla MB & 10 Others/LDoE	987				987
Moabelo MD & Moabelo TS/LDoE	179				179
Moagi MD & 4 Others/LDoE	430				430
Moeng MA & 6 Others/LDoE	700				700
Mogodi MA & 6 Others/LDoE	628				628
Mohafe TW & 11 Others/LDoE	1 108				1 108
Mohlala RR & 4 Others/LDoE	418				418
Mohlaloga MJ & others/LDoE	1 630				1 630
Mohwasa MJ & 3 others	452				452
Mokgawa SM/LDOE	113				113
Mokgobu MS & 36 Others/LDoE	3 071				3 071
Mokhondo ML & 6 others	792				792
Mokwetle PN & 6 others	792				792
Molekwa MJ/LODE	113				113
Montjane RR & 4 Others/LDoE	424				424
Moruane ML & 5 others	679				679
Motseki DA & 4 others/LDOE	566				566
Mphahlele ME & 6 Others/LDoE	628				628
Mphahlele MM & 2 Others/LDoE	269				269
Mphahlele MR/LDoE	85				85
Mphati KA/LDoE	90				90
Mphego RA & Mulaudzi MS/LDOE	226				226
Mphuthutane Abram Mahlaela/LDOE	187				187
Mpjatona Jane & 11 others	1 310				1 310
Munzere Mashudu/LDOE	15 000				15 000
Musonza A/LDOE: Claim for arrear salary	80				80
Naremosa Trading Enterprise/ Ngwako Primary School/	260				260
NASOU via Africa/LDOE	439				439
Nchabeleng MS/LDoE	2 611				2 611
Nchabeleng TT & 8 Others/LDoE	653				653
Nchaupe LE/LDoE	97				97

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	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/cancelled/reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Ncube NA & others/LDoE	900				900
Ndala SL/LDoE	80				80
Ngobeni GD/LDoE	500				500
Ngoepe MJ & Others/LDoE	1 100				1 100
Ngoepe MP & 7 Others/LDoE	718				718
Ngoepe Phuti Celia & 6 others/LDOE	792				792
Ngoepe TE/LDOE	113				113
Ngulube PM & 8 others/LDOE	1 018				1 018
Nkadimeng DJ & 96 Others/LDoE	7 968				7 968
Nkoabela TM/LDoE	98				98
Patrick Ramatsoma/Shotong Primary School	19				19
Pesha ME/LDOE	109				109
Pfudzayi G & 10 Others/LDoE	1 078				1 078
Phakwago MS/LDoE	90				90
Phihlela DE & 20 Others/LDoE	1 884				1 884
Phihlela JM & 11 Others/LDoE	1 076				1 076
Pitje R.D & 4 Others/LDoE	424				424
Rachoene IM/LDoE	300				300
Radebe Kgabo Michael & 2 others	328				328
Radingoana MR & 5 Others/LDoE	538				538
Rakhatla NT & 6 others/LDOE	792				792
Ramaesela JM & 2 others/LDOE: Claim for rural allowance by way of a letter of demand	235				235
Ramaila MF/LDoE	90				90
Ramakgolo MR & 9 Others/LDoE	933				933
Ramogale MC/LDoE	28				28
Raolane Touring Projects cc/Mokope Senior Secondary School & LdoE	98				98
Rapetsoa ML	113				113
Raphashe Phasha/LDoE	1 000				1 000
Sebeyi MG & 9 Others/LDoE	1 065				1 065
Sekhwama MS/LDoE	90				90
Serage MF/LDOE: claim remoteness incentives	107				107
Serumula AM & 16 Others/LDoE	1 525				1 525
Sete LM & 3 Others/LDoE	359				359
Setsheta MS/LDOE	113				113
Stella Kekana/LDOE: damages for assault of a learner	300				300
System Application Products (SAP)	775				775

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	Opening balance 1 April 2015	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2016
	R'000	R'000	R'000	R'000	R'000
Teffo SC & others/LDoE	400				400
Tefu MT & Sane ME	200				200
Thosago MI & 10 others/LDOE	1 244				1 244
Thubisi MC/LDOE	15				15
Tjale RS & Modise TS/LDOE	226				226
Tlaka MJ & 4 Others/LDoE	424				424
Seloane MG & 25 Others/LDoE	2 332				2 332
Tlhong Ramasel Regina & 5 others	655				655
Madzivhandila AE and 7 Others/ LDOE		1 408			1 408
Gundula Mossumedi Elsinah / LDOE and 4 others		880			880
Diphare Carolinah and 19 others		1 674			1 674
Mrs Mahadulula AA and Mahadalula Z /LDOE		4 050			4 050
Mokgola MJ/LDOE		72			72
CBC Gauteng Pty t/a CBC Canon Bss Centre/ LDOE		11			11
Avhatendi Alfred and & others		1 408			1 408
Manyuma TC and 4 others		880			880
Well Renown Consulting CC T/A WR Khanya Vs LDOE		1 404			1 404
Manezhe /LDOE		33			33
TOTAL	640 261	138 963	50 904	-	728 320



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ANNEXURE 9

CLAIMS RECOVERABLE

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2016	31/03/2015	31/03/2016	31/03/2015	31/03/2016	31/03/2015
	R'000	R'000	R'000	R'000	R'000	R'000
DEPARTMENTS						
Gauteng Department of Education			964	1 351	964	1 351
Limpopo : Department of Health			106		106	-
Mpumalanga : Department of Health			6		6	-
Mpumalanga Dept of Education			237	118	237	118
Limpopo : Department of Social dev				94	-	94
Limpopo: Department of Transport				23	-	23
Capricorn District Municipality				16	-	16
Eastern cape dept. of education			38	22	38	22
Limpopo department of Sports, Arts and Culture			26		26	-
Department of Education North West			1 349	739	1 349	739
KZN department of Education			21		21	-
KZN department of Economic Development			6		6	-
Gauteng Cooperative Governance			1		1	-
Free State Department of Education			36		36	-
Gauteng department of Health			10		10	-
Limpopo Department of Cooperative governance			5		5	-
Limpopo Department of Legislature			1		1	-
Limpopo Department of Economic Development			24		24	-
Limpopo Department of Agriculture			30		30	-
Limpopo Department of Transport			25		25	-
Limpopo Office of the Premier			1		1	-
Limpopo Provincial Treasury			7		7	-
Limpopo Department of Public Works			25		25	-
Limpopo Department of Social Development			7		7	-

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	31/03/2016	31/03/2015	31/03/2016	31/03/2016	31/03/2015
	R'000	R'000	R'000	R'000	R'000
Mpumalanga department of Agriculture		16		16	-
Mpumalanga department of Transport		3		3	-
MPUMALANGA EHLANZENI FET COLLEGE		2		2	-
NAT DEPT JUSTICE CONSTITUTIONAL DEVELOPMENT		2		2	-
NATIONAL DEPARTMENT OF AGRICULTURE FORESTRY AND FISHERIES		3		3	-
NATIONAL DEPARTMENT OF BASIC EDUCATION		147		147	-
NATIONAL DEPARTMENT OF CORRECTIONAL SERVICES		16		16	-
NATIONAL DEPARTMENT OF ENVIRONMENTAL AFFAIRS		3		3	-
NATIONAL DEPARTMENT OF HEALTH		1		1	-
NATIONAL DEPARTMENT OF HIGHER EDUCATION AND TRAINING		7 101		7 101	-
NATIONAL DEPARTMENT OF LABOUR		1		1	-
NATIONAL DEPARTMENT OF PUBLIC WORKS		4		4	-
NATIONAL DEPARTMENT OF SOCIAL DEVELOPMENT		10		10	-
NATIONAL DEPARTMENT OF WATER AND SANITATION		10		10	-
NATIONAL INTERNATIONAL RELATIONS AND COOPERATION		1		1	-
NATIONAL PARLIAMENT OF SOUTH AFRICA		1		1	-
NATIONAL RURAL DEVELOPMENT AND LAND REFORM		2		2	-
NATIONAL SOUTH AFRICAN POLICE SERVICE		58		58	-
NATIONAL SOUTH AFRICAN SOCIAL SECURITY AGENCY		6		6	-
NATIONAL STATISTICS SOUTH AFRICA		4		4	-
NORTH CAPE DEPARTMENT OF EDUCATION		3		3	-
WEST CAPE PROVINCE EDUCATION DEPARTMENT		9		9	-
Total	-	-	10 328	2 364	10 328
					2 364

ANNEXURE 10

INTER-GOVERNMENT PAYABLES

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2016	31/03/2015	31/03/2016	31/03/2015	31/03/2016	31/03/2015
	R'000	R'000	R'000	R'000	R'000	R'000

DEPARTMENTS

Current

Department of Education: North West		65	222		222	65
Department of Education: Gauteng		31	404	27	404	58
Department of Education: Mpumalanga		150	523	373	523	523
Department of Education: Kwazulu Natal			208	101	208	101
Department of Education: Eastern Cape					-	-
Department of Health: Limpopo		5	82	15	82	20
Department of Education: Northern Cape		168	64	53	64	221
National Department of Mineral resources				49	-	49
Department of Justice		-	13	13	13	13
Free State department of Education			313	313	313	313
Limpopo Premier's office	53			90	53	90
Gauteng Department of Infrastructure development			24		24	-
National Department of Higher Education and Training			25		25	-
National department of Social development			16		16	-
Public Works Limpopo			25		25	-
MP: Department of Public Works, Roads and Transport			10		10	-
Limpopo Department of transport			11		11	-
Limpopo COGSTA			17		17	-
TOTAL INTERGOVERNMENTAL	53	419	1 957	1 034	2 010	1 453

ANNEXURE 11

INVENTORY

Inventory	Note	2015/16		2014/15	
		Quantity	R'000	Quantity	R'000
Opening balance		103 691	64 739	314 593	15 194
Add: Additions/Purchases - Cash		4 879 377	378 995	4 669 234	457 298
Add: Additions - Non-cash		7 688	6 608		
(Less): Disposals					
(Less): Issues		(4 987 087)	(33 373)	(4 880 136)	(407 753)
Add/(Less): Adjustments					
Closing balance		3 669	416 968	103 691	64 739

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For the year ended 31 March 2016

ANNEXURE 12

Movement in Capital Work-in-Progress

MOVEMENT IN CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2016

	Opening balance	Current Year Capital WIP	Completed Assets	Closing balance
	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	2 334 550	1 060 009	(219 907)	3 174 652
Non-residential buildings	2 334 550	1 060 009	(219 907)	3 174 652
TOTAL	2 334 550	1 060 009	(219 907)	3 174 652

MOVEMENT IN CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2015

	Opening balance	Current Year Capital WIP	Completed Assets	Closing balance
	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	1 546 893	1 314 325	(526 668)	2 334 550
Non-residential buildings	1 546 893	1 314 325	(526 668)	2 334 550
TOTAL	1 546 893	1 314 325	(526 668)	2 334 550