



# Northern Cape Department of Education

## VOTE 4

## 2015/16

# ANNUAL REPORT

**PR246/2016**

**ISBN: 978-0-621-44777-7**

**Title of Publications:** Northern Cape Department of Education Annual Report 2015/2016

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## PART A: GENERAL INFORMATION

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## **1. DEPARTMENT GENERAL INFORMATION**

**PHYSICAL ADDRESS:** IK Nkoane Education Building  
156 Barkly Road  
Homestead  
KIMBERLEY 8301

**POSTAL ADDRESS:** Private Bag X5029  
KIMBERLEY  
8300

**TELEPHONE NUMBER/S:** 027 053 839 6500

**FAX NUMBER:** 027 053 839 6580/1

**EMAIL ADDRESS:** [LMonyera@ncpg.gov.za](mailto:LMonyera@ncpg.gov.za)

**WEBSITE ADDRESS :** [www.ncdoe.ncpg.gov.za](http://www.ncdoe.ncpg.gov.za)

## 2. LIST OF ABBREVIATIONS/ACRONYMS

ABET: Adult Basic Education and Training	MTEF: Medium-Term Expenditure Framework
ACE: Advanced Certificate in Education	NCS: National Curriculum Statement
ANA: Annual National Assessment	NC (V): National Curriculum (Vocational)
ASIDI: Accelerated School Infrastructure Development Initiative	NPDE : National Professional Diploma in Education
CEM: Council of Education Ministers	NEPA: National Education Policy Act
CEMIS: Central Education Management Information System	NGO: Non-Governmental Organisation
DHET: Department of Higher Education and Training	NQF: National Qualifications Framework
DTSL: Department of Transport, Safety and Liaison	NSC: National Senior Certificate
DBE: Department of Basic Education	NSNP: National School Nutrition Programme
DEMIS: District Education Management Information System	OHSA: Occupational Health and Safety Act
ECD: Early Childhood Development	PFMA: Public Finance Management Act
ECM : Enterprise Content Management	PILIR: Policy on Incapacity Leave and Ill-Health Retirement
EE: Employment Equity	PPI: Programme Performance Indicator
EIG: Education Infrastructure Grant	PPP: Public-Private Partnership
EMIS: Education Management Information System	PPM: Programme Performance Measure
EPP: Education Provisioning Plan	QIDS-UP: Quality Improvement, Development, Support and Upliftment Programme
EPWP: Expanded Public Works Programme	RCL: Representative Council of Learners
EWP: Employee Wellness Programme	SACE: South African Council for Educators
FET: Further Education and Training	SAQA: South African Qualifications Authority
GET: General Education and Training	SASA: South African Schools' Act
HEI: Higher Education Institution	SA-SAMS: South African School Administration and Management System
ICT: Information and Communication Technology	SAPS: South African Police Services
IMGD: Institutional Management and Governance Development	SETA: Sector Education and Training Authority
I-SAMS: Integrated School Administration and Management System	SGB: School Governing Body
IQMS: Integrated Quality Management System	SITA: State Information Technology Agency
KM: Knowledge Management	SMT: School Management Team
LSEN: Learners with Special Education Needs	SPMDS: Staff Performance Management and Development System
LTSM: Learning and Teaching Support Materials	WSE: Whole-School Evaluation
MST: Mathematics, Science and Technology	

### 3. FOREWORD BY THE MEC



The message contained in the poem of the famous Nigerian poet, Ben Okri, is particularly pertinent for the South Africa of today and for education in particular. He says in the timeless poem: *“Never again will we stand on the threshold of a new age. We that are here now touched in some mysterious way with the ability to change and make the future. Those who wake to the wonder of this magic moment, who wake to the possibilities of this charged conjunction, are the chosen ones who have chosen to act, to free the future, to open it up, to consign prejudices to the past, to open the magic casement of the human spirit onto a more shining world.”*

In Education we indeed have the unique responsibility and opportunity to seize the magic moment in order to free the future for the children entrusted to our care, so that they can arise to a ‘*more shining world*’. It is in pursuit of this quest that I present the performance of the Northern Cape Department of Education for the 2015/16 financial year.

Despite the decrease in the National Senior Certificate results in 2015, it would be remiss of us not to acknowledge that the number of Bachelor passes was the highest ever in the history of the Department. Perhaps this is an opportune time to remind the public at large that the focus on NSC results is somewhat misdirected and misleading, because it demeans the important work that needs to happen in the rest of the preceding grades, which remain critical foundational work for success at matric level. However, we recognise that NSC results remain a key indicator as it represents the final exit point of the basic education schooling system.

Perhaps the best reflection would be to measure the Department's performance against the NDP injunctions:


- Access to quality Early Child Development (ECD);
  - ECD remains one the flagship programmes of the Department, with more learners accessing Grade R facilities than ever before; 18 627 Grade R learners were admitted in 381 out of 387 Public primary schools.
- Improved quality of teaching and learning;
  - The training of teachers in Literacy and Numeracy, illustrated by ANA as problem areas, continue to exceed the set targets.
- Capacity of the state to intervene and support quality education;
  - 186 844 learners who benefitted from Governments’ No-Fee policy in 415 schools located in quintiles 1 to 3 which is 75,18% of the total schools in the Northern Cape. This represented 69,88% of all learners.
  - 201 619 learners in quintile 1-3 primary, secondary and special schools were fed during the 2015/16 financial year.



- 57 364 of quintile 4 and 5 learners were fed of which 27 826 is from the conditional grant and 29 538 from equitable share.
- Increase accountability for improved learning;
  - Schools are expected to compile and submit School Improvement Plans (SIPs) to district offices, against which they are held accountable. Admittedly the matter of signing performance agreements by all teachers is one for negotiations in the National Education Labour Relations Chamber.
- Human resources development and management of schools;
  - 789 SMT members benefitted from Curriculum Management Training, while 144 principals benefitted from Financial Management training.
- Infrastructure and learning materials to support effective education.
  - While Infrastructure continues to face challenges of slow contractor performance, Learning and Teaching Support Materials (LTSM) consistently show more than 98% delivery.

The Department is under no illusion as to the gravity and extent of the responsibility facing it; therefore it is energized by the passion displayed by stakeholders at the Education Lekgotla held during February, and look forward to the Education Summit due to be held soon. Already implementation plans for the Lekgotla resolutions have been prepared and discussed at senior management level. On the side of the Department the same will apply with regard to the Summit resolutions.

I wish to thank the Accounting Officer and his team of officials for their dedication and hard work and want to encourage them to persist with their best efforts. It is only then that we can all confidently proclaim that we deeply appreciate the responsibility to '*change and make the future*' of our children.



.....  
**Honourable M Bartlett, MPL**  
**MEC for Education: Northern Cape**  
**31 May 2016**

## 4. REPORT OF THE ACCOUNTING OFFICER

### 4.1 Overview of the operations of the Department:

In recognising that education remains an *apex* priority for this Administration, the 2015/16 Annual Report will show how the Northern Cape Department of Education (NCDoE) has performed in respect of the six (6) sub-outcomes under Outcome 1: Quality Basic Education, namely:

- **Sub-Outcome 1:** Improved quality of teaching and learning through development, supply and effective utilisation of teachers
- **Sub-Outcome 2:** Improved the quality of teaching and learning through provision of Infrastructure and learning materials
- **Sub-Outcome 3:** Regular annual national assessments (ANA) to track improvements in the quality of teaching and learning
- **Sub-Outcome 4:** Improved Grade R and planning for extension of Early Childhood Development (ECD)
- **Sub-Outcome 5:** A credible, outcomes-focused planning and accountability system (building the capacity of the state to intervene and support quality education)
- **Sub-Outcome 6:** Partnerships for a Strong Education System

The improvement registered in the 2014/15 regulatory Audit outcome continued to serve as motivation to aim for the ultimate: "a clean audit outcome". It is for this reason that the Department had immediately developed the Audit Improvement and Implementation Plan to ensure that we do not regress in terms of this critical performance indicator.

Similarly, the shared-services function of the Internal Audit is increasingly bearing fruit, as it expands its capacity to support departments more regularly than before. We want to commend this function for having audited key programmes more than twice in some instances during the financial year under review, as well as for having availed themselves to participate in Quarterly Performance Review sessions. Our internal protocols, controls and policies will continue to be strengthened to ensure appropriate responsiveness and accountability across all levels.

In respect of the general management performance of the Department, the overall Management Performance assessment Tool (MPAT) scores show steady improvement overall. We remain confident though, that as MPAT matures and becomes institutionalized, our management practices will equally mature and further improve.

Overview of some of our significant events and projects for the year under review are listed below:

- ECD remains one of the flagship programmes of the Department, with an increasing number of learners accessing Grade R facilities. During the year under review 18 627 Grade R learners were admitted in 381 out of 387 Public Primary Schools.
- The training of teachers in Literacy and Numeracy, responding to Annual National Assessment (ANA) diagnostic reports, continue to exceed the set targets.
- 186 844 learners benefitted from the Government's No-Fee policy in 415 schools, located in Quintiles 1 to 3. This comprises 75.2% of the total schools in the Northern Cape and represents 69.9% of all learners.
- 201 619 learners in Quintiles 1 to 3 primary, secondary and special schools were fed during the 2015/16 financial year. 57 364 Quintiles 4 and 5 learners were fed of which 27 826 is from the conditional grant and 29 538 from equitable share.
- Schools are expected to compile and submit School Improvement Plans (SIPs) to district offices, against which they are held accountable. Admittedly the matter of signing performance agreements by all teachers is one for negotiations in the National Education Labour Relations Council.

For the 2016/17 year the Department will continue to ensure that improved performance is registered in all these sub-outcomes. In addition persistent focus and resources will be invested in underperforming schools, with a view to improve learning outcomes throughout the system, particularly in the crucial Further Education and Training (FET) phase. This should systematically lead to improved NSC results. The remarks of the MEC in the Foreword to this Annual Report in this regard, are instructive, as she reminds the public at large of the importance of the spade work leading to NSC results.

The rollout of infrastructure at schools will remain a key priority for 2016/17 MTEF Period. Whilst two new hostels will be opened during this financial year in the John Taolo Gaetsewe (JTG) District, Lesedi High school (Batlharos) and Batlharo Tlhaping Secondary (Mothibistad), the Department has further concluded planning for the development of new schools in the following areas:

- Barkley West
- Karos
- Magojaneng
- Dithakong
- Steynsville
- Vaal-Oranje
- Bankara Bodulong

This constitutes an investment of over R332 million in infrastructure development for the new schools programme only. The Department will further continue to upgrade basic services at 49 schools. A particular focus will be put on completing the renovation of 6 hostels, the provisioning of mobile classrooms where appropriate, school furniture and John Taolo Gaetsewe District backlogs in infrastructural norms and standards.

The challenges in the Sector in general and in the NCDoe in particular should not for one moment be underestimated. This to a large extent can be categorised as:

- Progressed Learners as an unintended consequence of militating against learner drop out.
- Insufficient educators using Afrikaans as Language of Learning and Teaching
- High failure rate of home language
- Accountability, monitoring, evaluation and reporting systems that are inadequate

We acknowledge the issues that affect the timely delivery of Infrastructure as and when it is expected. To this end the Infrastructure Programme is being closely monitored to mitigate the key risks of budget shortfall for backlogs especially in the John Taolo Gaetsewe District and the inability to attract the requisite skill to the Province.

## 4.2 Overview of the financial results of the Department:

### 4.2.1 Departmental receipts

Departmental receipts	2015/2016			2014/2015		
	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
Sale of goods and services other than capital assets	4 922	5 140	(218)	4 473	4 979	(506)
Fines, penalties and forfeits	174	181	(7)	25	57	(32)
Interest, dividends and rent on land	2	922	(920)	5	210	(205)
Sale of capital assets	-	201	(201)	-	-	-
Financial transactions in assets and liabilities	3 701	4 947	(1 246)	3 843	1 599	2 244
<b>Total</b>	<b>8 799</b>	<b>11 391</b>	<b>(2 592)</b>	<b>8 346</b>	<b>6 845</b>	<b>1 501</b>

The Department of Education is not a revenue generating Department. Main source of revenue is the re-issuing of matric certificates which is captured under sales of goods and services other than capital assets. Other sources of revenue under the same item are examination and re-marking fees, commission earned on garnishees and insurance, sale of tender documents and parking.

Sale of capital assets revenue relates to the sale of the vehicle of the MEC and the sale of trailers.

Fines, penalties and forfeits revenue is deductions from officials' salaries for labour relations issues.

Revenue from interest, dividends and rent on land is surrenders from Independent Development Trust (IDT) for interest earned on Departmental funds.

Revenue reflected under financial transactions in assets and liabilities relates to receipts from prior years.

The only tariff charged to the public is for requests to re-issue matric certificates, which is payable to UMALUSI.

#### 4.2.2 Programme Expenditure

Programme Name	2015/2016			2014/2015		
	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	550 970	550 970	-	545 222	544 182	1 040
Public Ordinary School Education	3 759 627	3 756 123	3 504	3 481 642	3 476 852	4 790
Independent School Subsidy	7 887	7 887	-	8 065	8 065	-
Public Special School Education	112 632	112 632	-	97 650	97 650	-
Early Childhood Development	83 967	83 355	612	86 124	86 124	-
Infrastructure Development	455 932	443 442	12 490	361 625	361 599	26
Auxiliary and Associated Services	155 850	146 708	9 142	134 752	134 745	7
<b>Total</b>	<b>5 126 865</b>	<b>5 101 117</b>	<b>25 748</b>	<b>4 715 080</b>	<b>4 709 217</b>	<b>5 863</b>

The Department recorded an under expenditure of R25.748 million or spent 99.5 percent of its final appropriation of R5.127 billion as at the end of the 2015/16 financial year. R12.490 million relates to unspent Conditional Grants at the end of the financial year.

Programme 1: Administration spent 100% of its final appropriation of R550.970 million.

Programme 2: Public Ordinary School Education recorded an under expenditure of R3.504 million or spent 99.9% of the Programme's final appropriation of R3.760 billion final appropriation.

Programme 3: Independent Schools and Programme 4: Public Special Schools Education spent 100% of its final appropriation.

Programme 5: Early Childhood Development, Programme 6: Infrastructure Development and Programme 7: Auxiliary and Associated Services underspent their final appropriations of R83.967

million, R455.932 million and R155.850 million by R612 000, R12.490 million and R9.142 million respectively.

#### 4.2.3 Virements / rollovers

Virements have been effected in terms of Section 43 of the Public Finance Management Act, 1999 and is reflected in table below:

2015/2016		Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation
		R'000	R'000	R'000	R'000
<b>1.</b>	<b>Administration</b>				
	Current payment	534 372	8	(6 109)	528 271
	Transfers and subsidies	205	(8)	6 016	6 213
	Payments for capital assets	16 132	-	354	16 486
	<b>Total for Programme</b>	<b>550 709</b>	<b>-</b>	<b>261</b>	<b>550 970</b>
<b>2.</b>	<b>Public Ordinary School Education</b>				
	Current payment	3 376 845	474	(5 749)	3 371 570
	Transfers and subsidies	380 610	(474)	6 311	386 447
	Payments for capital assets	1 803	-	(193)	1 610
	<b>Total for Programme</b>	<b>3 759 258</b>	<b>-</b>	<b>369</b>	<b>3 759 627</b>
<b>3.</b>	<b>Independent School Education</b>				
	Transfers and subsidies	8 309	-	(422)	7 887
	<b>Total for Programme</b>	<b>8 309</b>	<b>-</b>	<b>(422)</b>	<b>7 887</b>
<b>4.</b>	<b>Public Special School Education</b>				
	Current payment	91 059	-	9 150	100 209
	Transfers and subsidies	13 235	-	(812)	12 423
	<b>Total for Programme</b>	<b>104 294</b>	<b>-</b>	<b>8 338</b>	<b>112 632</b>
<b>7.</b>	<b>Early Childhood Development</b>				
	Current payment	77 257	-	(6 088)	71 169
	Transfers and subsidies	14 011	-	(1 218)	12 793
	Payments for capital assets	-	-	5	5
	<b>Total for Programme</b>	<b>91 268</b>	<b>-</b>	<b>(7 301)</b>	<b>83 967</b>
<b>8.</b>	<b>Infrastructure Development</b>				
	Current payment	107 818	(122)	1 237	108 933
	Payments for capital assets	347 128	122	(251)	346 999
	<b>Total for Programme</b>	<b>454 946</b>	<b>-</b>	<b>986</b>	<b>455 932</b>
<b>9.</b>	<b>Auxiliary and Associated Services</b>				
	Current payment	117 721	-	(1 845)	115 876
	Transfers and subsidies	22 413	-	(40)	22 373
	Payments for capital assets	17 947	-	(346)	17 601
	<b>Total for Programme</b>	<b>158 081</b>	<b>-</b>	<b>(2 231)</b>	<b>155 850</b>
	<b>TOTAL</b>	<b>5 126 865</b>	<b>-</b>	<b>-</b>	<b>5 126 865</b>

Virements were approved by the Accounting Officer within the 8% threshold on the appropriation.

Programme 1: Administration increased with R261,000 from R550.709 million to R550.970 million. Current payments was reduced with an amount of R6.109 million on compensation of employees to offset over expenditure on transfers and subsidies due to the payment of leave gratuity. Payments for

capital assets increased from R16.132 million to R16.486 million to offset over expenditure on the item.

Programme 2: Public Ordinary School Education increased with R369,000 from R3 759.258 million to R3 759.627 million. Current payments was reduced with an amount of R5.749 million on compensation of employees to partly offset over expenditure on transfers and subsidies due to the payment of leave gratuity. Payments for capital Assets was reduced to offset part of the over expenditure in programme 1 on the same item.

Programme 3: Independent School Education decreased with an amount of R422,000 due to fewer schools being offered subsidies.

Programme 4: Public Special School Education adjusted budget increased with R8.338 million, mainly due an over expenditure on compensation of employees. Transfers and subsidies decreased due to a saving and money was moved to Programme 2 to offset over expenditure due to the payment of leave gratuity.

Programme 5: Early Childhood Development decreased with an amount of R7.301 million. Transfers and Subsidies decreased from R14.011 million to R12.793 million to offset the over expenditure on Programme 2 leave gratuity.

Programme 6: Infrastructure Development increased with R986,000 from R454.946 million to R455.932 million. Current payments increased with an amount of R1.237 million on goods and services to offset over expenditure. Payments for capital assets was decreased to offset over expenditure in Programme 1 on the same item.

Programme 7: Examination and Education Related Services decreased with R2.231 million. The under expenditure were used to offset over expenditure in other programmes.

The breakdown of the 2015/16 request for rollovers is as follows:

Project	Economic Classification	Funding Source	Rollover Amount R'000
1. Kitlanyang Primary School Hostel	Payments for Capital Assets	Conditional Grant	12 490
2. Examinations Delivery Vehicles	Payments for Capital Assets	Equitable Share	3 012
<b>TOTAL Rollover Request</b>			<b>15 502</b>

#### 4.2.4 Unauthorised, Fruitless and Wasteful Expenditure

2015/2016 Expenditure	Amount R'000
<b>Unauthorised Expenditure</b>	-
<b>Irregular Expenditure</b>	220 802
<b>Fruitless and Wasteful Expenditure</b>	549

No unauthorised expenditure was incurred during the year under review.

Irregular expenditure was largely due to:

- Infrastructure implementing agents (IDT and DRPW) not following procurement prescripts for infrastructure capital projects
- Non-compliance with SCM prescripts

Fruitless and wasteful expenditure was largely due to:

- Interest charged on late payments
- Cancellation of accommodation and flight bookings

#### **4.2.5 Future plans of the Department**

For the 2016/17 MTEF period, the following will continue to be some of the priorities of the Department:

- Consolidate and strengthen teacher competency levels
- Improve School Based Assessments (SBA)
- Continue and deepen support for underperforming schools
- Continue to expand access to Early Childhood Development and improvement of the quality of Grade R
- Strengthening accountability and improving management at school level and at the provincial and district offices
- Teachers need to be trained on Inclusive Education
- Strengthen partnerships for education reform and improved quality of education in the Province
- Expand provision of school infrastructure needs as it relates to basic safety and functionality
- Continue investment toward a data-driven organisation through projects like SA-SAMS, HRMS and Machine-Learning for predictive analysis.

#### **4.2.6 Public Private Partnerships**

The Department did not enter into any Public Private Partnerships for the year under review.

#### **4.2.7 Discontinued activities / activities to be discontinued**

No discontinued activities for the year under review.

#### **4.2.8 New or proposed activities**

No new activities have been planned for.

#### **4.2.9 Supply chain management**

- No unsolicited bids were received for the year under review.
- SCM processes of the Department are documented which, if fully complied with, would not result in irregular expenditure being incurred.
- Outsourcing of infrastructure projects to infrastructure implementing agents poses challenges as these agents do not always follow SCM procedures which results in irregular expenditure for the Department.

#### **4.2.10 Gifts and Donations received in kind from non-related parties**

- Limpopo Department of Education donated 37 351 CAPS aligned textbooks valued at R7.349 million.

#### **4.2.11 Exemptions and deviations received from the National Treasury**

No exemptions from the PFMA, TR or deviation from financial reporting requirements were received from National Treasury for the year under review.

#### **4.2.12 Events after the reporting date**

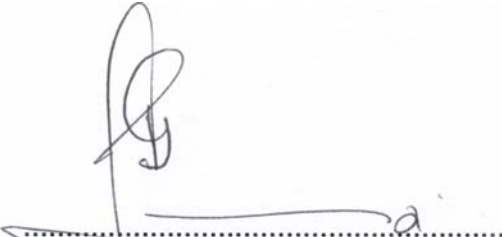
No events have occurred after reporting date.

#### **4.2.13 Other**

No other material fact or circumstances that will have an effect on the understanding of the financial state of affairs which is not addressed elsewhere in this report.

#### **4.2.14 Approval and sign off**

The Annual Financial Statements for the year ending 31 March 2016 as set out on pages 144 to 242 have been approved by the Accounting Officer.



GT Pharasi  
Accounting Officer - Northern Cape Department of Education  
31 May 2016



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

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

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

The annual report is complete, accurate and is free from any omissions.

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

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



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

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

The external auditors are engaged to express an independent opinion on the annual financial statements.

In my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the department for the financial year ended 31 March 2016.

Yours faithfully

  
  
GT Pharasi  
Accounting Officer - Northern Cape Department of Education  
31 May 2016

## 6. STRATEGIC OVERVIEW

- **Vision**

A transformed quality education system

- **Mission**

To deliver quality public education to all learners of the Northern Cape which will enable them to play a meaningful role in a dynamic, developmental and economic society

- **Values**

**Transparency** – open to scrutiny by oversight structures in line with all relevant legislation

**Excellence** – striving towards outstanding standards of performance at all levels of delivery

**Accountability** - remaining answerable to the public and oversight structures of the Northern Cape

**Caring** – showing compassion for all our clients

**Honesty** - displaying irreproachable levels of truthfulness

**Integrity** – exceptional levels of honour

**Needs-driven** – being finely attuned to the needs of our clients

**Goal-directed** – in pursuance of the long-term plans of the country

## 7. LEGISLATIVE AND OTHER MANDATES

Since 1994, a number of policies have been implemented and legislation promulgated to create a framework for transformation and the provision of quality public education and training. The following are some of the key policies and legislation:

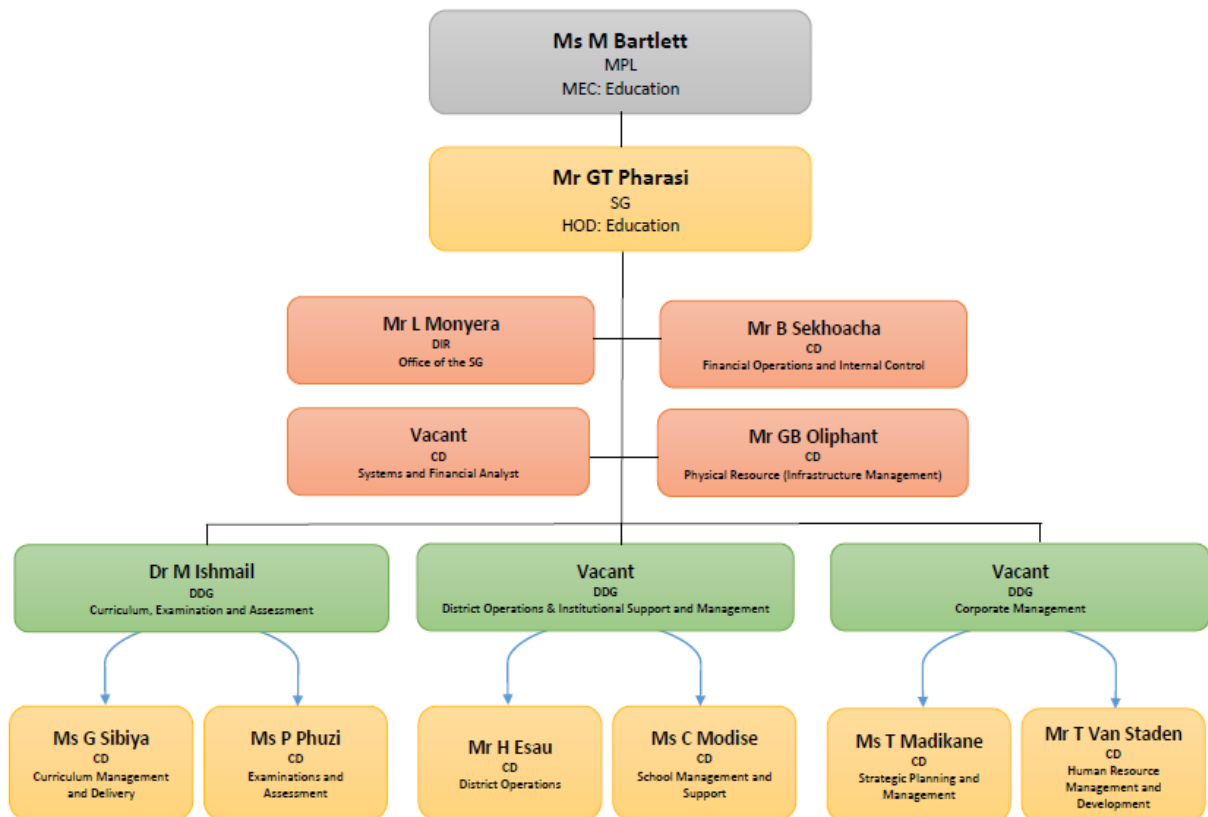
- The Constitution of the Republic of South Africa Act, 1996 (Act No. 108 of 1996)
- The National Education Policy Act, 1996 (Act No. 27 of 1996)
- The South African Schools Act, 1996 (Act No. 84 of 1996)
- The Further Education & Training Act, 1998 (Act No. 98 of 1998)
- The Adult Basic Education & Training Act, 2000 (Act No. 52 of 2000)
- The Employment of Educators Act, 1998 (Act No. 76 of 1998)
- The Public Service Act, 1994 (Proc No. 103 of 1994)
- The General and Further Education and Training Quality Assurance Act, 2001 (Act No. 58 of 2001)
- The South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)
- Education White Paper 5 on Early Childhood Education (May 2001) and Education White Paper 6 on Special Needs Education – Building an Inclusive Education & Training System (July 2001)
- National Curriculum Statement
- The Northern Cape Schools Education Act, 1996 (Act No. 6 of 1996)
- The Education Laws Amendment (Conduct of Matriculation Examinations) Act, (Act No. 4 of 2015)

1995)

- The White Paper on Transforming Public Service Delivery (Batho Pele) (General Notice 18340 of 1 October 1997)
  - The Public Finance Management Act, 1999 (Act No. 1 of 1999)
  - The Promotion of Access to Information Act, 2000 (Act No. 2 of 2000)
  - The Promotion of Administrative Justice Act, 2000 (Act No. 3 of 2000)
  - The Electronic Communications and Transactions Act, 2002 (Act No. 25 of 2002)
- The Draft White Paper on e-Education, August 2003

## 8. ORGANISATIONAL STRUCTURE

### NORTHERN CAPE DEPARTMENT OF EDUCATION – TOP MANAGEMENT STRUCTURE



## 9. ENTITIES REPORTING TO THE MINISTER/MEC

None

## PART B: PERFORMANCE INFORMATION

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## 1. AUDITOR GENERAL'S REPORT: PREDETERMINED OBJECTIVES

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

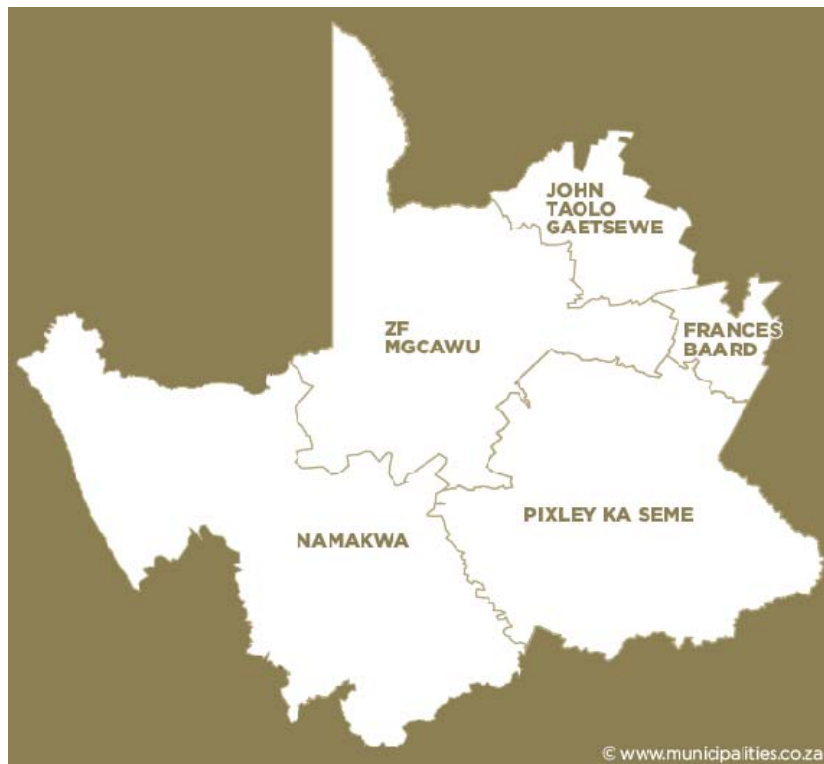
Refer to page 140 of the Report of the Auditor General, published as Part E: Financial Information.

## 2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

### 2.1 Service Delivery Environment

#### Northern Cape as a Province

The Northern Cape is located in the north-western corner of South Africa and has a shoreline of approximately 313 km along the Atlantic Ocean. It is the largest of the nine Provinces of South Africa accounting for 30,5% of the total land mass of the country. Despite its incredible size as compared to the rest of the country, the province only accommodates 2,2% of the total South African population as per Provincial Mid-Year Estimates 2015 conducted by Statistics South Africa.



Graph 1: Map of District Municipality Location

The Province is divided into five districts namely:-

**Frances Baard** - The capital of the province, Kimberley, is located in this district and accommodates 38,3% of the total provincial population. The district has 116 public ordinary schools as per 2016 SNAP Survey, with 90 498 learners and 2817 educators. A large percentage of the school infrastructure in the district is deemed to be acceptable.

**John Taolo Gaetsewe** - This district was previously known as the Kgalagadi district and was demarcated to the province in 2006. Kuruman is the capital of this district. The district has the highest number of schools with 170 public ordinary schools recorded in 2016 SNAP survey, 72 789 learners and 2 227 educators. The socio-political and economical history of this district renders it the district with the largest number of extremely disadvantaged schools.

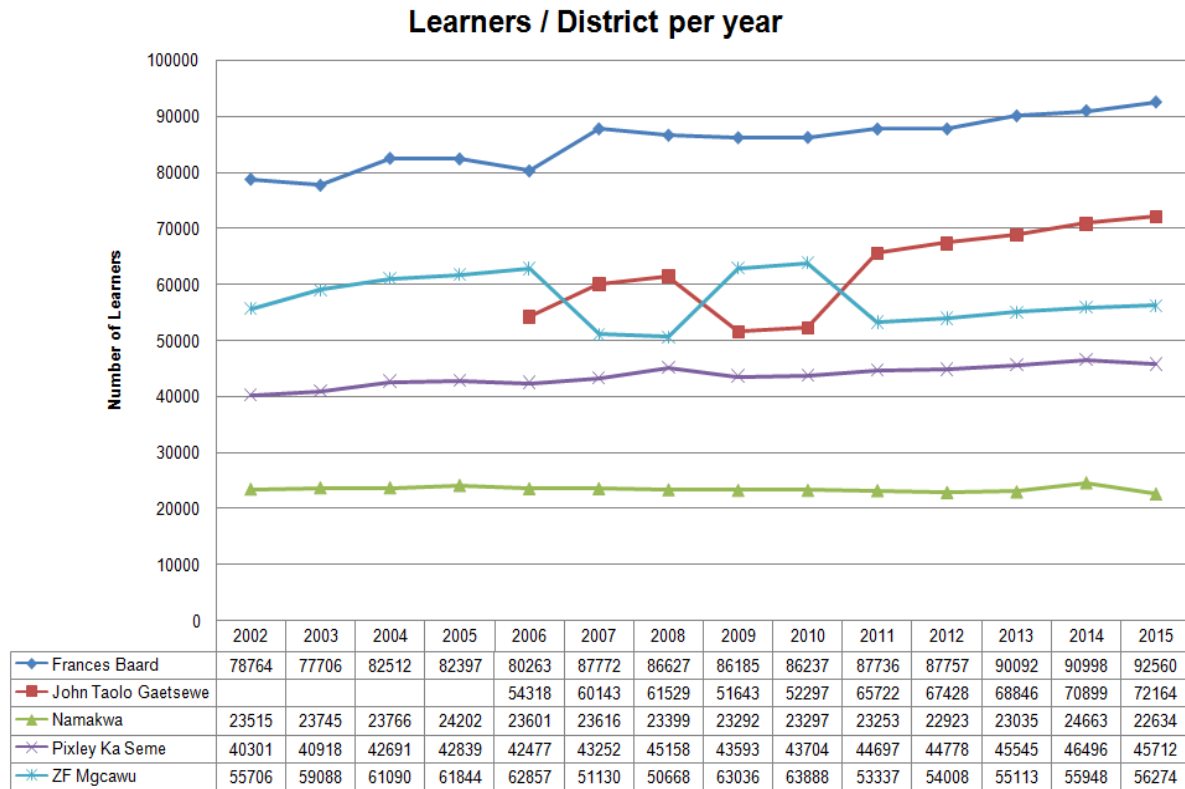
**Namakwa** - This district is located on the boundary of the Western Cape with Springbok as its capital. The district has the lowest unemployment rate of only 16,8%. As at 2016 SNAP 72 ordinary schools are operating in this district with 21 926 learners and 759 educators. This district is the largest per square kilometre area, however it is home to the lowest population. Most schools in this district are in remote areas and a large number of them have infrastructure assets which are under-utilised. This district has the largest number of school hostels in the province, due to its geographical size.

**Pixley Ka Seme** - As at 2016, the total number of public ordinary schools in this district is 88. The district has 45 825 learners and 1 410 educators. The capital of the district is De Aar. This district is vast and has the second least number of people. The towns are far from each other and thus school infrastructure assets are under-utilised.

**ZF Mgcawu**- Formerly known as Siyanda District, has the youngest population in the province with 36% of the population being between the ages of 15 - 34. The capital of the district is Upington and 98 ordinary schools operate in the district according to the 2016 SNAP survey which provide for 56 372 learners and 1 792 educators. School infrastructure in the district is well utilised except for the remote areas of Mier. Most of the school infrastructure in the district is well maintained.

### **Synopsis of Northern Cape Schools**

The Northern Cape has a total of 544 public ordinary schools, 11 special schools and 30 private/independent schools. The learner educator ratio for the province in public schools is 29,8 learners per educator and on average there are 494 learners per school for public schools. This number has decreased from the 2013 Snap Survey (506). Frances Baard District Municipality has the most (90 498) learners but John Taolo Gaetsewe District Municipality has the largest number of schools (170). Thus the schools in Frances Baard tend to be larger schools with an average of 732 learners per school. Namakwa District Municipality consist of a total of 21 926 learners in 72 schools which results in an average of 281 learners per school with 26,7 learners per educator.



**Graph 2: Learner Enrolment in Northern Cape EMIS Snap Survey 2002 – 2014**

The 10 day SNAP Survey remains key to the planning process within the department.

In 2016, the SNAP revealed that the department had a total of 287 410 learners in public ordinary schools (Grade R to 12). This constitutes a 1,54% growth compared to the SNAP 2015 figures. Whilst the SNAP figures traditionally showed a decline from year to year, if compared to the same survey of previous years, consistent growth is noticed in the SNAP numbers over the past 3 years.

The SNAP 2016 survey relays the following information

- ✓ 287 410 learners are enrolled in 544 schools with
  - 18 649 learners in 27 Combined schools;
  - 54 094 learners in 101 Intermediate schools;
  - 142 878 learners in 305 Primary schools and
  - 71 789 learners in 111 Secondary schools

## LEARNER GROWTH

The SNAP survey shows consistent growth in learner numbers annually. The average growth over the last five years is 1.17%. The growth from the SNAP 2015 to SNAP 2016 is 0.5% or 1351 learners. The table below shows the growth from 2011 to 2016, but also the projections for the following 5 years. The projected figures suggest that the department will have well over 300,000 learners in 2019.



Learners	2011	2012	2013	2014	2015	2016	Average last 5 years	Average growth of 1.17%				
								2017	2018	2019	2020	2021
Provincial	274745	276894	282800	285701	290139	291490	1.17	294900	298350	301841	305373	308946
Growth		2149	5906	2901	4438	1351		3410	3450	3491	3532	3573
%Growth		0.8	2.1	1.0	1.5	0.5		298310	301800	305332	308905	312519

Table 1: Learner Growth

## LEARNERS, EDUCATORS AND SCHOOLS

The table below provides a summary of the Learners, Educators and schools in Public Ordinary schools.

DISTRICT	Sector	Learners	Learners	As % of District Total	As % of Provincial Total	Educators	As % of District Total	As % of Provincial Total	Schools	As % of District Total	As % of Provincial Total	Learner Educator Ratio	Learner Educator Ratio	Learner School Ratio
		PrGrR-12	Gr1-12									Gr1-12	PrGr-12	Gr1-12
FRANCES BAARD	PRIVATE	2256	2024	2.43	55.29	124	4.22	42.03	11	8.66	36.67	16.3	18.2	184
	PUBLIC	90498	84857	97.57	31.49	2817	95.78	31.28	116	91.34	21.32	30.1	32.1	732
	TOTAL	92754	86881		31.82	2941		31.62	127		22.13	29.5	31.5	684
JOHN TAOLO GAETSEWE	PRIVATE	1030	762	1.40	25.25	90	3.88	30.51	5	2.86	16.67	8.5	11.4	152
	PUBLIC	72789	68492	98.60	25.33	2227	96.12	24.73	170	97.14	31.25	30.8	32.7	403
	TOTAL	73819	69254		25.32	2317		24.91	175		30.49	29.9	31.9	396
NAMAQUA	PRIVATE	303	274	1.36	7.43	32	4.05	10.85	6	7.69	20.00	8.6	9.5	46
	PUBLIC	21926	20244	98.64	7.63	759	95.95	8.43	72	92.31	13.24	26.7	28.9	281
	TOTAL	22229	20518		7.63	791		8.51	78		13.59	25.9	28.1	263
PIXLEY-KA-SEME	PRIVATE	295	241	0.64	7.23	27	1.88	9.15	4	4.35	13.33	8.9	10.9	60
	PUBLIC	45825	42412	99.36	15.94	1410	98.12	15.66	88	95.65	16.18	30.1	32.5	482
	TOTAL	46120	42653		15.82	1437		15.45	92		16.03	29.7	32.1	464
ZFM	PRIVATE	196	126	0.35	4.80	22	1.21	7.46	4	3.92	13.33	5.7	8.9	32
	PUBLIC	56372	52542	99.65	19.61	1792	98.79	19.90	98	96.08	18.01	29.3	31.5	536
	TOTAL	56568	52668		19.41	1814		19.51	102		17.77	29.0	31.2	516
PROVINCIAL	PRIVATE	4080	3427	1.40	1.40	295	3.17	3.17	30	5.23	5.23	11.6	13.8	114
	PUBLIC	287410	268547	98.60	98.60	9005	96.83	96.83	544	94.77	94.77	29.8	31.9	494
	TOTAL	291490	271974			9300			574			29.2	31.3	474

Table 2: Summary Overview

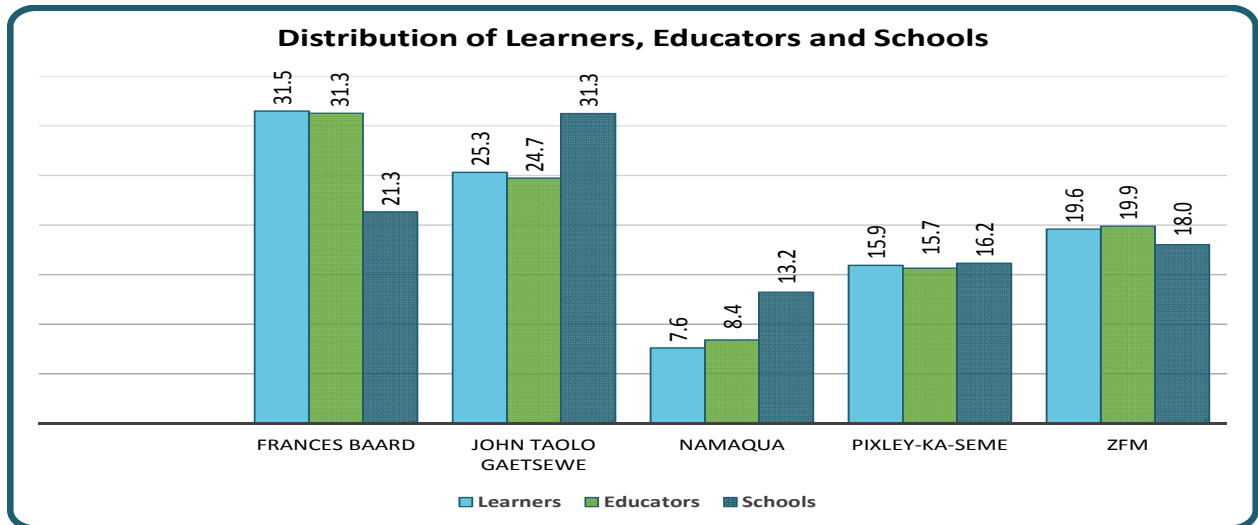
The key observations from table 2 are that

- The L:E Ratio in Public Ordinary Schools (Gr1-12) is 29.8
- Namakwa has the lowest L:E Ratio (26.7%) and JTG the highest (30.8) based on Gr1-12
- The L:S Ratio in Public Ordinary Schools (Gr1-12) is 494
- Namakwa has the lowest L:S Ratio (281) and Frances Baard the highest (732) based on Gr1-12

## LEARNER DISTRIBUTION PER DISTRICT

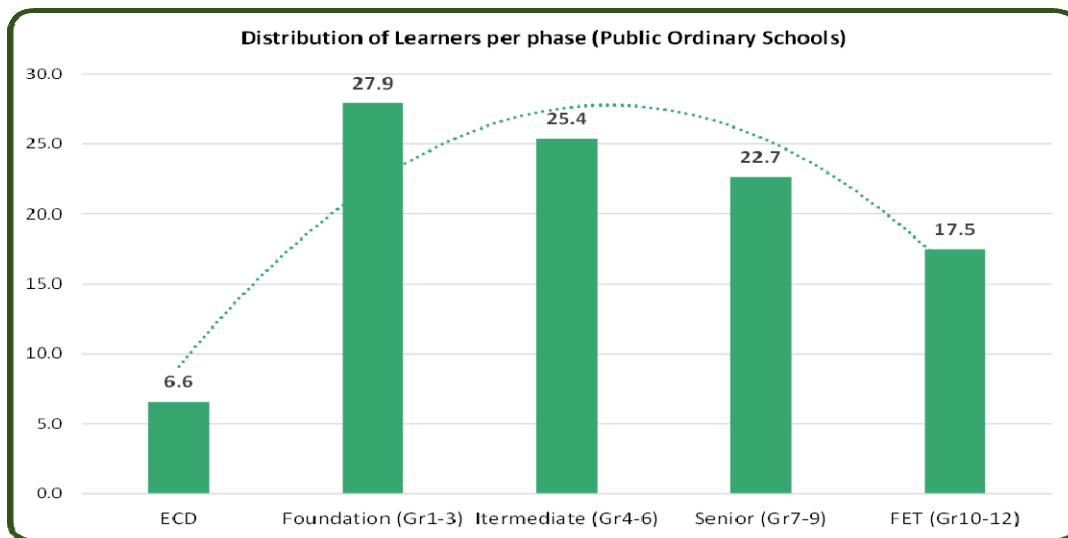
The distribution of Learners, Educators and Schools gives an indication of these relationships across the various districts. The tables below provide this analysis and suggest the following key findings:

- Frances Baard has 31.5% of the learners but only 21.3% of the schools whilst JTG had 25.3% of the learners and 31.3% of the schools
- This means that JTG has a lower learner:school ratio (403) compared to Frances Baard (732)



Graph 1: Distribution of Learners, Educators and Schools per District

## LEARNER DISTRIBUTION PER PHASE



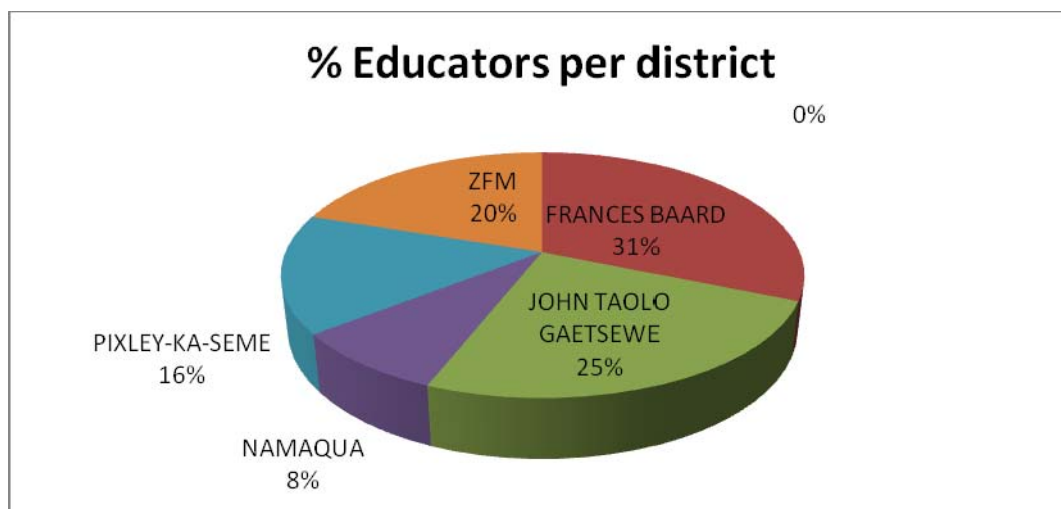
Graph 2: Learners per Phase

The majority of learners are in the Foundation Phase i.e. Grade 1-3, whilst the ECD makes up for 6.6% of the learners. The Intermediate, a Senior and FET phase makes up for 25.4%, 22.7% and 17.5% respectively.

## DISTRIBUTION OF EDUCATORS

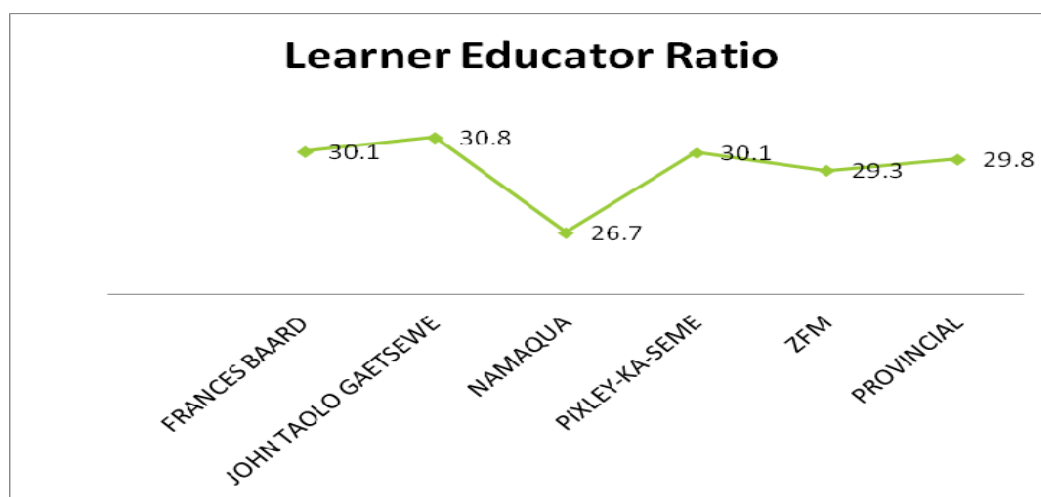
According to SNAP 2016 there are 9 005 educators employed in public ordinary schools and the distribution per phase is as follows:

- 641 educators in Combined schools
- 1 532 educators in Intermediate schools
- 4 173 educators in Primary schools
- 2 659 educators in Secondary schools



**Graph 3: % Educators per District**

In Table 5 we note that Frances Baard has the greatest percentage of educators at 31% (2 817) whilst Namakwa has the lowest at 8% (759).



**Graph 4: Learner:Educator Ratio**

John Taolo Gaetsewe district has the least favourable L:E ratio in the province at 30,8:1 and Namakwa has the best ratio at 26,7:1. The provincial L:E ratio is favourable at 29,8:1

## 2.2 Service Delivery Improvement Plan

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

### *Main services and standards*

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
To provide quality education and to ensure eradication of late delivery of textbooks	All schools within province.	All schools have received their textbooks for the 2016 academic year. The process for 2017 procurement is currently underway	100% of schools to receive LTSM on time.	Delay in deliveries caused by late orders and operational and management challenges by the delivery agent. All schools eventually received their orders by February 2016.

### *Batho Pele arrangements with beneficiaries (Consultation access etc.)*

Current/actual arrangements	Desired arrangements	Actual achievements
Consultation	<p>Meetings with stakeholders Meetings with all district coordinators to emphasize the importance of the management plan</p> <p>Weekly meetings with the delivery agent/s once orders are placed by the Department.</p> <p>Inform the schools about the submission of orders and deadline for delivery</p>	<p>Meetings conducted with delivery agent to speed up deliveries.</p> <p>A revised management plan implemented.</p> <p>Provincial meeting conducted.</p> <p>Information forwarded to schools.</p>
Access	<p>All Circulars are made available to schools on the department's HRMS system</p> <p>All schools have access to the department's textbook ordering and tracking system</p> <p>All communiqué is also faxed to schools by the various district offices</p>	All DBE circulars have been sent to schools as and when received
Courtesy	<p>Telephone communication/ follow-ups and progress</p> <p>Reports.</p>	All reports are communicated with stakeholders once available
Openness & transparency	Timely reports.	<p>All reports are shared with stakeholders</p> <p>Electronic reporting system through HRMS.</p>

Current/actual arrangements	Desired arrangements	Actual achievements
Information	Departmental circulars, pamphlets and quarterly meetings	All information regarding LTSM is always made available to all schools and stakeholders when the need arise. HRMS is being utilized effectively.
Value for money	Reduced number of complaints from the customers.	All available data is used during the ordering process to prevent inflation of orders  The ordering of textbooks are centralized for the Department to benefit from the economies of scale  The LTSM textbook ordering and tracking system is also a good tool which helps with overspending
Costs	R23 097 432	All orders have been placed and delivered.
Human Resources	Members of staff	Districts under staffed. Advert placed to fill Senior Admin Officer posts in all Districts.
Time	Timelines are planned as per the sector plan of the Department	The Department mitigated the late placement of orders. The new annual management plan has been drafted and will be implemented stringently.

*Service delivery information tool*

Current/actual information tools	Desired information tools	Actual achievements
The Lithotech system.	Tool used to order and process textbook orders. All deliveries and reports generated from the system.	System used successfully to order and deliver textbooks for the 2016 academic year.

*Complaints mechanism*

Current/actual complaints mechanism	Desired complaints mechanism	Actual achievements
District offices.	All complaints and queries are directed to the District Office. Only once complaints cannot be addressed, is it directed to Head Office.	All complaints managed by District Offices.

## 2.3 Organisational environment

The Northern Cape Department of Education is responsible for Basic Education and provides the following services:

- Public Ordinary Schooling – This involves the provision of ordinary schooling to all learners in the province currently both from the compulsory schooling band and older, i.e. Grade R to Grade 12
- Early Childhood Development – This programme will focus on providing Grade R in public, private and community centres. The programme will also seek to provide ECD programmes for the pre-Grade R learners
- Independent Schools – This involves the provision of subsidies to independent schools that qualify for a subsidy and to monitor the conditions that are pre-requisites for continued funding
- Special Schools Education – This involves the provision of schooling to all learners with special education needs in the province currently both from the compulsory schooling band and older, i.e. Grade R to Grade 12 and non-formal education programmes. The province has currently 11 dedicated special schools and a number of full service schools to cater for the needs of the children with disabilities.

This education delivery will be supported by the following:

- Curriculum development, implementation and support to teachers, learners and management, as well as the assessment of learning.
- Institutional Development and Support to schools through school development planning, subsidies, monitoring institutional performance and monitoring and developing school governance.

### The organisational services

Education support services including psycho-social services, nutrition and school health services. Included here is specialist support to learners in the form of therapist and educational psychologists.

In-School/ In-College Sport and Culture – providing extra-curricular activities in the form of sport, arts and culture in schools

Human Resource Development – provision of in-service programmes, management development and pre-service bursaries.

Resources Management and Provision – procurement of goods and services for schools that are not self-managing and provision of learner and teacher support materials and administrative equipment and labour saving devices. In addition, building maintenance and school building programmes are provided.

### Human Resource Management Five-Year Plan

The Human Resource Management Plan is designed to assist the department in achieving the objectives as outlined in the Strategic Plan. This will ensure organisational effectiveness and sustainability in delivering the education mandate as enshrined in the Constitution and the Action Plan 2019: *Towards the realisation of Schooling 2030*.

The focus and priority in the current HR Plan is directed to the following:

- Early childhood development
- Inclusive Education
- The Integrated Farm and Small School Strategy

- Provincial Literacy Strategy, and
- The Incremental Introduction of African Languages

These priorities have been incorporated in the departmental Annual Plan and monitoring and evaluation is done on a quarterly basis. The evaluation of these priorities forms part of this progress report.

We are committed to the education mandate and have ensured that effective and efficient systems and controls are in place to improve on our performance.

With the involvement and participation of all stakeholders this mandate will become a reality and achievable.

### Post Provisioning

The Department annually issue staff establishments to all public ordinary schools. This process is done through the post provisioning model taking into consideration the Employment of Educators Act (EEA) and the Public Service Act (PSA). As a result of provisioning within the Department of Education is as follows:

- post provisioning model – allocation of institution-based educators, principals and SMTs
- norm and standards – allocation of general cleaners and clerks at school, and lastly
- the organisational structure of the department – allocates support staff at head office & districts, including office-based educators ( circuit managers and learning area managers)

### Organisational structure

The organisational structure for the Department of Education was approved on 21 June 2012 by the Executive Authority. The approved structure has been implemented with a focus on capacitation on district offices and senior management positions in order to strengthen support at district level. An implementation plan for the organisational structure for the 2015/16 is continuously phased in and will ensure that vacant positions at district level for the second tier 9 deputy director and chief education specialist posts of a district have been filled.

Senior manager positions at a director level (with specific focus on curriculum posts) are filled and this has restored order in meeting the operational requirements of the department. In addition, critical posts at middle management and support level are also being filled on the basis of them being vacant due to natural attrition or resignations and in some cases as a result of new positions that are created in response to meeting the audit outcomes of the previous financial year.

## **2.4 Key policy developments and legislative changes**

None

### **3. STRATEGIC OUTCOME ORIENTED GOALS**

The Delivery Agreement is based on the following four outputs:

#### **Output 1: Improve the quality of teaching and learning**

This output is informed by the pressing need to improve the quality of teaching and learning. If this happens, not only will learners know more at the end of each school year, they are also more likely to remain in school for longer.

#### **Output 2: Undertake regular assessment to track progress**

There has been insufficient measurement of the quality of teaching and learning below Grade 12. It is envisaged that Annual National Assessments will improve and become a cornerstone of quality improvements in South Africa's schools, providing important information on learning and its context to teachers, parents, district officials and the country as a whole.

#### **Output 3: Improve early childhood development (ECD)**

Output 3 is based on evidence pointing to the importance of pre-Grade 1 schooling in improving learning outcomes throughout primary and secondary schooling. Essentially, if children are given a good educational foundation early in life, they find it easier to learn beyond Grade 1. The task of improving the quality of Grade R and ECD generally will extend beyond 2014.

#### **Output 4: Ensure a credible, outcomes-focused planning and accountability system**

This outcome emphasises the need to make schooling more accountable. It is necessary to know where under-performance occurs and the underlying reasons for this so that timely and well-targeted interventions can occur. The logic is that neither poor performance nor outstanding performance should go unnoticed.



## 4. PERFORMANCE INFORMATION BY PROGRAMME

### 4.1 Programme 1: Administration

**Objective of Programme:** *To provide 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*

#### **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 (MEC) for education in line with the ministerial handbook.*

*Sub-programme 1.2. Corporate Services*

*To provide management services which are not education specific for the education system.*

*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 for office-based staff.*

*Sub-programme 1.5. Education Management Information System (EMIS)*

*To provide an Education Management information System in accordance with the National Education Information Policy.*

*Sub-programme 1.6. Conditional Grants*

*To provide for projects under programme 1 specified by the Department of Basic Education and funded by conditional grants.*

## INSTITUTIONAL MANAGEMENT AND GOVERNANCE DEVELOPMENT

### **SMT Functionality:**

The training of newly appointed Principals (30) and SMT (18) members was conducted in the respective Districts. A questionnaire was also distributed to the newly appointed SMTs' and Principals to assess the impact of the training. 24 out of 59 of the questionnaires were returned indicating that most respondents perceive the training to be positive. They also indicate that the induction assisted them to communicate more effectively with SMT Members and to perform their duties with confidence.

789 SMT members benefitted from Curriculum Management Training facilitated by SAOU, Head Office and District Officials and PILO.

System wide financial management training for principals initiated by Department of Basic Education for 144 principals from fee-paying schools happened during March 2016.

### **School Governing Body interventions:**

SGB Conferences / Izimbizo have been regarded as the inaugural process for newly elected governors. The purpose of the Izimbizo was to introduce the District Management team members to governors and explain the role of the various units at district level. In total 1 077 SGB members attended the planned governance Izimbizo / Conferences.

A total of 501 principals were trained to capacitate newly elected governors in May 2015 and thereafter 247 principals capacitated newly-elected governors during June 2015. 2 741 governors benefitted from the training intervention on their roles and responsibilities.

72 district officials were also trained to capacitate the newly-elected Governors on School Planning, Finance, Asset Management and using the SA-SAMS Governance Model during July 2015. 2 001 newly-elected governors benefitted from the financial management training intervention.

A total of 1 563 newly-elected governors benefitted from a training intervention on the appointment process facilitated by HR.

SGB Election Regulations have been reviewed and currently await the SASA amendment process before the Department gazetted as the amended Regulations.

### **CURRICULUM: Further Education and Training (FET)**

A substantial investment was made to support learners who showed deficiencies in subject content, lacked confidence and who did not have the cognitive capacity and single-minded focus to obtain a quality NSC.

333 teachers attended Subject Clinics from 17 to 19 April 2015 at Elizabeth Conradie Special School. The following subjects were offered: Afrikaans HL, English FAL, Accounting and Business Studies.

Based on the mid-year results, an attempt was made to capacitate teachers to mediate new/problematic content so as to ensure an improved learner performance. As a result two-day emergency teacher development sessions were conducted from 3 – 7 August 2015 in the five districts for Business Studies, Mathematical Literacy and Geography. A total of 183 Grade 12 teachers attended. At these sessions teachers were exposed to lesson planning, teaching the lesson and developing the subsequent assessment.

In addition to teacher capacity-building, learners' content knowledge was also enhanced through a variety of intervention strategies. The department hosted a Winter Top Achievers' Camp for 108 identified Grade 12 learners from previously disadvantaged communities in Kimberley in July 2015. The department also hosted site-based Winter Schools at 28 schools in all five the districts and 2782 learners attended.

Also, a Winter School Programme was conducted for progressed learners from 26 June 2015 to 3 July 2015. A total of 2641 learners attended. A Winter School for Civil Technology learners from S.C. Kearns and Kakamas High Schools was arranged since both schools have been chronically underperforming in the subject for the past 5 years. Sixty learners attended this programme. As a final push to improve the performance in the trial examinations, "Big Show" Sessions were introduced in 3 districts for Life Sciences (2015 learners), Mathematics (973) and Business Studies (551).

Term three support commenced with the Top Achievers' Spring School Programme, the Spring School for Borderline learners and the School-Based Vacation schools.

The FET Curriculum Directorate also embarked on a Last Push intervention programme to provide critical support to learners in preparation of the 2015 National Senior Certificate Examination. This support was intensified in the ZF Mgcawu district and included institutionalising all learners at Kakamas High School Hostel so that intense revision and supervised study sessions could be conducted. Learners received tuition in Afrikaans Home Language, Economics, Mathematical Literacy, Geography, Life Sciences and Civil Technology which was provided by Provincial Co-ordinators, Subject Advisors and lead teachers. This support was also extended to Saul Damon High School, S.C. Kearns High

School and Kuilsville High School. Subjects here included among others, Business Studies and Afrikaans.

Intense support in Consumer Studies was also provided at Tshireleco and Kgomoetso High Schools in the Frances Baard district. Support was also provided in Business Studies at Banksdrift and Tlhwahalang High Schools. This was conducted by the Provincial Subject Co-ordinators. Extra classes were also provided by the Subject Advisors in the five districts. These classes included all subjects. "Big Show" revision sessions were conducted in the Namakwa district in identified subjects.

Compulsory study sessions were also arranged at 41 schools across the province to assist those learners whose home environment is not conducive to healthy learning.

The Curriculum Planning Meeting for 2016 was held from 23-26 November 2015. Here all deliverables for 2016 were identified, discussed and refined. All circulars related to these deliverables were also refined and approved.

The following serves to briefly report on the Fourth Quarter activities in the FET Phase for the 2015-2016 Annual Performance Plan. The focus of the activities in the Fourth Quarter is to, firstly, outline the expectations for the 2016 academic year and then to provide support to teachers and learners in ensuring that expectations are met.

A Curriculum Road show was conducted from 25 January to 4 February 2016. This very important initial meeting included, among others, in-depth discussions on the 2015 NSC results, the School-Based Assessment report, the Diagnostic report and the new composite School Support instrument. The session provided teachers with a way forward in addressing factors contributing to the weaknesses in learner performance as well as teaching methodology and marking techniques. Subject targets per district were also presented.

A Grade 12 Teacher Appreciation Awards Ceremony was held on 12 February 2016 to give recognition to the three best-performing teachers in all the subjects.

Centralised three-day teacher development clinics (informed by 2015 NSC Diagnostic Report) were conducted to assist teachers with lesson planning, teaching methodologies and development of assessment tasks. This took place from 12 -14 February 2016 for Geography, Life Sciences and Mathematics and 19-21 February 2016 for Afrikaans Home Language, Business Studies and Physical Sciences. Subsequent to the clinics were the teacher development sessions where teachers from underperforming schools who attended the clinics presented demonstration lessons on content covered at the clinics.

The "Big Show" Grade 12 learner intervention sessions for Life Sciences were conducted in the Frances Baard district, one for the Kimberley schools and one for the schools in the Jan Kempdorp region. Weekend lock-in sessions for Life Sciences Grade 12 learners took place successfully in all five districts.

The Fourth Quarter activities will conclude with the Autumn Camps for both the top achieving as well as borderline learners. The Top Achievers' will be conducted in Kimberley and the camps for the borderlines will be conducted in the five districts.

## **CURRICULUM: GENERAL EDUCATION AND TRAINING (GET)**

The unfolding of support activities in the programme for the year under review were premised on ensuring that the Programme for Learner Attainment finds expression in all engagements with schools and teachers.

Special focus continued to be placed on our underperforming schools to enhance the opportunities even for the most vulnerable.

## **KEY ACHIEVEMENTS**

Successfully managed and monitored the training of Grade 1-9 teachers trained in Literacy and mathematics teaching strategies.

Teaching and learning Languages enhanced through participation of learners in Spelling Bee competition and 1516 Grades 1 – 10 learners in Woord Open Wereld (WOW). 685 Foundation Phase teachers from 102 schools trained on Early Grade Reading Assessment.

In order to address issues of social cohesion and multilingualism as outlined in Language Framework for Strengthening the Teaching and Learning of Languages, 20 teachers were trained to implement IAL in 23 schools

365 grade 3 teachers from 61 schools in the Foundation Phase as well as 176 teachers in the Intermediate Phase were trained on CiPELT. 156 of the 274 teachers in the Intermediate Phase were trained in CiSELT across the province To ensure consolidation, monitoring and support was provided to teachers in this regard during on-site visits.

The 1+4 Maths Intervention for grades 8 & 9 teachers was launched and conducted in 21 clusters across all districts from 20 April 2015 to 29 February 2016. To strengthen support at the level of the classroom, Saturday classes on Mathematics were held for 2254 grade 9 learners in Frances Baard (20 schools) and John Taolo Gaetsewe (14 schools) Districts.

The Family Mathematics programme in the Frances Baard District which provided parents with skills on how to assist their children with identified mathematical concepts was conducted in collaboration with the University of Free State. Sixteen (16) Grade 4 teachers received training in Maths content areas and the practical implementation by UFS.

The teaching and learning of Mathematics and Science Subjects was enhanced through participation of 3749 learners in Astro-quiz, NS Olympiads and Space Science awareness programme and Science Tube.

To strengthen the Programme for Learner Attainment, support was provided to 138 teachers during the School-Based Assessment (SBA) Moderation in a sample of 46 primary schools that included Multi-grade as well as Special Schools. The findings on SBA indicated that the quality of assessment has improved.

A Curriculum Road show for grades 1-9 teachers held in all districts as driven by the Provincial Coordinators in all districts covering all subjects (25 January – 11 February 2016): 2 224 teachers attended.

## **RESOURCES**

Reading material that benefited 10 High Schools and 108 Primary schools were procured.

Two new school libraries have been built in Frances Baard district (Rolihlahla Primary Tshwarelela Primary) and as part of the national 18 new library project have been opened officially and sixteen (16) boxes of books have been donated by publishers for the two libraries.

In order to promote reading, 145 reading coaches were appointed in Frances Baard, Pixley Ka Seme and JTG districts.

Rally to Read event organised by Khumba Ore Mines donated books, sports equipment and other educational toys to 12 rural schools in Pixley Ka Seme.

120 Foundation phase Teachers were provided with PILO toolkit (Lesson plans and Tracking system) during the EFAL workshop in JTG. 250 HODs received training through the Just-In-Time programme on EFAL for grades 4, 8, 9 in preparation for term 2 work.

## **INSTITUTIONAL FUNDING**

### **NO-FEE SCHOOL POLICY**

The South African Education system under the democratic Government inherited the legacy of charging mandatory school fees at public ordinary schools from the previous Education regime.

The 'No-Fee' School Policy (NFSP) was subsequently implemented on the 1st January 2007 which abolished the levying of mandatory school fees in public ordinary schools to make basic education available to poor learners in the country.

For the 2015/2016 financial year, 415 schools located in quintiles 1, 2 and 3 have been declared No-Fee Schools which is 75.18% of the total schools in the Northern Cape. This represented 69.88% of learners in no-fee schools.

The National percentage for no-fee learners in the Northern Cape Province is 61.50% as per the Revised National Poverty Distribution Table whereby the Province has surpassed this by 8.38%.

An investment of R199, 939, 782 was made towards realising the intention of the no-fee school policy objectives during the 2015/16 financial year. The allocated funding for no-fee schools represented 83.06% of the total Norms and Standards funding provided towards Public Ordinary Schooling Education.

### **COMPENSATION FOR FEE EXEMPTIONS GRANTED TO LEARNERS**

The exemption from the payment of school fees is a mechanism Government has put in place to assist parents to access quality Education for their children, irrespective of their background or financial constraints.

Funding amounting to R7,457,760.81 was allocated and transferred to 93 schools for 15,377 learners who were either totally, partially or conditionally exempted from the payment of school fees during November 2015 as per the requirements of the Amended National Norms and Standards for School Funding Policy.

### **ANNUAL FINANCIAL STATEMENTS**

In terms of Sections 42 and 43 of the South African Schools Act of 1996 as Amended, Schools are required to draw up a complete set of Audited Annual Financial Statements.

For the 2015/2016 financial year, the NCDOE received 97.7% of schools annual financial statements which were analysed and reviewed.

### **FUNDING OF SPECIAL SCHOOLS**

Funding amounting to R12,240,422 was allocated to eleven designated special schools in the Northern Cape Province during the 2015 Academic year. The allocation was intended to finance key inputs such as LTSM, basic services, maintenance, specialised equipment and assistive devices for learners with special needs.

### **FUNDING OF GRADE R IN PUBLIC ORDINARY SCHOOLS**

A Non-Personnel Non-Capital allocation amounting to R12,480,294 was provided to 383 identified Public ordinary Schools which hosted 18,627 Grade R learners during the 2015/2016 financial year.

#### **ALLOCATION TOWARDS BASIC HOSTEL UTENSILS**

Some of the key challenges relating to the provision and management of boarding facilities relate to a lack of funding for boarding facilities; sufficient space to accommodate all needy learners; health, safety and environmental issues surrounding boarding facilities; as well as the management and maintenance of these facilities.

In response to these challenges identified at boarding facilities, a separate allocation of R5,000,000 was provided to 54 Hostels within the Province to procure basic hostel utensils, which benefitted 4,035 learners.

#### **SCHOOL GOVERNING BODY ASSOCIATION FUNDING**

In compliance with paragraph 145A (b) of the Amended National Norms and Standards for School Funding Policy, the NCDOE allocated an amount of R96, 516 as a contribution towards the payment of SGB Association subscription fees for 82 Schools.

#### **TRAINING ON IMPLEMENTATION OF SA-SAMS FINANCIAL MODULE**

In ensuring schools have appropriate reliable electronic accounting systems for the recording and reporting of day to day financial transactions, a total of 272 Public Ordinary Schools which had no electronic accounting systems were trained on the utilisation of the SA-SAMS financial module during the 2015/2016 financial year. The training of schools on SA-SAMS finance module will ensure consistent and accurate financial reporting to the NCDOE, as required by the NNSSF policy and PFMA.

#### **MONITORING OF FINANCIAL MANAGEMENT PROCESSES AT EDUCATIONAL INSTITUTIONS.**

To ensure that allocated transfer payments were utilised for its intended purposes as per the requirements of the National Norms and Public Finance Management Act, a high level detailed overview on financial management processes and internal control systems was conducted at 102 Public Ordinary Schools.

#### **WHOLE - SCHOOL EVALUATION (WSE)**

A sample of 55 schools was identified for external evaluation by the Department of Basic Education. This sample consisted of high, primary, rural, urban, performing, underperforming, feeder and ex-departments schools.

All 55 schools across the province were visited for Pre-evaluation to prepare them for the external On-site evaluations later in this financial year. The different stakeholders were taken through School Self-evaluation and the new data capturing instrument during a two-day visit by two WSE supervisors. Schools were also helped to complete two areas for evaluation during these sessions.

On-site evaluations occurred at 51 schools. Oral feedback was given to all stakeholders and all schools received written reports. The main findings and main recommendations were shared with all stakeholders.

A successful training session in co-operation with DBE and General Motors Foundation South Africa was held with all WSE supervisors, all Frances Baard Circuit Managers and 10 identified Frances Baard schools on On-line School Self-Evaluation at the Kimberley Teacher Training Centre.

A total of 7 high enrolment underperforming high schools in the Frances Baard District received on-site support. WSE supervisors visited the 7 high schools in the Frances Baard District from the 8 to 19 February 2016 to identify areas which caused the underperformance and to support the schools on-

site, in order to improve on these areas. Weekly reports were generated and a feedback session was held on Friday, 12 February 2016 to reflect on the identified areas and strategies to improve it. Individual school reports and a composite report about the support programme were circulated to the District Directors and senior managers

## **TEACHER DEVELOPMENT**

The Teacher Development works in collaboration with Curriculum and provides training needs that are informed by the diagnostic reports of the National Senior Certificate and ANA.

The training needs are also informed by the Integrated Strategic Planning Framework for Teacher Education in South Africa (ISPFTED – SA).

Programmes that have taken place and have been completed:

1. Training of 20 Educators in the Frances Baard District on Accounting and 20 Educators in Economics in the FET Phase
2. Training in Mathematics Short Course for 60 educators from all districts.
3. The ACE School Leadership course for Principals, Deputy Principals and HODs in the Pixley Ka Seme, Namakwa and Frances Baard District. 80 educators completed the course in December 2015.
4. Multi-grade teaching for 30 educators and departmental officials completed a short course in March 2016
5. 98 educators in the system were awarded bursaries for further specialisation and upgrading of qualifications to the value of R15 000 each.
6. 60 teachers were trained in Life Sciences in the John Taolo Gaetsewe, Pixley Ka Seme and Frances Baard districts.
7. End-User computing training for 25 educators in Pixley Ka Seme and 25 educators in ZF Mgcawu was conducted.
8. 36 Foundation Phase teachers; 36 Senior Phase and Intermediate Phase teachers in English First Additional Language as well as 36 teachers in Senior Phase and Intermediate Phase Mathematics in the ZFM and JTG districts are being provided with an opportunity to complete a B.Ed. degree course funded by SIOC-cdt and accredited by Rhodes University.
9. Financial Training for 205 principals of Fee paying schools as well as officials of the department also took place.
10. The Provincial Teaching Awards took place where 45 entrants in the province received awards.
11. In celebration of World Teachers Day a short message was placed in the local newspaper of each district, to acknowledge the role of teachers as well as to thank them for their sterling work.

## **YOUTH DEVELOPMENT, VALUES AND HUMAN RIGHTS**

### **National Youth Service-EPWP**

The programme was funded through the EPWP Social Sector Incentive Grant. The stipend (daily rate) is determined by the Department of Labour and therefore the number of beneficiaries per financial year is determined by the budget allocated to the department by National Treasury through the National Department of Public works.

At the beginning of this financial year 49 youth were placed on this programme and 18 have exited the programme at the beginning of the new year for better employment opportunities elsewhere.

The following nine (9) youth are permanently employed in the NCDoe:

- 4 at schools: Motswedi-Thuto P/S, Landbou Agricultural, Emang-Mmogo and Valspan high schools,
- 5 at departmental offices: 1 in JTG, 3 in ZFM and one at I.K. Nkoane Education House.

Twenty (20) of these young people were placed as ICT/SA-SAMS assistants in schools in the Frances Baard District. They are currently registered for an accredited NQF Level 3:End-User Computing Course through the National Skills Fund Initiative and will graduate in September 2016. The beneficiaries assist schools in the administration of SA-SAMS and thus allow educators and principals to effectively attend to their teaching tasks. This also results in improved quality of data from the school and timely responses from schools with regard to submission of reports.

## **EDUCATOR PERFORMANCE MANAGEMENT**

Targets are largely centred around summative evaluation and training in compliance and implementation of Integrated Quality Management System (IQMS) for institution or school-based educators and Performance Management Development System (PMDS) for office-based educators. The new QMS instrument remains a subject of negotiations at Educator Labour Relations Council (ELRC) and has not yet been concluded.

### **NUMBER OF SCHOOL-BASED EDUCATORS EVALUATED USING THE PERFORMANCE APPRAISAL INSTRUMENT (IQMS)**

8 026 school-based educators were evaluated during the financial year. All schools did comply with the IQMS summative evaluation for the year 2015. Not all school-based educators were evaluated due to various reasons, namely, retirement, resignation, sick leave, Pilir and medically boarded. The unit trained 501 educators using the existing instrument. A sample of 20 schools across the province was identified for auditing with regard to compliance and implementation of Integrated Quality Management System (IQMS) for school-based educators.

### **NUMBER OF OFFICE-BASED EDUCATORS EVALUATED USING THE PERFORMANCE APPRAISAL INSTRUMENT (PMDS)**

398 office-based educators were evaluated in 2015/16 financial year. Twenty-four (24) newly appointed office-based educators were trained and eleven (11) were retrained in the implementation of PMDS. Office Based Educators of Four (4) Units from IK Nkoane and Two (2) Units in Pixley Ka Seme district were audited

## **SCHOOLS' SPORT**

### Background:

The provision of school sport hinges on the Memorandum of Understanding (MoU) signed between the Ministers of Education and of Sport and Recreation in December 2011.

The responsibility of the Department of Education as per the MoU is to ensure that school sport structures are established and that school sport leagues are played at intra-schools and inter-schools levels.

District, Provincial and National competitions and funding thereof resides within the ambit of the Department of Sport, Arts and Culture (DSAC).

### Purpose of the Programme:

*To ensure mass participation in sport in prioritized codes.*



There are 16 nationally prioritized sporting codes. The Northern Cape Province has however prioritized nine (9) codes of sport, namely Athletics, Chess, Cricket, Football, Netball, Rugby, Table Tennis, Volleyball and Indigenous Games (Kgati, Kho-kho, Jukskei and Morabaraba)

#### Key Achievements

Eight of the 9 prioritized codes have established and functional school sport structures. Indigenous Games are primarily organized by District Sport Officials.

Leagues in these prioritized codes were played and winning schools were determined by the League system. The winning schools competed in the National School Sport Championships in December 2015.

More schools participated in Athletics (Track and Field) than in the previous year. This pushed the annual target of 160 schools to 174 schools that participated; reason being that DSAC funded the District, Provincial and National competitions. LSEN Schools in the Intellectually Impaired discipline competed in track and field athletics up to District level. This was a first for the province.

**Strategic objectives:**

Programme 1: Administration					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/106	Deviation from Planned Target for 2015/2016	Comment on deviations
To provide support to the Department and its 564 learning and teaching institutions to bring them to optimal functionality by 2030	563	563	563	0	
To monitor and implementation of the national Curriculum Statement and track the performance and development of 300 000 learners	263 441	264 000	264 034	34 (0%)	More learners enrolled in schools

**Performance indicators**

Programme 1: Administration					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM101: Number of public schools that use the schools administration and management systems to electronically provide data to the national learner tracking system	563	563	563	0	
PPM102: Number of public schools that can be contacted electronically (e-mail)	472	510	525	+15 (2,9%)	More schools are online to access Human Resource Management System (HRMS) on daily basis
PPM103: Percentage of education current expenditure going towards non-personnel items (excl grants)	13%	13%	8.7%	-4.3% (-33,1%)	Need to employ more teachers due to rise in learner numbers and spike in resignations
PPM104: Number of schools visited by district officials for monitoring and support purposes.	700	564	478	-86 (-15,2%)	Emphasis on supporting under-performing schools

Sub-programme 1.2: Corporate Services					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
1.2.1: Number of institutions with audited financial statements submitted to the Provincial Education Department.	596	560	547	-13 (-2,3%)	Closure of small and non-viable schools

Sub-programme 1.3: Education Management					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
1.3.1: Percentage of Grade 6 learners achieving 50% and above in First Additional Language in the Annual National Assessment (ANA)	28,8%	40	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions
1.3.2: Percentage of Grade 9 learners achieving 50% and above in First Additional Language in the Annual National Assessment (ANA)	19,5%	33	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions

Sub-programme 1.4: Human Resource Development					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
1.4.1: Number of public schools visited for the purpose of Whole-School Evaluation	59	55	51	-4 (-7,3%)	WSE staff utilised to monitor underperforming schools and NSC examinations
1.4.2: Number of school-based educators evaluated using the performance appraisal instrument	N/A	8 300	8 026	-274 (-3,3%)	Some school-based educators were not evaluated due to reasons of retirement, resignation, Pilir and medically boarded
1.4.3: Number of office-based educators evaluated using the performance appraisal instrument	N/A	490	398	-92 (-18,8%)	No EPM staff in one district
1.4.4: Number of public ordinary School Management Team members capacitated to ensure functional schools	N/A	190	281	+91 (47,9%)	DBE request for a system-wide training on Financial Management for circuit managers and principals

**Strategy to overcome areas of under performance**

Over the MTEF targets will be scaled down because of marginal budget increases

**Changes to planned targets**

There were no changes to planned targets

**Linking performance with budgets**

**Sub-programme expenditure**

Sub-Programme Name	2015/2016			2014/2015		
	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	7 796	7 796	-	9 243	9 243	-
CORPORATE SERVICES	299 727	299 727	-	263 185	263 185	-
EDUCATION MANAGEMENT	216 591	216 591	-	232 722	231 682	1 040
HUMAN RESOURCE DEVELOPMENT	11 259	11 259	-	25 729	25 729	-
EMIS	15 597	15 597	-	14 343	14 343	-
<b>Total</b>	<b>550 970</b>	<b>550 970</b>	<b>-</b>	<b>545 222</b>	<b>544 182</b>	<b>1 040</b>

Programme Name	2015/2016			2014/2015		
	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
<b>Current payments</b>	<b>4 296 028</b>	<b>4 292 859</b>	<b>3 169</b>	<b>3 947 766</b>	<b>3 945 074</b>	<b>2 692</b>
Compensation of employees	3 914 616	3 911 368	3 248	3 648 298	3 647 477	821
Goods and services	380 908	380 987	-79	299 211	297 340	1 871
Interest and rent on land	504	504		257	257	-
Transfers and subsidies	448 136	448 136	-	427 425	424 731	2 694
Payments for capital assets	382 701	360 122	22 579	335 170	334 693	477
Payment for financial assets	-	-	-	4 719	4 719	-
<b>Total</b>	<b>5 126 865</b>	<b>5 101 117</b>	<b>25 748</b>	<b>4 715 080</b>	<b>4 709 217</b>	<b>5 863</b>

## 4.2 Programme 2: Public Ordinary School Education

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

### Sub-programmes

#### Sub-programme 2.1: Public Primary Level

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

#### Sub-programme 2.2: Public Secondary Level

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

#### Sub-programme 2.3: Human resource development

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

#### Sub-programme 2.4: School sport, culture and media services

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

#### Sub-programme 2.5: Conditional grants

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

- Discuss the purpose of each programme
- List the sub-programmes
- List the strategic objectives for the financial year under review

## NATIONAL SCHOOL NUTRITION PROGRAMME

### School Feeding

Through School Feeding, the Department of Education is attempting to address the plight of needy learners by providing them with a nutritious meal so as to enhance their learning capacity.

### Breakfast Programme

Our social partners: **Tiger Brand Foundation, Pioneer Foods and Sishen Solar** are also contributing to this objective by offering schools with breakfast programme. For this financial year the following schools are benefitting.

DISTRICT	SCHOOL	PARTNER
John Taolo Gaetsewe	Dibeng Primary	Tiger Brand Foundation
	Sisheng Intermediate	Tiger Brand Foundation
	Noord Kaap Primary	Tiger Brand Foundation
	Maikaelelo Primary	Sisheng Solar
ZF Mgcawu	Keidebees Intermediate	Pioneer foods
	Louisvale Intermediate	Pioneer foods
	Oranje-Oewer Primary	Pioneer foods
	Lukhanyiso Primary	Pioneer foods
	Olyvenhoutsdrift Primary	Pioneer foods

## Nutrition Education

The aim of Nutrition Education is to promote healthy eating habits and healthy lifestyles in schools and communities. It is through this component that the Programme hopes to be able to reach parents, educators, SGBs, SMTs, school gate vendors, tuck shop managers and interested community members. South Africa is a signatory to World Health Assembly (WHA) resolution 54.19 (May 2001), which calls for regular, synchronised and coordinated treatment of worms in high-risk groups.

Of the over 600 million learners worldwide infected with worms, South African studies report 40-90% prevalence rates. It is most prevalent amongst disadvantaged children in densely-populated and under-serviced, low altitude, coastal areas (KZN, WC, EC)

In July 2014, the Minister of Basic Education announced the implementation of the de-worming programme linked with NSNP, "to maximise the health and cognitive benefits of school meals" (2014/15 Budget Vote Speech). De-worming implementation: DBE and DoH

Two programmes in DBE were identified to lead the De-worming Programme:

- Integrated School Health Programme (ISHP)
- National School Nutrition programme (NSNP)

The target group were the Quintile 1 to 3 primary learners from grade R to grade 7. The campaign started in February to March 2016

### TOTAL NUMBER OF LEARNERS DE-WORMED PER DISTRICT

ITEMS	ZF MGCAWU	NAMAKWA	JOHN TAOLO GAETSEWE	PIXLEY KA SEME	FRANCES BAARD	TOTAL
Number of schools de-wormed	55	25	133	31	29	273
Number of learners de-wormed	15 270	3 761	36 372	12 170	17 333	84 906
Number of learners without consent forms	6 269	186	10 131	11 902	6 152	34 640
Number of learners with side effects	4	1	6	1	5	17

## Sustainable Food Production

Sustainable food production encourages learners, educators and community members to develop food gardens in schools and use them as living laboratories by integrating them into the curriculum. The Department has embarked on various strategies to implement projects at identified schools with the aim to roll out these projects to all participating schools. There are 250 sustainable school food gardens in the province.

## KEY ACHIEVEMENTS

- 258 983 learners benefitted from the National School Nutrition Programme
- 84 906 learners in quintile 1-3 primary schools were de-wormed during the national de-worming campaign.
- 1 587 food handlers were employed to cook and serve learners with meals
- 225 food gardens were sustained in the province
- 3 fully furnished kitchenettes were donated by Old Mutual. The beneficiary schools are: Pampierstad High in Frances Baard, Boesmanland High in Namakwa and Petrusville High in Pixley ka Seme district.

**Strategic objectives:**

Programme 2: Public Ordinary School Education					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/106	Deviation from Planned Target for 2015/2016	Comment on deviations
To provide support to the Department and its 564 learning and teaching institutions to bring them to optimal functionality by 2030	563	563	563	0	
To monitor and implementation of the national Curriculum Statement and track the performance and development of 300 000 learners	263 441	264 000	264 034	34 (0%)	More learners enrolled in schools
To expand the reach of education programmes to support 4 000 learners with special educational needs.	1 975	2 500	2 009	-491 (-19,6%)	Special schools not able to accommodate more learners

**Performance indicators**

Programme 2: Public Ordinary School Education					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM201: Number of full service schools servicing learners with learning barriers	4	10	10	0	
PPM202: Number of primary schools with an overall pass rate in ANA of 50% and above	N/A	350	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions
PPM203: Number of secondary schools with an overall pass rate in ANA of 40% and above	N/A	150	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions
PPM204: Number of secondary schools with National Senior Certificate (NSC) pass rate of 60% and above	N/A	120	96	-24 (-20%)	Carry through effects of the prolonged community service delivery protest action in John Taolo Gaetsewe district in 2014
PPM205: The percentage of children who turned 9 in the previous year and who are currently enrolled in Grade 4 (or a higher grade)	N/A	1%	65,1%	64,1% (6 410%)	Improved use of correct data source



Programme 2: Public Ordinary School Education					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM206:The percentage of children who turned 12 in the preceding year and who are currently enrolled in Grade 7 (or a higher grade)	N/A	2%	54,9%	52,9% (2 645%)	Improved use of correct data source
PPM207:Number of schools provided with media resources	N/A	10	10	0	
PPM208:Learner absenteeism rate	N/A	20%	5,1%	-14,9% (-74,5%)	Target was set too high in the absence of verifiable data
PPM209:Teacher absenteeism rate	N/A	15%	6,3%	-8,7% (-58%)	Improved attendance due to daily Human Resource Management System (HRMS) monitoring
PPM210:Number of learners in public ordinary schools benefiting from the "No Fee School" policy	180 616	180 700	186 844	6 144 (-3,4%)	More learners enrolled at schools in the province
PPM211:Number of educators trained in Literacy/Language content and methodology	7 442	4 600	6 128	1 528 (33,2%)	More programmes rolled out to improve the quality of language teaching in the GET band
PPM212:Number of educators trained in Numeracy/Mathematics content and methodology	4 211	4 100	4 015	-85 (-2,1%)	Some educators failed to turn up for programmes

SUB-PROGRAMME 2.3: Human Resource Development					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
2.3.1: Number of teachers enrolled in the 4 year B .Ed. Foundation Phase programme.	N/A	60	0	-60 (-100%)	The Department could not find a suitable service provider during the financial year
2.3.2: Number of teachers enrolled in the Multi-grade short course programme.	N/A	30	19	-11 (-36,7%)	Only one service provider available nationally led to delay in supply chain processes
2.3.3: Number of teachers trained in subject-appropriate short courses	N/A	170	66	-104 (-61,2%)	Suitable service provider not found in time
2.3.4: Number of youth placed in the NYS-School Support Programme	206	52	49	-3 (-5,8%)	Increase in daily rate from R75.00 to R79.60 per person per day

SUB-PROGRAMME 2.4: School Sport, Culture and Media Services					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
2.4.1: Number of Schools participating in Leagues in Prioritised codes	57	160	174	14 (8,8%)	Used HRMS to notify schools
2.4.2: Number of Schools participating in Art and Culture competitions and festivals	21	150	96	-54 (-36%)	Only one event could take place due to financial reprioritisation

SUB-PROGRAMME 2.5: Conditional Grant					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
2.5.1: Number of food handlers employed in the school nutrition programme	1 550	1 600	1 587	-13 (-0,8%)	Some schools could only retain the services of one food handler instead of two as per allocation

**Strategy to overcome areas of under performance**

Over the MTEF targets will be scaled down because of marginal budget increases

**Changes to planned targets**

There were no changes to planned targets

**Linking performance with budgets**

**Sub-programme expenditure**

Sub-Programme Name	2015/2016			2014/2015		
	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 LEVEL	2 121 615	2 121 615	-	1 940 193	1 936 685	3 508
PUBLIC SECONDARY LEVEL	1 446 754	1 443 254	3 500	1 362 862	1 362 862	-
HUMAN RESOURCE DEVELOPMENT	18 358	18 358	-	16 685	16 685	-
SCHOOL SPORT, CULTURE AND MEDIA SERVICES	7 218	7 218	-	9 497	9 497	-
CONDITIONAL GRANTS	165 682	165 678	4	152 405	151 123	1 282
<b>Total</b>	<b>3 759 627</b>	<b>3 756 123</b>	<b>3 504</b>	<b>3 481 642</b>	<b>3 476 852</b>	<b>4 790</b>

#### **4.3 Programme 3: Independent School Subsidies**

**Objective of Programme:** *To support independent schools in accordance with the South African Schools Act*

##### **Sub-programmes**

*Sub-programme 3.1: Primary Phase*

*To support independent schools in the Grade 1 to 7 phase.*

*Sub-programme 3.2: Secondary Phase*

*To support independent schools in the Grade 8 to 12 phase.*

During the 2015/16 financial year the Northern Cape Department of Education subsidised 1 523 learners at five Independent schools to the tune of R7 887 374.20. The schools concerned are: Kimberley Islamic School, St.Cyprian's Grammar School, St.Boniface High all in the Frances Baard district; Kuruman Christian Academy in John Taolo Gaetsewe district and St. Anna Private High School in Namakwa district. All the subsidised schools were visited for compliance monitoring during the year.

In total there were 34 independent schools in 2015 catering for about 3 236 learners. The registration of these schools is at varying levels of finalisation.

**Strategic objectives:**

Programme 3: Independent School Subsidies					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/106	Deviation from Planned Target for 2015/2016	Comment on deviations
To monitor and implementation of the national Curriculum Statement and track the performance and development of 300 000 learners	263 441	264 000	264 034	34 (0%)	More learners enrolled in schools

**Performance indicators**

Programme 3: Independent School Subsidies					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM301: Number of subsidised learners in registered independent schools	1 478	1 525	1 523	-2 (-0,1%)	Fewer learners enrolled in independent schools
PPM302: Percentage of registered independent schools receiving subsidies	N/A	14%	14%	0	
PPM303: Percentage of registered independent schools visited for monitoring and support	100%	100%	100%	0	

**Strategy to overcome areas of under performance**

Over the MTEF targets will be scaled down because of marginal budget increases

**Changes to planned targets**

There were no changes to planned targets

**Linking performance with budgets**

**Sub-programme expenditure**

Sub-Programme Name	2015/2016			2014/2015		
	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
INDEPENDENT PRIMARY LEVEL	514	514	-	565	565	-
INDEPENDENT SECONDARY LEVEL	7 373	7 373	-	7 500	7 500	-
<b>Total</b>	<b>7 887</b>	<b>7 887</b>	<b>-</b>	<b>8 065</b>	<b>8 065</b>	<b>-</b>

#### 4.4 Programme 4: Public Special School Education

**Objective of Programme:** *To provide compulsory public education in special schools in accordance with the South African Schools Act and White Paper 6 on inclusive education. (E-learning activities are also included)*

##### Sub-programmes

###### *Sub-programme 4.1: Schools*

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

###### *Sub-programme 4.2: Human Resource Development*

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

###### *Sub-programme 4.3: School sport, culture and media services.*

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

###### *Sub-programme 4.4: Conditional Grants*

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

The White Paper 6 is a policy document released in July 2001. It is based on our Constitution and SASA and all other supporting legislation. The White Paper 6 focuses on barriers to learning and development. Indeed, much broader than just disabilities. The focus is on Special Schools, Mainstream Schools and Full Service Schools. It is based on the principles that the barriers are systemic in nature. It promotes the access to curriculum.

Over the years we have identified 3 mainstream schools to convert to Full Service schools and 3 Special schools to be converted into Resource Centres. Furthermore, we developed District Based Support Teams in all Districts. Our pillar of support in schools is the structure of School Based Support Teams. The SBST provide support in the schools where they are.

##### **Achievements**

A target was set to reach 3 500 learners in the mainstream schools with barriers to learning and development (special needs) for the financial year 2015/2016. In order to achieve this specialists in the district have identified and assessed the learners in both primary and high schools. In addition, information obtained from the Annual Surveys was utilized to verify such learners. During this critical process the learners were supported in the mainstream schools and further referred for placement in the special schools. 2 807 learners were referred in the system to seek placement in special schools. Challenges in hostels and limited space in schools resulted in many learners having to go back to the schools where they came from and be supported there.

A target of 10 Full Service schools was set for 2015/2016 financial year. The Full Service schools were declared by Head of Department as schools that support learners with moderate needs in the province. However, in Frances Baard District the realignment of schools had already resulted in the amalgamation of Sol Plaatje 1 and Sol Plaatje 2 and a new school was identified. We currently have 10 Full Service schools. The Full Service School development has taken place in terms of staff development and support however the challenge of favourable staff and infrastructure remains. From the Full Service schools learners are placed in Special Schools for intensive support.

A target of 2 000 was set to place learners in Special Schools for 2015/2016. The target was reached and learners continued to get support. In the first term operations had continued in Namakwa in the opened school which is called Kleinzee Inclusive School. It has the capacity of 142 learners for this year and a possibility of expansion. 2 213 learners are currently in Special Schools due to the introduction of a parallel stream in ELCON from Grade R to Grade 3 and an increased intake in Kleinzee and Learamele Schools. An amount of R 11 500 000.00 was spent on the special schools alone in the 2015/2016 financial year.

The nature of the programmes includes the involvement of non-teaching professionals who render critical services. The target for 2015/2016 was 8 of such specialists. The services rendered by non-teaching specialists are limited to the special schools. The Department employed 9 such therapists in the past financial year. Not all disciplines are covered and many learners were not admitted to Special Schools due to the lack of nursing staff for both school and hostel. Interviews were held in four districts for additional specialist posts.

The training of 1 432 educators on inclusive programmes took centre stage during the year. Well-coordinated training programmes were rendered to educators on different topics driven by the needs. The purpose of the training was to enable educators to support learners in the ordinary schools who experience barriers on learning and development. The revised SIAS training for all districts and head office were held. The programme has spent over R 37 000.00 for the 2015/2016 financial year.

Assistive devices were bought to strengthen education at Special Schools. Six (6) wheelchairs were bought as well as Setswana South African Sign Language kits for Grades 3 and 9.



**Strategic objectives:**

Programme 4: Public Special School Education					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/106	Deviation from Planned Target for 2015/2016	Comment on deviations
To ensure that 4 000 learners with special education needs are integrated in public ordinary schools and catered for in special educational institutions.	1 975	2 500	2 009	-491 (-19,6%)	Special schools not able to accommodate more learners

**Performance indicators**

Programme 4: Public Special School Education					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM401:Percentage of learners with special needs in special schools retained in school until age 16	N/A	48%	70.0%	22% (45,8%)	More learners below the age of sixteen retained in special schools
PPM402:Percentage of special schools serving as Resource Centres	N/A	30%	30%	0	

Sub-programme 4.2: Human Resource Development					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
4.2.1:Number of educators trained in inclusive support programmes	1 214	1 300	1 432	132 (10,2%)	Revised SIAS training for all districts as per national directive

**Strategy to overcome areas of under performance**

Over the MTEF targets will be scaled down because of marginal budget increases

**Changes to planned targets**

There were no changes to planned targets

**Linking performance with budgets**

**Sub-programme expenditure**

Sub-Programme Name	2015/2016			2014/2015		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
SCHOOLS	112 557	112 557	-	97 673	97 673	-
HUMAN RESOURCE DEVELOPMENT	13	13	-	-23	-23	-
Total	112 570	112 570	-	97 650	97 650	-

#### 4.5 Programme 5: Early Childhood Development

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

##### **Sub-programmes**

*Sub-programme 5.1: Grade R in Public Schools*

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

*Sub-programme 5.2: Grade R in early childhood development centres*

*To support Grade R at early childhood development centres.*

*Sub-programme 5.3: Pre-Grade R Training*

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

*Sub-programme 5.4: Human Resource Development*

*To provide departmental services for the development of practitioners/ educators and non-educators in grade R at public schools and ECD centres.*

*Sub-programme 5.5: Conditional Grant*

*To provide for projects under programme 5 specified by the Department of Basic Education and funded by conditional grants*

##### **Public schools**

According to the Snap Survey 2015, 18627 Grade R learners were admitted in 381 out of 387 public primary schools. There were 4 new applications and 13 additional classes received for 2016.

770 ECD practitioners are employed in both public primary schools as well as community-based sites, and are paid a stipend of R 5000.00 through PERSAL system. 50 out of 720 are qualified teachers (REQV 13/14) and only 14 practitioners are paid as PL1 teachers.

Almost 80% of Grade 1 learners attended Grade R in the previous year. 96% of 770 Grade R practitioners that are appointed have an ECD NQF level 4 and above.

80 Practitioners are enrolled to study the Diploma in Grade R Teaching with the North West University and R1 800 000 has been spent in 2015/16 for this course. Droogfontein Solar Power Plant is funding 20 practitioners, and 30 practitioners are funded by De Aar Solar Power for the Diploma in Grade R teaching. The funding spent was R711 888.00

Strengthening of the implementation of CAPS was done through on site visits, Cluster Sessions and Empowerment sessions. 168 practitioners from 100 schools, as well as 13 practitioners from 8 community based sites were supported on the following aspects:

- Classroom management
- Assessment programme
- Control and management of learners' workbooks
- Monitoring the implementation of physical education lesson plan in accordance to policy.
- Monitoring the implementation planning of Curriculum Content Coverage, informal continuous assessment recordings and reporting, integrated lesson plans and the usage of workbooks,
- Schools adherence to Grade R daily programme in order to create routinely activities.
- The setting-up of Grade R class that allows subjects integration teaching and learning through play situation.

394 out of 732 practitioners were supported during the cluster session. The focus areas were:

- Unpacking of content of the term
- Activities to enhance skills in Home Language
- Creative arts and gallery walk
- Maths Olympiad activities.
- Patterns and shape. Demonstration lessons were given. Sharing of best practices
- The emergent handwriting and the week's topic on Life Skills was discussed. The cluster also was conducted in collaboration with Inclusive Education Unit and dealt with SIAS and IEU programmes.

720 out of 732 Grade R practitioners were trained by Macmillan on Grade R assessment programme.

### **Pre Grade R**

- 50 care-givers were trained on the Diploma in Grade R Teaching and paid a stipend of R1 500.00.
- A learner Fun Day was held for 479 learners from all districts across the Province.
- 130 care-givers across the Province were trained on the National Curriculum Framework;
- Toolkits were developed to strengthen the implementation of the framework: monitoring tool, daily programme, lesson plans, assessment tools, work schedules and report cards.

### **PROVISION OF RESOURCES (Learning and Teaching Support Materials)**

- Basic minimum resource packs worth R 366 000 were procured for new and additional classrooms and distributed to 30 schools.
- Integrated Resource Packs and Grade R Resource Kits worth were procured and distributed to both 381 public and 65 community based centres.
- 450 Phonemic Awareness Materials were procured for both Public and Community Based sites.
- Provision of additional resources for 38 selected model Grade R classes across the Province.
- 20 outdoor equipment sets worth R478 000.00 were procured and installed in 20 community-based sites.
- Stimulation resource packs were procured and delivered to 50 selected community-based sites.
- Resources worth R136 000.00 were procured and provided to toy libraries to strengthen their services

**Strategic objectives:**

Programme 5: Early Childhood Development					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
To provide quality Early Childhood Development services to 450 public schools offering Grade R	383	387	377	-10 (-2,6%)	Closure of small and non-viable schools

**Performance indicators**

Programme 5: Early Childhood Development					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM501: Number of public schools that offer Grade R	383	387	377	-10 (-2,6%)	Closure of small/non-viable schools
PPM502: Percentage of Grade 1 learners who have received formal Grade R education	N/A	80%	79,7%	-0,3% (-0,4%)	A few more learners entering Grade 1 with no formal preparation
PPM503: Percentage of employed ECD practitioners with NQF level 4 and above	N/A	95%	96%	1% (1,1%)	More practitioners completed their qualifications during the previous year

Sub-programme 5.1: Grade R in Public Schools					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
5.1.1: Number of Grade R practitioners trained in the Diploma in Grade R Teaching	N/A	130	130	0	
5.1.2: Number of practitioners in public schools supported on CAPS	N/A	300	532	232 (77,3%)	Head office staff also assisted in supporting the practitioners

Sub-programme 5.2: Grade R in Community Centres					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
5.2.1: Number of Grade R practitioners in community-based sites supported in CAPS	N/A	48	50	2 (4,2%)	Additional practitioners in community centres

Sub-programme 5.3: Pre-Grade R Training					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
5.3.1: Number of caregivers trained in the Diploma in Grade R Teaching	N/A	50	50	0	

**Strategy to overcome areas of under performance**

Over the MTEF targets will be scaled down because of marginal budget increases

**Changes to planned targets**

There were no changes to planned targets

**Linking performance with budgets**

**Sub-programme expenditure**

Sub-Programme Name	2015/2016			2014/2015		
	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	78 288	77 676	612	79 529	79 529	-
GRADE R IN EARLY CHILDHOOD DEVELOPMENT CENTRES	2 527	2 527	-	5 450	5 450	-
PRE-GRADE R TRAINING	2 749	2 749	-	1 073	1 073	-
HUMAN RESOURCE DEVELOPMENT	403	403	-	72	72	-
Total	83 967	83 355	612	86 124	86 124	-

#### **4.6 Programme 6: Infrastructure Development**

**Objective of Programme:** *To provide and maintain infrastructure facilities for schools and non-schools*

##### **Sub-programmes**

*Sub-programme 6.1: Administration*

*To provide and maintain infrastructure facilities for administration*

*Sub-programme 6.2: Public Ordinary Schools*

*To provide and maintain infrastructure facilities for public ordinary school*

*Sub-programme 6.3: Public Special Schools*

*To provide and maintain infrastructure facilities for public special school*

*Sub-programme 6.4: Early Childhood Development*

*To provide and maintain infrastructure facilities for early childhood development*

##### **Number of public ordinary schools provided with water supply**

All the schools in the Northern Cape do have some source of water supply. Water projects done by the NCDOE are to enhance, upgrade and give alternatives to existing water supplies. The roll-out of the projects started late in the financial year and in some instances the projects had to be relocated to other schools where schools have boreholes but it was not maintained. Measures have been taken to increase the rollout of water projects to catch up with the targets.

##### **Number of public ordinary schools provided with electricity supply**

All the schools in the Northern Cape do have some source of electrical supply. Electrical projects done by the NCDOE are to enhance and upgrade existing water supplies and connect new infrastructure like temporary mobiles. Measures have been taken to increase the rollout of electrical projects to catch up with the targets.

##### **Number of public ordinary schools supplied with sanitation facilities**

All the schools in the Northern Cape have sanitation facilities, although in some instances these facilities are not adequate. New ablution facilities are built to address this backlog. In addition to the planned maintenance, repairs and renovations are done on existing sanitation facilities to bring them up to an acceptable standard. All our new ablution blocks are done by either DRPW or IDT and progress is sometimes slow. We do have regular meetings with these implementing agents and are trying to resolve these issues.

##### **Number of classrooms built in public ordinary schools**

A total of 6 of the targeted 66 classrooms completed within the 2015/16 financial year, the reasons for these target that were not achieved is due to late allocation of projects to Implementing agents as a result of too many commitments

The department is in the process of addressing backlogs re provision of classrooms in the Northern Cape. New Classrooms are built and in addition to the planned maintenance at schools, repairs and renovations are done on existing classrooms to bring them up to an acceptable standard. All our new classrooms blocks are done by either DRPW or IDT and progress is sometimes slow. We do have regular meetings with these implementing agents and are trying to resolve these issues.



### **Number of specialist rooms built in public ordinary schools**

Specialist rooms include Media Centres, Computer rooms, Libraries and Laboratories. This also includes conversions of existing facilities into these Specialist Rooms. The department is addressing backlogs regarding the provisioning of these rooms in the Northern Cape. This is done in addition to the planned maintenance at schools and repairs and renovations that are done on existing facilities to bring them up to an acceptable standard. All our new facilities are done by either DRPW or IDT and progress is sometimes slow. We do have regular meetings with these implementing agents and are trying to resolve these issues.

### **Number of new schools completed and ready for occupation (includes replacement schools)**

Three new schools were completed and one replacement was also completed in the 2015/16 financial year. The new schools are Roodepan Secondary School, Jan Kempdorp Secondary School and Matjieskloof Primary School and the replacement school is Emmanuel Secondary School.

The completion of new schools sometimes takes 3 years and as these larger projects are implemented by IDT the progress is sometimes slow. We do have regular meetings with these implementing agents and are trying to resolve these issues.

### **Number of new schools under construction (includes replacement schools)**

Complete Schools sometimes take 3 years to be completed. All our new facilities are done by IDT and progress are sometimes slow. We do have regular meetings with these implementing agents and are trying to resolve these issues.

### **Number of Grade R classrooms built in public ordinary schools**

A total of 6 of the targeted 17 Grade R classrooms completed within the 2015/16 financial year. Most of our projects are for double ECD centres thus counted as 2 classrooms within one school. All our ECD Centres are done by either DRPW or IDT and progress is sometimes slow. We do have regular meetings with these implementing agents and are trying to resolve these issues.

### **Number of hostels built**

Hostels also take about 3 years to be completed. The two hostels that were targeted for the 2015/16 financial year was Batlharo Tlhaping and Lesedi Secondary Schools. These projects are in the final construction stage and will complete within the first few months of the 2016/17 financial year.

### **Number of public ordinary schools undergoing scheduled maintenance**

Of the scheduled maintenance of 74 schools only 47 were completed. Targets were not achieved due to the following reasons:

- Late completions by contractors as a result of cash flow problems.
- Appointment of inexperienced contractors

Scheduled maintenance is done every 5 years in Northern Cape Schools. In addition to the planned maintenance, repairs and renovations are done on existing facilities and sometimes emergency projects, fencing and security projects are done, which are not included in these numbers. The roll-out of the projects started late in the financial year and in some instances the projects had to be relocated to other schools where schools have boreholes but it was not maintained. Measures have been taken to increase the rollout of water projects to catch up with the targets.

**Strategic objectives:**

Programme 6: Administration					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/106	Deviation from Planned Target for 2015/2016	Comment on deviations
To provide support to the Department and its 564 learning and teaching institutions to bring them to optimal functionality by 2030	563	563	563	0	

**Performance indicators**

Programme 6: Administration					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM601: Number of public ordinary schools provided with water supply	0	0	0	0	
PPM602: Number of public ordinary schools provided with electricity supply	0	0	0	0	
PPM603: Number of public ordinary schools supplied with sanitation facilities	0	0	0	0	
PPM604: Number of classrooms built in public ordinary schools	63	66	6	-60 (-90,9%)	Projects allocated late to implementing agents as well as slow performance of contractors
PPM605: Number of specialist rooms built in public ordinary schools	6	8	1	-7 (-87,5%)	Projects allocated late to implementing agents
PPM606: Number of new schools completed and ready for occupation (includes replacement schools)	N/A	2	3	1 (50%)	Acceleration of contract on Jan Kempdorp school
PPM607: Number of new schools under construction (includes replacement schools)	N/A	2	6	4 (200%)	Three schools were completed within the year

Programme 6: Administration					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM608: Number of Grade R classrooms built	N/A	17	8	-9 (-52,9%)	Projects allocated late to implementing agents and slow performance by contractors
PPM609: Number of hostels built	N/A	2	0	-2 (-100%)	Still under construction due to slow performance by contractors
PPM610: Number of schools undergoing scheduled maintenance	N/A	74	44	-30 (-40,5%)	Lengthy SCM processes

**Strategy to overcome areas of under performance**

Over the MTEF targets will be scaled down because of marginal budget increases

**Changes to planned targets**

There were no changes to planned targets

**Linking performance with budgets**

**Sub-programme expenditure**

Sub-Programme Name	2015/2016			2014/2015		
	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	29 437	29 437	-	40 638	40 612	26
PUBLIC ORDINARY SCHOOLS	411 773	399 283	12 490	297 061	297 061	-
SPECIAL SCHOOLS	-	-	-	-	-	-
EARLY CHILDHOOD DEVELOPMENT	14 722	14 722	-	23 926	23 926	-
Total	455 932	443 442	12 490	361 625	361 599	26

#### 4.7 Programme 7: Examination and Education-Related Services

**Objective of Programme:** *To provide the education institutions as a whole with examination and education related services.*

##### **Sub-programmes**

*Sub-programme 7.1: Payments to SETA*

*To provide employee HRD in accordance with the Skills Development Act.*

*Sub-programme 7.2: Professional Services*

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

*Sub-programme 7.3: Special projects*

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

*Sub-programme 7.4: External examinations*

*To provide for departmentally managed examination services*

*Sub-programme 7.5: Conditional grant*

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

### **EXAMINATIONS AND ASSESSMENT**

The Examinations and Assessment Chief Directorate is responsible for the Conduct, Administration and Management of Examinations and Assessment in all public schools in the Province and include amongst others the following formal examinations and assessment:

- National Senior Certificate (NSC) in October/November;
- Supplementary Examination in February/March;
- Senior Certificate (Amended) in May/June;
- Grade 12 Preparatory Examinations in September;
- National Examinations in Physical Sciences and Mathematics in Grade 10 and 11;
- Provincial Common Examinations Grades 3, 6, 8, 9, 10, 11 and 12 in June and November;
- ABET Level 4 in June and November;

The Northern Cape Department of Education extended the Minister's mandate to include the writing of Provincial Common Examinations in additional Grades 3, 6, 8, 9, 10 and 11 and in more subjects for the June and November examinations as well as June examinations for Grade 12. In response to the Action Plan 2014: Towards the Realisation of Schooling 2025, National Examinations is written in Grade 10 and 11 in Physical Sciences and Mathematics.

In addition to the mandated languages (Afrikaans, English, isiXhosa, Setswana, Sesotho) and Mathematics, the mandate was extended to include following subjects: Accounting, Agricultural Sciences, Business Studies, CAT, Economics, Geography, History, Life Sciences, Life Orientation, Mathematics, Mathematical Literacy and Physical Sciences.

The Examination and Assessment results are used to monitor progress and guide the planning and distribution of resources to help improve knowledge and skills of learners in the grades concerned. In addition, the results are combined with School-

Based Assessment and are therefore used for progression and promotion purposes. Progression and promotion of learners should be based on recorded evidence in formal assessment tasks (common examinations).

### **Annual National Assessment (ANA)**

The 2015 Annual National Assessment was not conducted in the country, due to external circumstances. The Northern Cape Province was ready to execute this mandate, but could not continue with it.

However, a national task team, focussing on the remodelling of the ANA, has been established and are meeting regularly to decide on the way forward.

### **LIFE SKILLS, HIV & AIDS CONDITIONAL GRANT**

#### **Advocacy:**

The activity is aimed at creating awareness to learners, parents and educators of the importance of all calendar focused days to be observed and / or commemorated. The unit reached a total of 340 people.

#### **Training and Development:**

The activity includes cluster training of educators to ensure educators implement the programs as expected and to share successes and learn from best practice models. A total of 61 educators were reached.

The life skills, sexuality training is another activity, aimed at informing learners about their sexual development, through the empowerment of educators. For the 2015/16 period, the implementation was redirected to empower girl learners in the JTG district, as a mitigating intervention for the high pregnancy rate and the high prevalence of HIV and TB. A Total of 38 educators and 1739 learners were reached.

The Soul Buddyz training activity for educators is a program aimed at empowering Primary School Educators with skills to transfer knowledge to primary school learners on appropriate and responsible life style at an early age. A total of 30 educators were reached.

#### **Peer Education:**

The program is implemented for high school learners, aimed at empowering learners, on how to model appropriate behavioural conduct and demonstrating acceptable as well as responsible life styles. A total of 2750 high school learners were reached.

The ad hoc intervention activity is aimed at rendering support to learners in need of motivation and development towards their academic performance, who is experiencing socio- economic challenges. A total of 180 learners were reached.

The career exhibition activity is aimed at promoting career awareness and making informed subject choices. A total of 5793 learners were reached.

#### **Care and Support:**

The activity is directed at empowering educators to be able to support orphaned and vulnerable learners in their care. A total of 46 educators were reached.

The first aid training and provisioning of First Aid Kits activity is aimed at empowering ECD Practitioners to provide an emergency service to learners in need of minor medical support, in waiting of the professional practitioner. A total of 52 ECD Practitioners were reached

The Integrated School Health Program (ISHP) is a collaboration activity with DSD and DOH, of which all services are rendered by professional nurses, psychologists and counsellors to all learners in primary schools.

**Learning and Teaching Support Material (LTSM):**

The unit must procure and provide HIV, TB, and Sexuality & Drug Abuse Related LTSM to a targeted number of schools. A total of 72 schools were reached.

**Monitoring and Support:**

The activity is aimed at providing support and development to implementers of the program at both district level as district coordinators and school level as educators. A total of 8 district office visits conducted and 71 schools visited.

**Strategic objectives:**

Programme 7: Examination and Education Related Services					
Strategic objectives	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/106	Deviation from Planned Target for 2015/2016	Comment on deviations
To monitor and implementation of the national Curriculum Statement and track the performance and development of 300 000 learners	263 441	264 000	264 034	34 (0%)	More learners enrolled in schools
To establish a world-class system of standardised assessments which caters for 564 schools	563	563	563	0	

**Performance indicators**

Programme 7: Examination and Education Related Services					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM701:Percentage of learners who passed National Senior Certificate (NSC) (previously expressed as: Number of )	76,4%	80%	69,4%	-10,6% (-13,3%)	Carry through effects of the prolonged community service delivery protest action in John Taolo Gaetsewe district in 2014
PPM702:Percentage of Grade 12 learners passing at bachelor level (previously expressed as: Number of )	24,7%	25%	21,1%	-3,9% (-15,6%)	Carry through effects of the prolonged community service delivery protest action in John Taolo Gaetsewe district in 2014
PPM703:Percentage of Grade 12 learners achieving 50% or more in Mathematics (previously expressed as: Number of )	N/A	40%	24%	-16% (-40%)	Carry through effects of the prolonged community service delivery protest action in John Taolo Gaetsewe district in 2014



Programme 7: Examination and Education Related Services					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
PPM704:Percentage of Grade 12 learners achieving 50% or more in Physical Science (previously expressed as: Number of )	N/A	35%	19,4%	-15,6% (-44,6%)	Carry through effects of the prolonged community service delivery protest action in John Taolo Gaetsewe district in 2014
PPM705:Percentage of Grade 3 learners achieving 50% and above in Home Language in the Annual National Assessment (ANA) (previously expressed as: Number of )	44,8%	63	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions
PPM706:Percentage of Grade 3 learners achieving 50% and above in Mathematics in the Annual National Assessment (ANA) (previously expressed as: Number of )	48,9%	63	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions
PPM707:Percentage of Grade 6 learners achieving 50% and above in Home Language in the Annual National Assessment (ANA) (previously expressed as: Number of )	63,1%	60	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions
PPP708:Percentage of Grade 6 learners achieving 50% and above in Mathematics in the Annual National Assessment (ANA) (previously expressed as: Number of )	24,4%	50	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions
PPM709:Percentage of Grade 9 learners achieving 50% and above in Home Language in the Annual National Assessment (ANA) (previously expressed as: Number of )	36,2%	35	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions
PPM710:Percentage of Grade 9 learners achieving 50% and above in Mathematics in the Annual National Assessment (ANA) (previously expressed as: Number of )	2,5%	10	N/A	N/A	National stalemate declared between the DBE and the Teacher Unions

Sub-programme 7.2: Conditional Grants					
Performance Indicator	Actual Achievement 2014/2015	Planned Target 2015/2016	Actual Achievement 2015/2016	Deviation from Planned Target for 2015/2016	Comment on deviations
7.2.1: Number of educators trained to implement the sexual and reproductive health Education including HIV and Aids & TB	104	60	47	-13 (-21,7%)	Programme was scaled-down to concentrate on teenage pregnancy prevention
7.2.2: Number of public secondary school learners trained as Peer Educators	254	210	254	44 (21%)	More learners reached at camps held across the province

### **Strategy to overcome areas of under performance**

Over the MTEF targets will be scaled down because of marginal budget increases

### **Changes to planned targets**

There were no changes to planned targets

### **Linking performance with budgets**

### **Sub-programme expenditure**

Sub-Programme Name	2015/2016			2014/2015		
	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 SETA	5 313	5 313	-	3 616	3 616	-
PROFESSIONAL SERVICES	21 734	21 722	12	14 645	14 645	-
SPECIAL PROJECTS	58 551	58 513	38	35 244	35 244	-
EXTERNAL EXAMINATIONS	61 892	52 889	9 003	70 351	70 351	-
CONDITIONAL GRANTS	8 360	8 271	89	10 896	10 889	7
Total	155 850	146 708	9 142	134 752	134 745	7

## **5. TRANSFER PAYMENTS**

### **5.1. Transfer payments to public entities**

No transfers are made to public entities

## 5.2. Transfer payments to all organisations other than public entities

Name of transferee	Type of organisation	Purpose for which the funds were used	Did the dept. comply with s 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity
Educational Institutions	Public ordinary Schools	Funding provided in terms of the National Norms and Standards for School Funding Policy. Funding is earmarked for School Services, maintenance and Learner, Teacher Support Material.	N/A. Funding provided to institutions is done in compliance with the South African Schools Act and National Norms and Standards for School Funding Policy.	194 931	N/A as this is regulated in terms of the South African Schools Act. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.	N/A. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.
Educational Institutions	Public ordinary Schools	Funding provided in terms of the National School Nutrition Programme Grant for quintiles 1 to 3 Public Schools.	N/A. Funding provided to institutions is done in compliance with the South African Schools Act and Conditional Grant Framework.	136 785	N/A as this is regulated in terms of the South African Schools Act. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.	N/A. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.
Educational Institutions	Special Schools	Funding is provided in terms of the Draft National norms and Standards for inclusive education. Funding is earmarked for services, maintenance, equipment and LSM.	N/A. Funding provided to institutions is done in compliance with the South African Schools Act and norms and standards	8 824	N/A as this is regulated in terms of the South African Schools Act. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.	N/A. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.
Educational Institutions	Independent Schools	Funding is provided in terms of the National norms and Standards for School funding. Funding is earmarked for services, maintenance, equipment, LSM and is inclusive of personnel and capital items.	N/A. Funding provided to institutions is done in compliance with the South African Schools Act and National Norms and Standards for School Funding Policy.	7 887	N/A as this is regulated in terms of the South African Schools Act. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.	N/A. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.
Educational Institutions	Early Childhood development	Funding is provided in terms of the National norms and Standards for School funding. Funding is earmarked for services, maintenance, equipment and LSM.	N/A. Funding provided to institutions is done in compliance with the South African Schools Act and National Norms and Standards for School Funding Policy.	12 452	N/A as this is regulated in terms of the South African Schools Act. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.	N/A. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.
Educational Institutions	Public ordinary Schools	Funding provided in terms of the National School Nutrition Programme Grant for quintiles 4 to 5 Public Schools.	N/A. Funding provided to institutions is done in compliance with the South African Schools Act and Conditional Grant Framework.	13 218	N/A as this is regulated in terms of the South African Schools Act. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.	N/A. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.

Name of transferee	Type of organisation	Purpose for which the funds were used	Did the dept. comply with s 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity
Educational Institutions	Public ordinary Schools	Funding is provided in terms of the National norms and Standards for School funding. Funding is provided for basic hostel utensils for deserving Schools.	N/A. Funding provided to institutions is done in compliance with the South African Schools Act and National Norms and Standards for School Funding Policy.	5 000	N/A as this is regulated in terms of the South African Schools Act. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.	N/A. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.
Educational Institutions	Public ordinary Schools	Funding is provided in terms of the National norms and Standards for School funding. Funding is provided towards subscription fees for SGB Associations.	N/A. Funding provided to institutions is done in compliance with the South African Schools Act and National Norms and Standards for School Funding Policy.	100	N/A as this is regulated in terms of the South African Schools Act. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.	N/A. No surrendering of unspent funds is done by schools in terms of Schedule 4 of the PFMA.

## 6. CONDITIONAL GRANTS

### 6.1. Conditional grants and earmarked funds paid

None.

### 6.2. Conditional grants and earmarked funds received

The table/s below details the conditional grants and ear marked funds received during for the period 1 April 2015 to 31 March 2016.

#### **Conditional Grant 1: NATIONAL SCHOOL NUTRITION PROGRAMME**

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	Enhanced learning capacity and improved access to Education.
Actual outputs achieved	Improved school attendance
Amount per amended DORA (R'000)	142 724
Amount received (R'000)	142 724
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	142 722
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	Regular reporting, internal and external meetings and onsite monitoring visits.

**Conditional Grant 2: EDUCATION INFRASTRUCTURE GRANT**

Department to whom the grant has been transferred	NORTHERN CAPE DEPARTMENT OF EDUCATION	
Purpose of the grant	<ul style="list-style-type: none"> <li>To help accelerate construction, maintenance, upgrading and rehabilitation of new and existing infrastructure in education</li> </ul>	
	<ul style="list-style-type: none"> <li>To enhance capacity to deliver infrastructure in education</li> </ul>	
Expected outputs of the grant	<ul style="list-style-type: none"> <li>Number of new schools and additional education spaces, education support spaces, administration as well as equipment and furniture</li> </ul>	
	<ul style="list-style-type: none"> <li>Number of existing school infrastructure upgraded and rehabilitated</li> </ul>	
	<ul style="list-style-type: none"> <li>Number of new and existing schools maintained</li> </ul>	
	<ul style="list-style-type: none"> <li>Number of work opportunities created</li> </ul>	
Actual outputs achieved	Number of New Schools	3
	Number of Replacement Schools	1
	Number of ordinary classrooms	6
	Number of Grade R classrooms	8
	Number of multi media centres (Library+ Computer)	1
	Number of Administration Blocks	4
	Upgrading of water facilities - number of schools	42
	Additional & upgrading of sanitation facilities - number of schools	34
	Upgrading of electricity - number of schools	21
	Upgrading of existing fencing - number of schools	41
	Maintenance / upgrading / renovations - number of schools	44
Amount per amended DORA(R'000)	446 998	
Amount transferred (R'000)	446 998	
Reasons if amount as per DORA not transferred	NOT APPLICABLE	
Amount spent by the department/ municipality (R'000)	429 079	
Reasons for the funds unspent by the entity	Infrastructure projects not paid or completed at year end for which a rollover was requested.	
Monitoring mechanism by the transferring department	IRM, Progress Reports, Monthly Reports and as prescribed per DORA of 2015 – Clause 10 – Duties of transferring national officer in respect of schedule 5 and 6 allocations”	

**Conditional Grant 3: EPWP INCENTIVE GRANT**

Department to whom the grant has been transferred	NORTHERN CAPE DEPARTMENT OF EDUCATION
Purpose of the grant	<ul style="list-style-type: none"> <li>To create work opportunities through the use of labour intensive methods</li> <li>Equip Beneficiaries with necessary skills to be self-employed</li> </ul>
Expected outputs of the grant	<ul style="list-style-type: none"> <li>Creation of Work opportunities</li> <li>Creation of Full Time Equivalents</li> </ul>
Actual outputs achieved	<ul style="list-style-type: none"> <li>Creation of 162 Work opportunities in the environmental, parks and beautification programme</li> <li>Creation of 14 full time equivalent jobs and recorded 103 full time equivalent jobs created through the grant.</li> </ul>
Amount per amended DORA (R'000)	2 077 (Specific purpose allocation to Provinces)
Amount transferred (R'000)	2 077 (Allocation from EPWP - Provincial)
Reasons if amount as per DORA not transferred	NOT APPLICABLE
Amount spent by the department/ municipality (R'000)	2 077
Reasons for the funds unspent by the entity	NOT APPLICABLE
Monitoring mechanism by the transferring department	Verified statistics for Work Opportunities created.



**Conditional Grant 4: MATHEMATICS, SCIENCE AND TECHNOLOGY GRANT**

Department to whom the grant has been transferred	NORTHERN CAPE DEPARTMENT OF EDUCATION
Purpose of the grant	To provide support and resources to the schools, teachers and learners for the improvement of Mathematics, Sciences and Technology teaching and learning of selected public schools
Expected outputs of the grant	To improve access, equity, efficiency and quality of Mathematics, Science and Technology through the supply of (i) ICT resources (ii) Workshop equipments, machinery and tools (iii) MST kits and consumables (iv) Provide ICT and content training to teachers (v) Conducting learner support for Mathematics, Sciences and Technology
Actual outputs achieved	All outputs were achieved as planned
Amount per amended DORA (R'000)	22 958
Amount received (R'000)	22 958
Reasons if amount as per DORA was not received	All amounts were received by the department
Amount spent by the department (R'000)	22 956 (99.8%)
Reasons for the funds unspent by the entity	99.8% of funds were spent.
Reasons for deviations on performance	No deviations on grant performance were recorded, funds spent as planned
Measures taken to improve performance	DBE provided training to the MST officials during the inter-provincial meeting. Submissions are to be made for any procurement to allow seniors to monitor any deviations from the business plan
Monitoring mechanism by the receiving department	The MST unit developed the monitoring tool for schools, DBE conducts annual grant evaluation at selected schools. The MST unit visit schools on a quarterly basis to monitor the implementation of the grant

### Conditional Grant 3: LIFE SKILLS, HIV & AIDS EDUCATION

Department to whom the grant has been transferred	NORTHERN CAPE DEPARTMENT OF EDUCATION
Purpose of the grant	<p>To support South Africa's HIV prevention strategy by increasing sexual and reproductive health knowledge, skills and appropriate decision making among learners and educators.</p> <p>To mitigate the impact of HIV and TB by providing a caring, supportive and enabling environment for learners and educators.</p> <p>To ensure the provision of a safe, rights-based environment in schools that is free of discrimination, stigma and any form of sexual harassment/abuse.</p> <p>To reduce the vulnerability of children to HIV, TB and Sexually Transmitted Infections (STI's), with a particular focus on orphaned and vulnerable children</p>
Expected outputs of the grant	<p>Training &amp; Development= 160 persons.</p> <p>Care &amp; Support = 100 persons.</p> <p>Peer Education = 50 persons.</p> <p>Teenage Pregnancy intervention = 1 108 persons.</p> <p>Career Exhibitions = 5 500 learners.</p> <p>LTSM = 200 units.</p> <p>Advocacy &amp; Social Mobilisation = 3 000 persons.</p> <p>Monitoring &amp; Support = 55 support visits.</p> <p>10 Officials for capacity building.</p>
Actual outputs achieved	<p>Training &amp; Development= 342 persons.</p> <p>Care &amp; Support = 96 persons.</p> <p>Peer Education = 473 persons.</p> <p>Teenage Pregnancy intervention = 5696 persons.</p> <p>Career Exhibitions = 5793 learners.</p> <p>LTSM = 200 units.</p> <p>Advocacy &amp; Social Mobilisation = 1003 persons.</p> <p>Monitoring &amp; Support = 92 support visits.</p> <p>20 persons for capacity building.</p>
Amount per amended DORA(R'000)	5 281
Amount received (R'000)	5 281
Reasons if amount as per DORA was not received	N/A
Amount spent by the department (R'000)	5 259 (99.6% spent)
Reasons for the funds unspent by the entity	N/A
Reasons for deviations on performance	Some educators reported sick for First Aid Training. Schools are reluctant to utilise school time for advocacy. Positive deviations as a result of partnerships and additional financial resource support.
Measures taken to improve performance	Improved monitoring and quarterly meetings for accountability
Monitoring mechanism by the receiving department	Monthly, quarterly and annual monitoring & evaluation by district, provincial & national offices.

## 7. DONOR FUNDS

### 7.1. Donor Funds Received

#### Donor Fund (In kind): Limpopo Department of Education

Name of donor	Limpopo Department of Education
Full amount of the in kind funding (R'000)	7 349
Period of the commitment	2015/16
Purpose of the funding	Donation of CAPS Aligned Textbooks
Expected outputs	37 351 CAPS Aligned Textbooks for schools
Actual outputs achieved	37 351 CAPS Aligned Textbooks for schools
Amount received in current period (R'000)	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	N/A

#### Donor Fund: Globeleq Development Fund

Name of donor	Globeleq Development Fund (De Aar Solar)
Full amount of the funding (R'000)	2 424
Period of the commitment	2015/16 – 2017/18
Purpose of the funding	Reading Coach Programme and ECD Practitioner Training
Expected outputs	14 reading coaches supported with a stipend 30 Grade R Practitioners trained
Actual outputs achieved	30 Grade R Practitioners trained
Amount received in current period (R'000)	808
Amount spent by the department (R'000)	766
Reasons for the funds unspent	Deductions are made from reading coaches stipends due to absenteeism and the overlap between the financial year and the academic year
Monitoring mechanism by the donor	Reports are submitted and feedback given during meetings with the Donor

**Donor Fund: Globeleq Development Fund**

Name of donor	Globeleq Development Fund (Droogfontein Solar))
Full amount of the funding (R'000)	2 421
Period of the commitment	2015/16 – 2017/18
Purpose of the funding	Reading Coach Programme and ECD Practitioner Training
Expected outputs	10 reading coaches supported with a stipend 20 Grade R Practitioners trained
Actual outputs achieved	10 reading coaches supported with a stipend 20 Grade R Practitioners trained
Amount received in current period (R'000)	807
Amount spent by the department (R'000)	766
Reasons for the funds unspent	Deductions are made from reading coaches stipends due to absenteeism and the overlap between the financial year and the academic year
Monitoring mechanism by the donor	Reports are submitted and feedback given during meetings with the Donor

**Donor Fund: Rooipoort Development (PTY) LTD**

Name of donor	Rooipoort Development (PTY) LTD
Full amount of the funding (R'000)	3 776
Period of the commitment	2014/15 – 2015/16
Purpose of the funding	To provide support and resources to schools through the reading coaches and reading material
Expected outputs	50 Reading Coaches supported through a monthly stipend
Actual outputs achieved	50 Reading Coaches supported through a monthly stipend
Amount received in current period (R'000)	944
Amount spent by the department (R'000)	405
Reasons for the funds unspent	Deductions are made from reading coaches stipends due to absenteeism and the overlap between the financial year and the academic year
Monitoring mechanism by the donor	Reports are submitted and feedback given during meetings with the Donor

## 8. CAPITAL INVESTMENT

### 8.1. Capital investment, maintenance and asset management plan

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

The Northern Cape Department of Education (NCDOE) User Asset Management Plan (U-AMP) is a 10 year Strategic Plan (2017/18 – 2027/28) and is set out according to a National Treasury template. The utilisation of the schools verification process embarked on by the department which informed the 2015/16 and the 2016/17 U-AMP however this 2017/18 U-AMP has progressed to a stage where condition assessment data from DRPW process and the departments verification process provides information of all schools that is readily available and can be manipulated to determine the current infrastructure component of all schools, gaps in infrastructure towards the realisation of the 17 year plan, condition of infrastructure assets and the utilisation of these assets by the respective schools.

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

The following table indicates the Infrastructure Achievements aligned to Annual Performance Plan:

Table 1: Infrastructure Achievements aligned to APP

Strategic Objective	Planned Performance	Target 2015/16	Actual 2015/16	Reason for deviation
To provide support to the department and it's 564 learning and teaching institutions to bring them to optimal functionality by 2030	Number of public schools to be provided with water supply	0	0	-
	Number of public ordinary schools to be provided with electricity supply	0	0	-
	Number of public ordinary schools to be supplied with sanitation facilities	0	0	-
	Number of classrooms to be built in public ordinary schools	66	6	Projects allocated late to implementing agents and therefore resulted in late implementation of projects Performance of contractors also contributed to this deviation
	Number of specialist rooms to be built in public ordinary schools	8	1	Projects allocated late to implementing agents and reprioritization
	Number of new schools completed and ready for occupation (includes replacement schools)	2	3	The inclusion of Emmanuel Secondary School as a replacement school
	Number of new schools under construction (includes replacement schools)	2	5	This indicator was under targeted as the schools that was targeted under completion was not targeted in this indicator
	Number of Grade R classrooms built	17	8	Projects allocated late to implementing agents and slow performance by contractors
	Number of hostels built	2	0	Still under construction due to slow performance by contractors
	Number of schools undergoing scheduled maintenance	74	44	Day to Day availability of SCM officials to address orders of Infrastructure.

### 8.1.3 Infrastructure projects that are currently in progress

The following table provides a summary of all capital projects currently in progress at each of the different stages:

Project Status	Abution Block	Administration Block	Classroom Block	Computer Centre	ECD Classroom	Hostel	Kitchenette	Media Centre	New School	School Hall	Technical Workshop
Project Initiation	12	2	3		4				1		
Pre - Feasibility			1							1	
Feasibility			1						2		
Design	1								7		
Tender			2								
Construction 1% - 25%			1				1		1		
Construction 26% - 50%	2								1		
Construction 51% - 75%	2								1		
Construction 76% - 99%	5		2		3	2	2	2		1	
Practical Completion (100%)	5	1	1		1			1	4		
Final Completion	4										
On Hold	3			1					2		1
<b>Grand Total</b>	<b>34</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>19</b>	<b>2</b>	<b>1</b>

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

In the Northern Cape schools identified as having limited educational or cost benefit to the department are vetted and identified for either merger or closure. Extensive consultation with all stakeholders, especially Dikgosi (Traditional Authorities), is undertaken prior to the closure and/or merger of affected schools.

### CLOSED AND MERGED SCHOOLS 2012-2016



Map 1: Closed Schools

All schools indicated in Red in the above map have been disposed of and surrendered back to Department of Roads and Public Works. Schools that have been identified for closure will be disposed of and surrendered back to the custodian. The 10 year project list addresses infrastructure needs at host schools that have identified by the district as being suitable to accommodate additional learners. The plans of the department further include the construction of hostels in the John Taolo Gaetsewe district to alleviate the pressure on learner transport in the area and to support the process of school closures. This is viewed as an efficiency measure to reduce the cost of unviable schools and to construct spaces that allow the department to better control learner attendance given the volatile political landscape of the JTG district.

In the Pixley Ka Seme District for instance, the interactions with the district office has recently informed that there are negotiations to close schools underway with the respective communities. There are Seven (7) schools in the district being considered for closure. Once this process has also been concluded, the necessary interventions required to provide adequate infrastructure at the schools where the learners will be relocated will be included in subsequent planning and infrastructure implementation and reflected in future U-AMP submissions.

The following table gives a breakdown of the closure in the Province during the 2015/16 period.

*Table 2: Closed Schools*

Year	Name of school	District
2015/16	BELMONT PRIMÈRE SKOOL	PIXLEY KA SEME
	BETEL (NGK) PRIMÈRE SKOOL	PIXLEY KA SEME
	DUTTON PRIMARY SCHOOL	JOHN TAOLO GAETSEWE
	FRANK TIRE PRIMARY SCHOOL	JOHN TAOLO GAETSEWE
	GAOTINGWE SECONDARY SCHOOL	JOHN TAOLO GAETSEWE
	KATLANI (NGK) PRIMÈRE SKOOL	PIXLEY KA SEME
	MARUMO INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	MASANKONG PRIMARY SCHOOL	JOHN TAOLO GAETSEWE
	MATHANTHANYANENG PRIMARY SCHOOL	JOHN TAOLO GAETSEWE
	MERRIMAN PRIMÈRE SKOOL	PIXLEY KA SEME
	PAKO SECONDARY SCHOOL	JOHN TAOLO GAETSEWE
	REEBONE INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	RESOLOFETSE INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	SCHOLTZFONTAIN PRIMÈRE SKOOL	PIXLEY KA SEME
	THAE PRIMARY SCHOOL	JOHN TAOLO GAETSEWE

#### **8.1.5 Progress made on the maintenance of infrastructure**

- Day to Day Maintenance

A large portion of the department's budget is allocated for Renovations and Rehabilitations projects that are identified by the 5 Control Works Inspectors. These inspectors each have a district municipality that they are responsible for and they largely deal with Day to Day Maintenance. The Control Works Inspectors visit all the schools in their district on a regular base and therefore have the knowledge to identify and prioritise the different schools for these projects. The above is augmented by the requirement that all schools must address day to day maintenance issues as and when required.

- Maintenance Plan

The Department is in the process to develop a Maintenance Plan that will be handed over by the custodian to the principal of all newly built schools.

- Planned Maintenance

When no maintenance is done on a facility the facility will deteriorate before its life cycle is over. With the increase of maintenance the facilities life cycle can even extend beyond its planned lifespan. Therefore with planned maintenance every seven years the condition will improve and the remaining service life will extend.

The Department aims to do planned maintenance at all new schools every 7 years, however available budget is a constraint due to the alignment of the Norms and Standards and the existing backlog in terms of maintenance at schools

#### **8.1.6 Developments relating to the above that are expected to impact on the department's current expenditure.**

- Reactive Emergency Maintenance

The Reactive Maintenance is dealt with by the Department of Education. Reactive emergency maintenance to a maximum value of R500 000 remains the function of NCDOE.

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

The following properties have been disposed of, are new to the Asset Register, these disposals date back to 2007 and proof of each of these letters can be provided on request:

Table 3: Disposals and new Sites

PROPERTY DETAILS	DISPOSAL	DESCRIPTION
Erf 1198, Prieska	DISPOSAL	The abovementioned vacant land is owned by the Northern Cape Provincial Government which is earmarked for Educational purposes. The Siyathemba Municipality requested that this Erf be disposed for proposed housing development. This Erf has been handed over to the DRPW for future administration.
Erf 19, Pofadder	DISPOSAL	The Department of Education handed over the above Erf to The Department of Roads and Public Works for further administration. The Khai Ma Municipality had identified this Erf for future development of low cost housing.
Kanoneiland Primary School	DISPOSAL	Kanoneiland has been handed over by the NCDOE to the DRPW for future administration.

#### **8.1.8 Potential Schools Earmarked for Rationalisation**

Recent engagements with the respective districts have identified various schools that have been earmarked for closure or merging. It is imperative to note that the respective districts are still conducting public hearings and negotiations with the respective communities with regards to mergers and closure.

The department has resolved to delay the initiation of all projects at schools earmarked for potential merger and closure until such a time that the districts have resolved the issues with the communities. Primarily the John Taolo Gaetsewe, Pixley Ka Seme and ZF Mgcawu are the districts have a majority of schools that fall under this category.



The following is a list of the schools affected by the above:

*Table 4: Rationalisation of Schools*

Year	Name of school	District
2016/17	BATLHARO TLHAPING HIGH SCHOOL & HOSTEL & SPORTGROUND	JOHN TAOLO GAETSEWE
	BOPLAAS PRIMÊRE SKOOL	ZF MGCAWU
	BRANDVLEI INTERMEDIÊRE SKOOL	NAMAKWA
	GALALETsang SCIENCE SECONDARY SCHOOL	JOHN TAOLO GAETSEWE
	HOTAZEL COMBINED SCHOOL	JOHN TAOLO GAETSEWE
	IKETLELETso INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	KITLANYANG PRIMARY SCHOOL	JOHN TAOLO GAETSEWE
	LAERSKOOL BRANDVLEI	NAMAKWA
	LAERSKOOL HOTAZEL	JOHN TAOLO GAETSEWE
	LESEDI SECONDARY SCHOOL	JOHN TAOLO GAETSEWE
	LONGHURST PRIMARY SCHOOL	JOHN TAOLO GAETSEWE
	MAMASILO INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	MARCH PRIMARY SCHOOL	JOHN TAOLO GAETSEWE
	MONOKETSI INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	OBONTSE PRIMARY SCHOOL	JOHN TAOLO GAETSEWE
	PHAKANE SECONDARY SCHOOL	JOHN TAOLO GAETSEWE
	REKGARATLHILE HIGH SCHOOL	JOHN TAOLO GAETSEWE
	REMMOGO SECONDARY SCHOOL	JOHN TAOLO GAETSEWE
	THUSEGO INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
2017/18	BOSHENG INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	GASEBONWE JANTJIE INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	KOPANO INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	LEBANG SECONDARY SCHOOL	JOHN TAOLO GAETSEWE
	MAMORATWA INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE
	THUSEGO INTERMEDIATE SCHOOL	JOHN TAOLO GAETSEWE

#### **8.1.9 Measures taken to ensure that the department's immovable asset register remained up-to-date during the period under review**

The GIAMA dictates that the custodianship of all immovable assets lies with the Department of Public Works. The Northern Cape Department of Roads and Public Works (DRPW) as the custodian is currently busy with a full Asset Condition Assessment for each of the current immovable assets. The current asset register as supplied by the Custodian for the department was deemed by the Auditor General as incomplete, therefore the department embarked on a process to physically verify all school infrastructure assets in the province in order to ascertain a concise performance, condition and utilisation rate relevant to these school assets.

The Department of Education worked through an extensive process to ensure completeness of assets. With the school verification process 97.5% complete, all updated entries was marked and will now be added to the asset register.

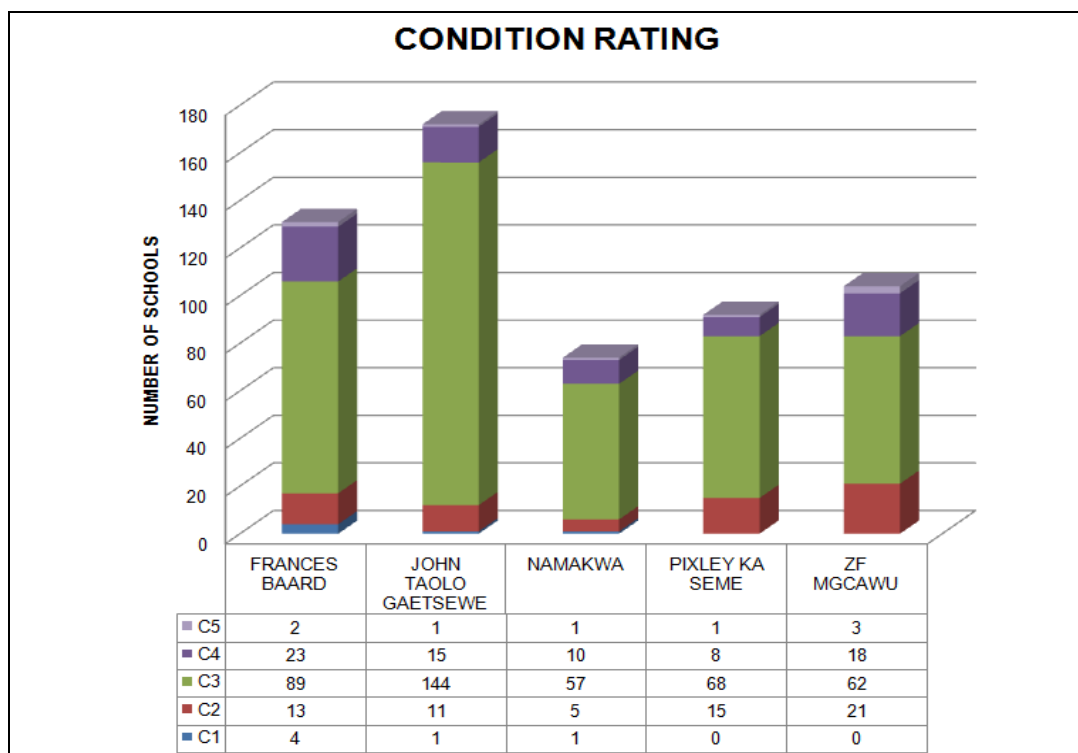
The following was typical entry changes that was checked against Surveyor General's database for erf and farm portions, noted within the register and marked for follow-up and verification:

- a) The co-ordinates was converted from DMS (WGS Degree, minutes, seconds) to WGS decimals of a degree in order to ease systematic changes like for example to determine the perimeter of school boundaries or erf;
- b) All ordinary erf numbers within the asset register was replaced by the Surveyor General's unique identifier namely the LPI (Land Parcel Identification) number. Within the database, the position of the label is geographically recorded and a very good metadata reference for audit purposes;
- c) The complete dataset for Northern Cape Province's proclaimed Towns which also list all suburbs and settlements as provided by NERSA was embedded to NCDOE's GIS in order to confirm missing towns and settlements, especially where farm schools are.
- d) Previously marked "vacant land" was digitized by using the given co-ordinates and linked with the LPI (Land Parcel Identification) number. This however needs to be checked and confirmed by Department of Transport and Public Works.
- e) Data entries for schools within the Department of Education's database, not recorded within the asset register, was listed and needs to be checked and verified by Department of Transport and Public Works. Some of these assets might be adopted, other might not be registered and needs further investigation and follow up.

The following table provides a clear indication of discrepancies with the asset register whereas the department has verified 964 assets, a total of 207 assets has been added which will be communicated with DRPW:

Action	Number of Assets
Added	207
Not verified	257
Other Assets	40
Vacant land	59
Verified	964
<b>Grand Total</b>	<b>1527</b>

### 8.1.10 The current state of the department's capital assets



Graph 1: Condition Ratings / District

This table indicates that the majority of schools in the different districts have a fair and good condition rating of C3 and C4. This information was based on the 385 full technical condition assessment received up to date from DRPW and where the remaining assets are still in process by DRPW, the outcome of the assessment read in conjunction with the department's ongoing asset verification exercise will determine which projects are prioritized for urgent and/or routine Maintenance.

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

The department had a total of 44 maintenance projects that completed within the 2015/16 financial year.

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

Maintenance of any asset is the priority of the department. This is done to ensure the expanded life span of buildings, continuous performance and utilisation of the assets. Although the department has done maintenance at these schools mentioned, it still remains a huge issue, this is due to different trends that can be summarised as follows:

- Routine maintenance of school facilities in our country is generally unacceptable, resulting in further deterioration over time. The ongoing neglect exposes learners to danger, demotivates educators and cost the state more and more over time.
- The Norms and Standards funds are not utilised for the intended purpose
- No maintenance register is kept by School Principles
- Reporting and Monitoring of allocated funds not up to standard

- Schools are not familiar with the processes in terms of Planning for maintenance and getting the work done.
- Schools not clear on their Roles and Responsibilities in terms of maintenance

Therefore it can be concluded that the maintenance backlog has decreased but the available budget and the rate at which buildings deteriorate remains a challenge.

## 8.2. EXPENDITURE PER NATURE OF INVESTMENT

Infrastructure projects	2015/2016			2014/2015		
	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	132 420	132 420	-	161 576	161 576	-
Existing infrastructure assets	218 235	200 745	12 490	159 232	159 206	26
- Upgrades and additions	157 317	144 827	12 490	111 348	111 322	26
- Rehabilitation, renovations and refurbishments	16 427	16 427	-	30 930	30 930	-
- Maintenance and repairs	39 491	39 491	-	16 954	16 954	-
Infrastructure transfer	-	-	-	-	-	-
- Current	-	-	-	-	-	-
- Capital	-	-	-	-	-	-
<b>Total</b>	<b>345 655</b>	<b>333 165</b>	<b>12 490</b>	<b>320 808</b>	<b>320 782</b>	<b>26</b>

## 8.3. Movable Assets

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

Asset Categories	Opening Balance R'000	Additions R'000	Disposals R'000	Scrapping R'000	Closing Balance R'000
Transport	8 562	-	856	-	7 706
Computer Equipment	18 254	8 933	-	-	27 187
Furniture And Office Equipment	8 006	7 313	-	-	15 319
Other Machinery And Equipment	3 113	7 546	-	-	10 659
Minor Assets	23 139	2 819	-	-	25 958
Intangible Assets	2 020	25 455	-	-	27 475
<b>TOTAL</b>	<b>63 094</b>	<b>52 066</b>	<b>856</b>	<b>-</b>	<b>114 304</b>

The following assets were disposed off during the 2015/16 financial period:

- Five (5) trailers and
- One (1) vehicle

The additions include, amongst others, the following:

- Ten (10) mobile classrooms
- Two (2) mobile ablution blocks

- Microsoft Enterprise

Lost / Stolen Assets:

- 202 assets were reported as not found

### 8.3.2 Measures taken to ensure that the department's asset register remained up-to-date:

- The annual asset verification was conducted at Head and District Offices
- Inventory lists were updated during verification
- Spot checks conducted prior to officials signing inventory lists (RR032)
- Ensured that all assets procured are bar-coded and correctly captured on the asset register
- Spot checks performed on locations to verify movements
- Monthly reconciliation of all additions performed and submitted to Financial Accounting
- Year-end reconciliation performed between BAS and Logis to ensure that all departmental assets are properly accounted for.

### 8.3.3 The current state of the department's movable assets:

<b>Total Value of Assets (R'000)</b>	<b>114 303</b>
<b>Assets in Good Condition</b>	<b>90%</b>
<b>Asset Shortages</b>	<b>8%</b>
<b>Assets Damaged</b>	<b>2%</b>

## PART C: GOVERNANCE

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## **1. INTRODUCTION**

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

## **2. RISK MANAGEMENT**

The Department has an approved Risk Management Policy and Risk Management Strategy which was endorsed by the Risk Management Committee. The Policy and Strategy outlines the Department's commitment to implementing and maintaining an effective, efficient and transparent system of risk management.

A risk assessment was conducted for the year under review and strategic and operational risk registers, which includes ICT and Fraud risks, were developed for the Department with mitigating controls for all identified risks. A template developed by National Treasury has been implemented for risk owners to identify new and emerging risks which may occur.

The Combined Assurance Plan of the Department, which identifies and specifies the sources of assurance over the strategic risks identified during the 2015/16 risk assessment, was developed and jointly approved by the Accounting Officer and Audit Committee Chairperson.

The Risk Management Committee, which advises the Accounting Officer and management on overall risk management in the Department, is functional and regular meetings are convened.

Reporting on risk management is a standing item on the Audit Committee meeting agenda. The Audit Committee monitors and provides feedback on the effectiveness of risk management in the Department.

Risk management in the Department is developing and progress is visible in the management of risks at both Head Office and District levels. This has to a certain extent transmitted into improvements in the Department's performance.

## **3. FRAUD AND CORRUPTION**

The Department has an approved Fraud Prevention Policy and Fraud Prevention Strategy which was endorsed by the Risk Management Committee. These documents outline the process to prevent, detect and investigate reported cases of fraud in the Department.

In addition to the above-mentioned documents the Department has an approved Whistle-Blowing Policy. The Whistle-Blowing Policy of the Department complies with the Protected Disclosure Act of 2000 and officials who disclose information of unlawful or corrupt conduct by their employer or fellow officials are protected from occupational detriment, provided the disclosure is made in good faith. The process for disclosure and investigation is outlined in the Policy.

Should the investigation reveal that a possible misconduct has occurred, this will be dealt with in terms of the disciplinary procedure as outlined in the Employment of Educators Act (Act 76 of 1998) and/or the Disciplinary Code and Procedures for the Public Service as contained in PSCBC Resolution 1 of 2003. Where there is prima facie evidence of criminal conduct the matter will be reported to the South African Police Service.

#### **4. MINIMISING CONFLICT OF INTEREST**

Conflict of interest is minimised in the Department through the following processes:

- Annual declaration of financial interests by senior managers through the e-Disclosure system.
- Declaration by senior managers of close family members, partners or associates who have interests in businesses or entities which may transact with the Department.
- Declaration of interest by bid specification, bid evaluation and bid adjudication committee members on any bid which is being considered.
- Declaration of interest by recruitment and selection panel members in any of the candidates shortlisted or interviewed for a post.
- Newly appointed officials are required to sign the Public Service Code of Conduct which is placed on their personnel files.
- Supply Chain Management practitioners are required to annually sign a code of conduct where they declare any business, commercial or financial interest which, due to the position they hold, may raise possible conflict of interest.
- All service providers / suppliers who submit bids / quotes must complete the Standard Bidding Document (NCP4 - Declaration of interest) to indicate if they know any government official involved in the awarding / evaluation processes of the specific quotation / bid that may constitute a possible conflict of interest.

#### **5. CODE OF CONDUCT**

The Department of Education uses the general code of conduct prescribed in the Public Service. All employees are issued with a copy of the Public Service Code of Conduct on appointment and are required to adhere to the code at all times in the execution of their official responsibilities. The Code of Conduct is also uploaded on the Department's Human Resource Management System (HRMS). Any breach of the code of conduct is addressed through the Departmental disciplinary procedures.

#### **6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES**

The Health and Safety Committee for the Department has been established and the members have been appointed by the Head of Department. Their responsibilities as members of this Committee include, amongst others, the following:

- Representing employees' interests in terms of occupational health and safety;
- To carry out health and safety inspections of the workplace as designated above prior to the Health and Safety Committee meetings;
- Bring to the attention of employer any deviations in respect to health and safety that is brought to the Committee's attention;

First Aiders and Health and Safety representatives have been appointed by the HOD and are serving on the Health and Safety Committee for a period of 3 years, which is 01 November 2015 to 31 October 2018. All these officials attended a five (5) day training of First Aid and Health and Safety course and have been issued with accredited certificates.

The Department has an approved Health and Safety Policy and Plan which was first implemented during the previous financial year.



## 7. PORTFOLIO COMMITTEES

Table below reflects the Portfolio Committee meetings that took place in 2015/16 Financial year:

Date	Purpose
21 April 2015	2015/16 Annual Performance Plan and Budget Presentation
09 September 2015	2015/16 First Quarter Performance and Financial Report Presentation
12 November 2015	2015/16 Annual Report Presentation to Joint Portfolio Committee and SCOPA meeting
20 November 2015	2015/16 Second Quarter Performance and Financial Report Presentation
09 March 2016	2015/16 Third Quarter Performance and Financial Report Presentation

Matters that were raised in the Annual Report Presentation to Joint Portfolio Committee and SCOPA meeting are addressed below under SCOPA Resolutions.

## 8. SCOPA RESOLUTIONS

Resolution No.	Subject	Details	Response by the Department	Resolved (Yes/No)
1.	Non-Compliance with Supply Chain Management Prescripts	The non-compliance with legislation should be prevented by properly reviewing, monitoring and continuously adherence to supply chain management policy.	A finance circular has been developed and approved which outlines the financial delegations and SCM processes to ensure adherence to SCM prescripts.	Yes
2.	Audit Action Plan	The action plan developed to address internal and external audit findings should be appropriately monitored by management to ensure commitment to the plan.	An audit action plan was developed to address the 2014/15 audit findings. This plan is monitored and reported on quarterly to Provincial Treasury, Audit Committee and Senior Management.	Yes
3.	Irregular and unauthorised expenditure	The Committee acknowledges the effort taken by the Department to address irregular and unauthorised expenditure but urges the Department to speedily finalise the disciplinary process.	A process to investigate irregular expenditure has commenced to determine responsibility and implement disciplinary steps where necessary or condonement where necessary.	Yes
4.	Payment of creditors	Adequate accounting controls should exist to allow settlement of all contractual obligations and payment of creditors within the prescribed period.	An invoice tracking system has been developed to ensure that suppliers are paid within the prescribed 30 days. For 2015/16 financial year 96% of payments were processed within the prescribed period.	Yes

## 9. PRIOR MODIFICATIONS TO AUDIT REPORTS

The Department received an unqualified audit opinion on the 2014/15 Annual Financial Statements. The discussion below relates to matters of non-compliance.

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
Effective, efficient and transparent systems of risk management and internal control with respect to performance information and management were not maintained, as required by section 38(1)(a)(i) of the PFMA.	2014/15	Risk assessments are conducted annually and after endorsement by Risk Management and Audit Committees the operational and strategic risk registers are approved by the Accounting Officer. These risk registers outlines mitigation actions to address the identified risks and monitored and reported on quarterly.
The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework as required by section 40(1) (a) of the PFMA. Material misstatements of capital assets, expenditure and disclosure items identified by the auditors in the submitted financial statement were subsequently corrected, resulting in the financial statements receiving an unqualified audit opinion.	2009/10	Before submission of Annual Financial Statements there are multiple reviews both internally and externally which includes Internal Audit and Provincial Treasury Accounting Services.
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.	2008/09	Deviations are approved before orders are placed in line with the approved Financial Delegations.
Invitations for competitive bidding were not always advertised for a required minimum period, as required by TR 16A6.3(c).	2008/09	For sole suppliers and closed bids, deviations to not advertise are approved.
Bid adjudication by the implementing agent was not always done by a committee which was composed in accordance with the policies of the department, as required by TR 16A6.2 (a), (b) and (c).	2008/09	This relates to the implementing agents and a revised SLA with these agents were drafted.
Goods and services of a transaction value above R500 000 were procured without inviting competitive bids, as required by Treasury Regulations 16A6.1.	2013/14	Deviations for sole suppliers and closed bids are approved before contracts are awarded in line with the approved Financial Delegations. SLA was reviewed for implementing agents' procurement.
Invitations for competitive bidding were not always advertised in at least the government tender bulletin, as required by Treasury Regulations 16A6.3(c).	2008/09	For sole suppliers and closed bids, deviations to not advertise are approved.
Contracts and quotations were awarded to suppliers whose tax matters had not been declared by the South African Revenue Services to be in order as required by Treasury Regulations 16A9.1 (d) and the Preferential Procurement Regulations.	2011/12	This relates to the implementing agents and a revised SLA with these agents were drafted.
Contracts and quotations were awarded to bidders who did not submit a declaration on whether they are employed by the state or connected to any person employed by the state, which is prescribed in order to comply with Treasury regulation 16A8.3.	2010/11	Before order is issued or contract awarded DPSA website is checked to verify whether bidders are public servants.

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
IT related goods and services, classified as mandatory, were not procured through SITA as required by TR 16A6.3 (e).	2014/15	Quotations for IT related goods or services are sourced only from suppliers who are SITA accredited.
Construction contracts were awarded to contractors with lower grading that did not qualify for the contract in accordance with section 18(1) of the CIDB Act and CIDB regulations 17 and 25(7A).	2010/11	Infrastructure procurement is checked against CIDB suppliers' database before recommendation to SCM.
Persons in service of the Department of Education who had a private or business interest in contracts awarded by the Department of Education failed to disclose such interest, as required by Treasury Regulation 16A8.4.	2010/11	Before order is issued or contract awarded DPSA website is checked to verify whether bidders are public servants.
Employees were appointed without following a proper process to verify the claims made in their applications in contravention of public service regulation 1/VII/D.8.	2013/14	Reference checking is conducted before appointment. Verification of qualifications is conducted by a contracted service provider and utilising SAQA.
Funded vacant posts were not filled within 12 months as required by PSR 1/VII/C.1A.2	2014/15	Vacant posts are filled in line with available budget.
The accounting officer did not take effective steps to prevent irregular, fruitless and wasteful expenditure, as required by section 38(1)(c)(ii) of the Public Finance Management Act and Treasury Regulation 9.1.1.	2013/14	A financial circular was developed and approved which outlines SCM prescripts, processes and delegations which complied with will prevent irregular and fruitless and wasteful expenditure being incurred.
Contractual obligations and money owed by the Department were not settled within 30 days or an agreed period, as required by section 38(1)(f) of the Public Finance Management Act and Treasury Regulation 8.2.3.	2008/09	A manual invoice tracking system has been developed to ensure that suppliers are paid within the prescribed 30 days.
Proper control systems to safeguard and maintain assets were not implemented, as required by section 38(1)(d) of the PFMA and TR 10.1.1(a).	2012/13	Quarterly asset verifications are conducted and officials will be held accountable in cases of irregular movement of assets or theft of assets.
Effective and appropriate disciplinary steps were not taken against officials who made and permitted irregular expenditure, fruitless and wasteful expenditure, as required by section 38(1)(h)(iii) of the Public Finance Management Act and Treasury Regulation 9.1.3.	2013/14	A process to investigate these expenditures has commenced to determine responsibility and implement disciplinary steps where necessary.

## 10. INTERNAL CONTROL UNIT

Internal control located in Financial Management reviews payment batches to ensure that there is compliance with the relevant prescripts.

## **11. INTERNAL AUDIT AND AUDIT COMMITTEES**

The Internal Audit Unit is a shared function based in the Northern Cape Provincial Treasury. The Unit reported to the Accounting Officer administratively and functionally to the Audit Committee.

The Unit follows a risk-based internal audit approach. The three-year and annual internal audit plans were based on an assessment of the identified risks of the Department. The Audit Plan for the year under review was discussed with Senior Management before approval by the Audit Committee.

The Internal Audit Unit performed a wide range of operational, financial, compliance and information-technology audits. In addition to these planned audits, the Unit also attended to certain management requests. According to the 2015/16 Annual Performance Plan, the Unit targeted nineteen audit assignments and twenty-three were conducted.

The Audit Committee comprises of external members, who operate in accordance with the approved Audit Committee Charter. The Audit Committee had five sittings during the year under review. The Audit Committee plays an essential part of the Department's corporate reporting process in relation to both financial and performance reporting.

The Auditor-General South Africa, Provincial Accountant General and Provincial Risk Management Unit were invited to the Audit Committee meetings.

### **Summary of internal audit work done**

The IAU must evaluate and contribute to the improvement of governance, risk management and control processes using a systematic discipline approach:

- Governance : making appropriate recommendation by improving the governance processes
- Risk management : Evaluating risk exposures relating to the organisation's governance, operations and information system
- Control: Evaluate the adequacy and effectiveness of control in responding to risk within the organisation's governance, operations and information system.

**Audit Committee Members' Profiles and Attendance:**

Name	Qualifications	Internal or external	If internal, position in the department	Date appointed	Date Resigned	No. of Meetings attended
Adv. DJ Block	B.luris, LLB, Higher Diploma In Taxation	External		01 December 2014	N/A	05
Mr. AL Kimmie	B.Compt (Hons); RGA; SAIPA; MBA; Reg. Public Service Financial Officer	External		01 December 2014	N/A	04
Mr. V Makaleni	Bachelor of Commerce (Accounting) (UFS), Management Advancement Programme (WITS), Advanced Management Development Programme (UP), Certificate in Risk Management (UJ)	External		01 December 2014	N/A	03
Ms. OJ Gill	B Com, B Com (Hons) in Business Management, Cert. in Executive Development Program	Internal	Chief Director  Department of Road and Public Works	01 December 2014	N/A	02
Ms. E Botes	ND: Police Administration, Bachelor's degree in Police Science, Certificate in Executive Development Program	Internal	Deputy Director General  Office of the Premier	01 December 2014	N/A	00

## **12. AUDIT COMMITTEE REPORT**

The Audit Committee is pleased to present its report for the financial year ended 31 March 2016.

### ***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.

### ***The Effectiveness of Internal Control and Information and Communication Technology (ICT) Governance***

The Audit Committee has reviewed the internal audit reports, the Audit Report on the Financial Statement and the Management Report of the Auditor General of South Africa (AGSA) and has noted the weaknesses in around the following areas:

- Strategic Planning and Performance Management
- Procurement and Contract Management
- Irregular, Fruitless and Wasteful Expenditure
- Expenditure Management
- Consequence Management
- Human Resource Management
- Information Technology Governance Framework
- Movable and Immovable Assets
- Compliance with Supply Chain Management Policies and Procedures

The Audit Committee reviewed progress made with respect to the ICT Governance in line with the ICT Framework issued by the DPSA. Although there was limited progress on the ICT internal control, the Audit Committee is concerned about some deficiencies in the information technology system raised by the AGSA. The management of the Department has been urged to implement the appropriate strategies in order to address those identified shortcomings with immediate effect.

### ***Internal Audit***

In line with the PFMA and King III Report on Corporate Governance requirements, Internal Audit provides the Audit Committee and Management with assurance that the internal controls are adequate and effective. This is achieved through the implementation of a risk based internal audit plan. The Audit Committee has monitored the progress, considered internal audit reports issued after assessing the adequacy and effectiveness of internal controls designed to mitigate the risks associated with operational and strategic activities of the Department, as well as the appropriateness of the corrective actions provided by management to improve the control environment.

The Audit Committee continues to monitor the implementation of the agreed actions on an ongoing basis.

### ***In-Year Management and Monthly / Quarterly Report***

As required by the PFMA the Department has reported quarterly on performance information during the year under review to Office of the Premier and to Provincial Treasury. Reports are signed off by the Accounting Officer of the Department.

Based on the reports of Internal Auditors and the AGSA, the Audit Committee noted the concerns and weaknesses identified around reliability of performance information to support the achieved performance. Secondly management needs to improve on realigning the expenditure of the budget

with performance output on departmental strategic objectives. The management of the Department has been urged to implement the appropriate strategies in order to address those identified shortcomings with immediate effect.

### ***Risk Management***

The Audit Committee noted that the Department compiled a credible risk register both at Strategic and Operational level but is concerned about the completeness of the risk register that has been presented to the Audit Committee. The Audit Committee feels that the register lacks critical risks that are core to the challenges of the Department as reflected in AGSA and Internal Audit reports. In light of this, the Department has been urged to review, revise and update the risk register with relevant critical risks emanating from both internal and external audit reports.

To enhance its risk management maturity, the Department was further requested to capacitate the Risk Management and Internal Control Unit, hence enabling them to execute their activities.

### ***Evaluation of Financial Statements***

The Audit Committee has:

- Reviewed and discussed the audited Annual Financial Statements prepared by the Department with the AGSA and the Accounting Officer for inclusion in the Annual Report ;
- Reviewed the Interim Financial Statements as at 30 September 2015;
- Reviewed the Audit Report of the AGSA;
- Reviewed the AGSA's Management Report and Management's responses thereto;
- Reviewed the Department's compliance with legal and regulatory provisions;

### ***Report to Executive Authority***

During the 2015/16 year, the Audit Committee issued written quarterly reports to the Executive Authority on the progress made by the Department with issues relating to governance, risk management and internal control environment.


### ***Auditor General's Report***

The Audit Committee has monitored the implementation of corrective actions to address the audit issues raised in the prior years by the AGSA. The Audit Committee has met with the AGSA to ensure that there are no unresolved issues that emanated from the current regulatory audit.

The Audit Committee will ensure that the corrective actions on the detailed findings emanating from the current regulatory audit are monitored on a quarterly basis. The Audit Committee concurs and accepts the conclusion of the Auditor General Report on the annual financial statements.

### ***Appreciation***

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



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**Advocate Derick Block**  
**Chairperson of the Audit Committee**  
**Department of Education**  
**Dated: 31 July 2016**

## PART D: HUMAN RESOURCE MANAGEMENT

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## 1. INTRODUCTION

The information contained in this part of the annual report has been prescribed by the Minister for the Public Service and Administration for all departments in the public service and in line with the under-mentioned policy mandates:

Public Service Regulations (Chapter 1, Part III J.3 and J.4).  
Basic Conditions of Employment Act, 1997 (Act 75 of 1997),  
Labour Relations Act, 1995 (Act 66 of 1995),  
Employment Equity Act, 1998 (Act 55 of 1998),  
Occupational Health and Safety Act, 1993 (Act 85 of 1993),  
Compensation for Occupational Injuries and Diseases Act, 1993 (Act 130 of 1993),  
Government Employees Pension Law, 1996 (Proclamation 21 of 1996),  
Employment of Educators Act, 1998 (Act 76 of 1998),  
Public Service Act, 1994 (Proclamation 103 of 1994), and  
Constitution of the Republic of South Africa, 1996,  
Skills Development Act, 1998 (Act 97 of 1998)  
Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act 4 of 2000),  
Promotion of Access to Information Act, 2000 (Act 2 of 2000),  
Promotion of Administrative Justice Act, 2000 (Act 3 of 2000).

## 2. OVERVIEW OF HUMAN RESOURCES

### The status of human resources in the Department

The Chief Directorate Human Resource Management and Development comprises of five Directorates namely: Human Resource Practices and Administration, Employee Relations and People Management, Human Resource Planning, Provisioning and Personal Management, Human Resource Utilisation and Capacity Development and Service Delivery and Transformation. The work of the chief directorate was centered around the capacitation of internal HR systems and processes to enhance the quality of support provided to clients. Efforts were also made to ensure the capacitation and strengthening of the five district offices to ensure effective service delivery.

### Workforce planning and key strategies to attract a skilled and capable workforce

The implementation of the approved organisational structure continues to be a matter of priority both in Head Office and the District Offices as it pertains to the matching and placement of staff. The aim of the matching and placement process is to ensure that existing staff are placed in posts that would best fit their skills, qualifications and appropriate experience. The Department is further engaged in a national project to update and correct educator profiles on the personnel administration system. The human resource priorities as encapsulated in the Human Resource Plan of the Department focused on the following sector priorities:

- **Early Childhood Development:** The focus was on the development of conditions of service for ECD practitioners to attract and retain staff. The Department liaised with the Department of Basic Education on the project.
- **Inclusive Education:** The staff establishments of LSEN schools for the second time this year was run on a separate model from the staff establishments of public ordinary schools. This development ensured that special school received favourable allocations to support learners with special needs and barriers to learning.
- **The Integrated Farm and Small School Strategy:** The strategy was approved in January 2014. The Department consistently ensured through appropriate allocations that no rural or farm schools are one-person schools. The continued payment of the rural incentive to PL1 educators further enhanced the efforts of the Department to retain educators with the necessary qualifications and experience in farm and rural schools.

### Employee performance management

All staff with the exception of SL 1-4 signed performance agreements and submitted quarterly and annual reviews for the 2015/2016 financial year. The performance management processes are well institutionalized and a high level of compliance is maintained.

### Employee wellness programme

All four Employee Health and wellness operational plans as per the DPSA requirements were developed and implemented in the year under review. Several wellness initiatives were implemented successfully such as training on financial wellness, health and wellness sessions, training of first aiders etc.

### Achievements and challenges faced by the department, as well as future human resource plans /goals.

In the year under review the Chief Directorate performed fairly well considering the inherent service delivery challenges in the sector. The Department successfully issued all public ordinary and special schools with their 2016 staff establishments by August 2015. This is a huge achievement as the establishments were issued a month in advance of the required date. The Department continues to experience challenges with regards to educators exiting the system for various reasons. However, in an effort to curb that and to stabilise employment in the sector, the Department contracted all temporary educators for a full year and provided these educators with the opportunity to access full service benefits.

In terms of collective bargaining the unit managed to achieve 100% compliance with regards to the performance of the Northern Cape Provincial Chamber of the Education Labour Relations Council and therefore promoting labour peace in the sector.

The Chief Directorate also managed to reduce the number of disputes lodged by employees as well as ensuring that grievances were addressed promptly and adequately within the required timeframes.

## 3. HUMAN RESOURCES OVERSIGHT STATISTICS

### HUMAN RESOURCES OVERSIGHT STATISTICS

#### 3.1 Personnel related expenditure

The following tables summarise the final audited personnel related expenditure by programme and by salary bands. In particular, they provide an indication of the following:

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

Programme	Programme Designation
Programme 1	Administration
Programme 2	Public ordinary school education
Programme 3	Independent school education
Programme 4	Public special school education
Programme 5	Early childhood development
Programme 6	Infrastructure development
Programme 7	Examination & education related services

**Table 3.1.1 Personnel expenditure by programme for the period 1 April 2015 to 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)	Number of Employees
Programme 1*	550 970	410 033	530	-	74.42%	382.85	1071
Programme 2	3 756 123	3 266 553	2 408	-	86.97%	312.92	10 439
Programme 3	7 887	-	-	-	-	-	-
Programme 4	112 632	99 658	-	-	88.48%	304.76	327
Programme 5	83 355	63 465	2 084	-	76.14%	83.95	756
Programme 6**	443 442	13 173	37	-	2.97%	258.29	51
Programme 7	146 708	58 486	1 138	-	39.87%	590.77	99
<b>Total</b>	<b>5 101 117</b>	<b>3 911 368</b>	<b>6 197</b>	<b>-</b>	<b>76.68%</b>	<b>306.94</b>	<b>12 743</b>

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

Salary band	Personnel expenditure (R'000)	% of total personnel cost	Average personnel cost per employee (R'000)	No. of employees
Lower skilled (Levels 1-2)	103 865	2.66%	121.91	852
Skilled (level 3-5)	426 207	10.90%	183.79	2 319
Highly skilled production (levels 6-8)	2 061 923	52.72%	324.87	6 347
Highly skilled supervision (levels 9-12)	1 233 815	31.54%	506.70	2 435
Senior and Top management (levels 13-16)	39 345	1.01%	1 008.84	39
Abnormal	46 213	1.18%	61.54	751
<b>Total</b>	<b>3 911 368</b>	<b>100.00%</b>	<b>306.94</b>	<b>12 743</b>

The following tables provide a summary per programme (Table 3.1.3) and salary bands (Table 3.1.4), of expenditure incurred as a result of salaries, overtime, housing allowance and medical assistance. In each case, the table provides an indication of the percentage of the personnel budget that was used for these items.

**Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2015 to 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
Programme 1	287 521	7.35%	951	0.02%	10 269	0.26%	17 857	0.45%
Programme 2	2 422 597	61.94%	728	0.02%	95 836	2.45%	144 002	3.67%
Programme 4	78 553	2.01%	184	0.00%	3 692	0.09%	5 800	0.15%
Programme 5	15 499	0.40%	-	-	478	0.01%	910	0.02%
Programme 6	8 549	0.22%	-	-	169	0.00%	209	0.01%
Programme 7	41 077	1.05%	1 501	0.04%	1 136	0.03%	2 264	0.06%
<b>Total</b>	<b>2 853 796</b>	<b>72.96%</b>	<b>3 364</b>	<b>0.09%</b>	<b>111 580</b>	<b>2.85%</b>	<b>170 469</b>	<b>4.36%</b>

**Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2015 to 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)	72 039	1.84%	268	0.01%	10 140	0.26%	6 311	0.16%
Skilled (level 3-5)	299 386	7.65%	1 672	0.04%	27 813	0.71%	22 586	0.58%
Highly skilled production (levels 6-8)	1 515 108	38.74%	581	0.01%	70 530	1.80%	93 318	2.39%
Highly skilled supervision (levels 9-12)	896 436	22.92%	843	0.02%	3 097	0.08%	47 864	1.22%
Senior management (level 13-16)	24 614	0.63%	-	-	-	-	390	0.01%
Abnormal	46 213	1.18%	-	-	-	-	-	-
<b>Total</b>	<b>2 853 796</b>	<b>72.96%</b>	<b>3 364</b>	<b>0.09%</b>	<b>111 580</b>	<b>2.85%</b>	<b>170 469</b>	<b>4.36%</b>

### 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 percentage of posts vacant, and whether there are any staff that are additional to the establishment.

This information is presented in terms of two key variables:

- \* programme (Table 3.2.1) and
- \* salary band (Table 3.2.2)
- \* 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**

Personnel Group	Programme	Number of funded posts	Unfunded posts	Number of Posts Filled	Vacancy Rate %	Number of persons additional to the establishment	Total number of employees
All Personnel	Programme 1	1 098	554	1 008	8.20%	2	1 010
	Programme 2	11 073	29	10 661	3.72%	59	10 720
	Programme 4	405	-	385	4.94%	7	392
	Programme 5	68	11	53	22.06%	698	751
	Programme 6	37	-	37	0.00%	3	40
	Programme 7	160	103	136	15.00%	-	136
	<b>Total</b>	<b>12 841</b>	<b>697</b>	<b>12 280</b>	<b>4.37%</b>	<b>769</b>	<b>13 049</b>

Personnel Group	Programme	Number of funded posts	Unfunded posts	Number of Posts Filled	Vacancy Rate %	Number of persons additional to the establishment	Total number of employees
Educators	Programme 1	354	137	336	5.08%	-	336
	Programme 2	9 004	11	8 791	2.37%	59	8 850
	Programme 4	235	-	218	7.23%	7	225
	Programme 5	66	5	51	22.73%	698	749
	Programme 6	1	-	1	0.00%	-	1
	Programme 7	68	33	50	26.47%	-	50
	<b>Total</b>	<b>9 728</b>	<b>186</b>	<b>9 447</b>	<b>2.89%</b>	<b>764</b>	<b>10 211</b>
Public Service Personnel	Programme 1	744	417	672	9.68%	2	672
	Programme 2	2 069	18	1 870	9.62%	-	1 871
	Programme 4	170	-	167	1.76%	-	167
	Programme 5	2	6	2	-	-	2
	Programme 6	36	-	36	-	3	36
	Programme 7	92	70	86	6.52%	-	86
	<b>Total</b>	<b>3 113</b>	<b>511</b>	<b>2 833</b>	<b>8.99%</b>	<b>5</b>	<b>2 838</b>

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

Personnel Group	Salary Band	Number of funded posts	Unfunded Posts	Number of Posts Filled	Vacancy Rate %	Number of persons additional to the establishment	Total number of employees
All Personnel	Lower Skilled (Levels 1-2)	919	33	869	5.44%	-	869
	Skilled (Levels 3-5)	2 558	132	2 382	6.88%	-	2 382
	Highly skilled production (Levels 6-8)	6 702	247	6 594	1.61%	-	6 593
	Highly skilled supervision (Levels 9-12)	2 616	277	2 397	8.37%	-	2 397
	Senior Management (Levels 13-16)	46	8	38	17.39%	-	39
	Abnormal appointments	-	-	-	-	769	769
	<b>Total</b>	<b>12 841</b>	<b>697</b>	<b>12 280</b>	<b>4.37%</b>	<b>769</b>	<b>13 049</b>
Educators	Lower Skilled (Levels 1-2)	-	-	-	-	-	-
	Skilled (Levels 3-5)	962	-	920	4.37%	-	920
	Highly skilled production (Levels 6-8)	6 300	-	6 247	0.84%	-	6 247
	Highly skilled supervision (Levels 9-12)	2 466	186	2 280	7.54%	-	2 280
	Senior Management (Levels 13-16)	-	-	-	-	-	-
	Abnormal appointments	-	-	-	-	764	764
	<b>Total</b>	<b>9 728</b>	<b>186</b>	<b>9 447</b>	<b>2.89%</b>	<b>764</b>	<b>10 211</b>
Public Service Personnel	Lower Skilled (Levels 1-2)	919	33	869	5.44%	-	869
	Skilled (Levels 3-5)	1596	132	1462	8.40%	-	1462
	Highly skilled production (Levels 6-8)	402	247	347	13.68%	-	347
	Highly skilled supervision (Levels 9-12)	150	91	117	22.00%	-	117

Personnel Group	Salary Band	Number of funded posts	Unfunded Posts	Number of Posts Filled	Vacancy Rate %	Number of persons additional to the establishment	Total number of employees
	Senior Management (Levels 13-16)	46	8	38	17.39%	-	38
	Abnormal appointments	-	-	-	-	5	5
	<b>Total</b>	<b>3 113</b>	<b>511</b>	<b>2 833</b>	<b>8.99%</b>	<b>5</b>	<b>2 838</b>

**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
Infrastructure	13	2	84.6%	3
Curriculum & Examinations (FET)	47	42	10.6%	3
Curriculum & Examinations (GET)	74	46	37.8%	1
<b>Total</b>	<b>134</b>	<b>90</b>	<b>32.8%</b>	<b>7</b>

### 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	Number of SMS posts per level		Number of SMS posts filled per level	% of SMS posts filled per level	Number of SMS posts vacant per level	% of SMS posts vacant per level
	Funded	Unfunded				
Director-General/ Head of Department	1	0	1	100.00%	0	0.00%
Salary level 16, but not HOD	0	0	0	0.00%	0	0.00%
Salary Level 15	4	0	1	25.00%	3	75.00%
Salary Level 14	8	1	*9	100.00%	0	0.00%
Salary Level 13	33	7	27	81.82%	5	18.18%
<b>Total</b>	<b>46</b>	<b>8</b>	<b>38</b>	<b>82.61%</b>	<b>8</b>	<b>17.39%</b>
<b>Note: *One official is currently on salary level 14 but is carried against a salary level 13 post(out of adjustment)</b>						

**Table 3.3.2 SMS post information as on 30 September 2015**

SMS Level	Number of SMS posts per level		Number of SMS posts filled per level	% of SMS posts filled per level	Number of SMS posts vacant per level	% of SMS posts vacant per level
	Funded	Unfunded				
Director-General/ Head of Department	1	0	1	100.00%	0	0.00%
Salary level 16, but not HOD	0	0	0	0.00%	0	0.00%
Salary Level 15	4	0	1	25.00%	3	75.00%
Salary Level 14	8	1	*9	100.00%	0	0.00%
Salary Level 13	33	7	25	75.76%	7	24.24%
<b>Total</b>	<b>46</b>	<b>8</b>	<b>36</b>	<b>78.26%</b>	<b>10</b>	<b>21.74%</b>
<b>Note: *One official is currently on salary level 14 but is carried against a salary level 13 post(out of adjustment)</b>						

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

SMS Level	Advertising	Filling of Posts	
	Number of Vacancies per Level Advertised in 6 Months of becoming Vacant	Number of Vacancies per Level Filled in 6 Months after becoming Vacant	Number of Vacancies per Level not Filled in 6 Months but Filled in 12 Months
Director-General/ Head of Department	0	0	0
Salary level 16, but not HOD	0	0	0
Salary Level 15	0	0	0
Salary Level 14	0	0	0
Salary Level 13	0	0	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>2</b>

**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 to 31 March 2016**

<b>Reasons for vacancies not advertised within six months</b>
SMS level posts not advertised due to reprioritisation and budgetary constraints.
<b>Reasons for vacancies not filled within six months</b>
SMS level posts not filled due to reprioritisation and budgetary constraints.

**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 to 31 March 2016**

<b>Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months</b>
N/A

### 3.4 Job Evaluation

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

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

Salary Band	Total number of posts as on 31 March 2016	Number of posts evaluated	% of posts evaluated by Salary Bands	Posts Upgraded		Posts Downgraded	
				Number	% of number of posts	Number	% of number of posts
Lower skilled (Levels 1-2)	869	0	0.00%	0	0.00%	0	0.00%
Skilled (Levels 3-5)	2 382	0	0.00%	0	0.00%	0	0.00%
Highly skilled production (Levels 6-8)	6 594	0	0.00%	0	0.00%	0	0.00%
Highly skilled supervision (Levels 9-12)	2 397	0	0.00%	0	0.00%	0	0.00%
Senior Management Service Band A (Level 13)	27	0	0.00%	0	0.00%	0	0.00%
Senior Management Service Band B (Level 14)	9	0	0.00%	0	0.00%	0	0.00%
Senior Management Service Band C (Level 15)	1	0	0.00%	0	0.00%	0	0.00%
Senior Management Service Band D (Level 16)	1	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>12 280</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Note:</b> Only public service posts are subjected to job evaluation procedures. Reprioritization of Activities in Unit resorting in matching& placement being undertaken as priority 1.							

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 to 31 March 2016**

Gender	African	Coloured	Indian	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Employees with a disability</b>					

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 to 31 March 2016**

Total number of Employees whose salaries exceeded the grades determine by job evaluation	None
--	------

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 to 31 March 2016**

Total number of Employees whose salaries exceeded the grades determine by job evaluation	None
--	------

### 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 to 31 March 2016**

Personnel Group	Salary Band	Number of Employees per band as on 31 March 2015	Appointments	Transfers into the department	Appointments and transfers into the department	Terminations	Transfers out of the department	Terminations and transfers out of the department	Turnover rate %
All Personnel	Lower skilled (Levels 1-2)	852	59	0	59	38	0	38	2.46%
	Skilled (Levels 3-5)	2 345	1363	6	1 369	1 013	22	1 035	14.24%
	Highly skilled production (Levels 6-8)	6 382	1629	3	1 632	1 545	11	1 556	1.19%
	Highly skilled supervision (Levels 9-12)	2 444	59	1	60	232	2	234	0.00%
	Senior Management Service Band A (Level 13)	27	1	0	1	2	1	3	0.00%
	Senior Management Service Band B (Level 14)	10	0	0	0	0	1	1	0.00%
	Senior Management Service Band C (Level 15)	2	0	0	0	0	0	0	0.00%
	Senior Management Service Band D (Level 16)	0	0	0	0	0	0	0	0.00%
	<b>Total</b>	<b>12 062</b>	<b>3 111</b>	<b>10</b>	<b>3 121</b>	<b>2 830</b>	<b>37</b>	<b>2 867</b>	<b>2.11%</b>

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Personnel Group	Salary Band	Number of Employees per band as on 31 March 2015	Appointments	Transfers into the department	Appointments and transfers into the department	Terminations	Transfers out of the department	Terminations and transfers out of the department	Turnover rate %
<b>Educators</b>	Lower skilled (Levels 1-2)	0	0	0	0	0	0	0	0.00%
	Skilled (Levels 3-5)	812	1 262	6	1 268	854	16	870	49.01%
	Highly skilled production (Levels 6-8)	6 034	1 597	0	1 597	1 508	11	1 519	1.29%
	Highly skilled supervision (Levels 9-12)	2 326	49	0	49	225	0	225	0.00%
	Senior Management Service Band A (Level 13)	0	0	0	0	0	0	0	0.00%
	Senior Management Service Band B (Level 14)	0	0	0	0	0	0	0	0.00%
	Senior Management Service Band C (Level 15)	0	0	0	0	0	0	0	0.00%
	Senior Management Service Band D (Level 16)	0	0	0	0	0	0	0	0.00%
	<b>Total</b>	<b>9 172</b>	<b>2 908</b>	<b>6</b>	<b>2 914</b>	<b>2 587</b>	<b>27</b>	<b>2 614</b>	<b>3.27%</b>
<b>Public Service</b>	Lower skilled (Levels 1-2)	852	59	0	59	38	0	38	2.46%
	Skilled (Levels 3-5)	1 533	101	0	101	159	6	165	0.00%
	Highly skilled production (Levels 6-8)	348	32	3	35	37	0	37	0.00%
	Highly skilled supervision (Levels 9-12)	118	10	1	11	7	2	9	1.69%
	Senior Management Service Band A (Level 13)	27	1	0	1	2	1	3	0.00%
	Senior Management Service Band B (Level 14)	10	0	0	0	0	1	1	0.00%
	Senior Management Service Band C (Level 15)	2	0	0	0	0	0	0	0.00%
	Senior Management Service Band D (Level 16)	0	0	0	0	0	0	0	0.00%
	<b>Total</b>	<b>2 890</b>	<b>203</b>	<b>4</b>	<b>207</b>	<b>243</b>	<b>10</b>	<b>253</b>	<b>0.00%</b>

**Notes:**

Column 3 (number of employees) includes all Nature of Appointments and Excess Personnel and excludes the Executive Authority.

Public Servants and Educators who do not occupy permanent positions are appointed on contract for closed periods. This includes employees appointed to substantive vacancies which arise as a result of natural attrition, deaths, promotions, etc., and employees (educators) appointed as substitutes in the place of those absent from duty because of sick leave, maternity leave, etc. This implies that the same employee can be appointed up to four times in a particular reporting year because each contract is regarded as a new appointment. The expiry of the contract is regarded as a termination of service for reporting purposes and this is the reason for the exceptionally high number of terminations.

**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
Infrastructure	2	0	0	0.00%
Curriculum & Examinations (FET)	38	6	2	5.00%
Curriculum & Examinations (GET)	47	2	3	6.5%
<b>Total</b>	<b>87</b>	<b>8</b>	<b>5</b>	<b>5.6%</b>

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

**Table 3.5.3.1 Reasons why staff left the department for the period 1 April 2015 to 31 March 2016**

Group	Termination type	Number of Personnel	% of Total Exits	Number of exits as a % of the total number of employees as at 31 March 2015
<b>All Personnel</b>	Death / Demise	54	1.88%	0.45%
	Resignation	418	14.58%	3.47%
	Expiry of contract*	2 066	72.06%	17.13%
	Dismissal - misconduct	21	0.73%	0.17%
	Discharged due to ill-health	20	0.70%	0.17%
	Retirement	251	8.75%	2.08%
	Transfer to other Public Service Departments	37	1.29%	0.31%
	<b>Total</b>	<b>2 867</b>	<b>100.00%</b>	<b>23.77%</b>
<b>Educators</b>	Death/ Demise	37	1.42%	0.40%
	Resignation	367	14.04%	4.00%
	Expiry of contract *	1 970	75.36%	21.48%
	Dismissal – misconduct	13	0.50%	0.14%
	Discharged due to ill-health	16	0.61%	0.17%
	Retirement	184	7.04%	2.01%
	Transfers to other Public Service departments	27	1.03%	0.29%
	<b>Total</b>	<b>2 614</b>	<b>100.00%</b>	<b>28.50%</b>
<b>Public Service Staff</b>	Death/ Demise	17	6.72%	0.59%
	Resignation	51	20.16%	1.76%
	Expiry of contract *	96	37.94%	3.32%
	Dismissal – misconduct	8	3.16%	0.28%
	Discharged due to ill-health	4	1.58%	0.14%
	Retirement	67	26.48%	2.32%
	Transfers to other Public Service departments	10	3.95%	0.35%
	<b>Total</b>	<b>253</b>	<b>100.00%</b>	<b>8.75%</b>

**Note:**  
\* The "Expiry of Contract" number is high in comparison to the other termination reasons. The high figure is because contract employees are appointed for closed contract periods. These posts are advertised within the framework of applicable collective agreements to be filled permanently. Furthermore, substitute educators are appointed in the place of educators who utilise leave or are seconded.

**Table 3.5.3.2 Reasons why staff resigned, 1 April 2015 to 31 March 2016**

Group	Termination type	All Personnel Number	% of Total Exits
All Personnel	Age	8	1.91%
	Bad Health	4	0.96%
	Better Remuneration	90	21.53%
	Contract Expired	2	0.48%
	Further Studies	1	0.24%
	Marriage	1	0.24%
	Nature of Work	76	18.18%
	Other Occupation	95	22.73%
	Personal Grievances	11	2.63%
	Resigning Of Position	128	30.62%
	Transfer(Spouse)	2	0.48%
	<b>Grand Total</b>	<b>418</b>	<b>100.00%</b>
Educators	Age	6	1.63%
	Bad Health	1	0.27%
	Better Remuneration	82	22.34%
	Contract Expired	2	0.54%
	Further Studies	1	0.27%
	Nature of Work	73	19.89%
	Other Occupation	81	22.07%
	Personal Grievances	10	2.72%
	Resigning Of Position	109	29.70%
	Transfer(Spouse)	2	0.54%
	<b>Total</b>	<b>367</b>	<b>100.00%</b>
Public Service Staff	Age	2	3.92%
	Bad Health	3	5.88%
	Better Remuneration	8	15.69%
	Marriage	1	1.96%
	Nature of Work	3	5.88%
	Other Occupation	14	27.45%
	Personal Grievances	1	1.96%
	Resigning Of Position	19	37.25%
	<b>Total</b>	<b>51</b>	<b>100.00%</b>

**Table 3.5.3.3 Age groups of permanent staff who resigned, 1 April 2015 to 31 March 2016**

Ages	Resignations - All Staff	All Staff - %	Resignations - Educators	Educators - %	Resignations Public - Service staff	Public Service staff - %
Ages 20 to 24	27	7.36%	1	1.96%	28	6.70%
Ages 25 to 29	45	12.26%	2	3.92%	47	11.24%
Ages 30 to 34	31	8.45%	3	5.88%	34	8.13%
Ages 35 to 39	28	7.63%	6	11.76%	34	8.13%
Ages 40 to 44	53	14.44%	5	9.80%	58	13.88%
Ages 45 to 49	74	20.16%	5	9.80%	79	18.90%
Ages 50 to 54	60	16.35%	16	31.37%	76	18.18%
Ages 55 to 59	31	8.45%	10	19.61%	41	9.81%
Ages 60 to 64	13	3.54%	0	0.00%	13	3.11%
Ages 65 >	5	1.36%	3	5.88%	8	1.91%
<b>Total</b>	<b>367</b>	<b>100.00%</b>	<b>51</b>	<b>100.00%</b>	<b>418</b>	<b>100.00%</b>

**Table 3.5.3.4 Granting of employee initiated severance packages: 1 April 2015 to 31 March 2016**

Total number of employee initiated severance packages in 2015/ 2016	<b>0</b>
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**Table 3.5.4 Promotions by critical occupation for the period 1 April 2015 to 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
n/a	n/a	n/a	n/a	n/a	n/a

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

Personnel Group	Salary Band	Employees as at 31 March 2015	Promotion to another salary level	Salary Level promotions as a % of employees by salary band	Progressions to another notch within a salary level	Notch progressions as a % of employees by salary band
<b>All personnel</b>	Lower skilled (Levels 1-2)	852	0	0.00%	498	58.45%
	Skilled (Levels 3-5)	2 345	3	0.13%	1 314	56.03%
	Highly skilled production (Levels 6-8)	6 382	349	5.47%	4 422	69.29%
	Highly skilled supervision (Levels 9-12)	2 444	266	10.88%	2 046	83.72%
	Senior management (Levels 13-16)	39	3	7.69%	23	58.97%
	<b>Total</b>	<b>12 062</b>	<b>621</b>	<b>5.15%</b>	<b>8 303</b>	<b>68.84%</b>
<b>Educators</b>	Lower Skilled (Levels 1-2)	0	0	0.00%	0	0.00%
	Skilled (Levels 3-5)	812	0	0.00%	135	16.63%
	Highly skilled production (Levels 6-8)	6034	344	5.70%	4 248	70.40%
	Highly skilled supervision (Levels 9-12)	2 326	262	11.26%	1 982	85.21%
	Senior Management (Levels 13-16)	0	0	0.00%	0	0.00%
	<b>Total</b>	<b>9 172</b>	<b>606</b>	<b>6.61%</b>	<b>6 365</b>	<b>69.40%</b>

Personnel Group	Salary Band	Employees as at 31 March 2015	Promotion to another salary level	Salary Level promotions as a % of employees by salary band	Progressions to another notch within a salary level	Notch progressions as a % of employees by salary band
Public service	Lower Skilled (Levels 1-2)	852	0	0.00%	498	58.45%
	Skilled (Levels 3-5)	1 533	3	0.20%	1 179	76.91%
	Highly skilled production (Levels 6-8)	348	5	1.44%	174	50.00%
	Highly skilled supervision (Levels 9-12)	118	4	3.39%	64	54.24%
	Senior Management (Levels 13-16)	39	3	7.69%	23	58.97%
	<b>Total</b>	<b>2 890</b>	<b>15</b>	<b>0.52%</b>	<b>1 938</b>	<b>67.06%</b>

### 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 Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management (Levels 14-16)	4	2	0	0	3	2	0	0	0	0	11
Senior management (Level 13)	7	8	0	1	5	5	0	1	0	0	27
Professionally qualified and experienced specialists and mid-management (Levels 11-12)	91	149	0	54	46	40	0	12	0	0	392
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (Levels 8-10)	525	731	1	140	1013	943	1	410	8	3	3 775
Semi-skilled and discretionary decision making (Levels 4-7)	792	798	5	104	2 122	1 964	3	659	187	70	6 704
Unskilled and defined decision making (Levels 1-3)	244	300	1	6	387	367	2	13	34	18	1 372
<b>Total</b>	<b>1 663</b>	<b>1 988</b>	<b>7</b>	<b>305</b>	<b>3 576</b>	<b>3 321</b>	<b>6</b>	<b>1 095</b>	<b>229</b>	<b>91</b>	<b>12 281</b>

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management (Levels 14-16)	0	0	0	0	0	0	0	0	0	0	0
Senior management (Level 13)	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management (Levels 11-12)	0	0	0	0	0	0	0	0	0	0	0

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (Levels 8-10)	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making (Levels 4-7)	2	1	0	0	1	1	0	0	0	0	5
Unskilled and defined decision making (Levels 1-3)	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management (Levels 14-16)	0	0	0	0	0	0	0	0	0	0	0
Senior management (Level 13)	1	0	0	0	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management (Levels 11-12)	2	7	0	0	4	0	0	0	0	0	13
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (Levels 8-10)	67	130	0	8	77	105	0	16	0	0	403
Semi-skilled and discretionary decision making (Levels 4-7)	257	217	1	36	333	420	0	198	223	83	1768
Unskilled and defined decision making (Levels 1-3)	62	149	0	8	246	338	0	32	61	32	928
<b>Total</b>	<b>389</b>	<b>503</b>	<b>1</b>	<b>52</b>	<b>660</b>	<b>863</b>	<b>0</b>	<b>246</b>	<b>284</b>	<b>115</b>	<b>3 113</b>

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management (Levels 14-16)	1	0	0	0	0	0	0	0	0	0	1
Senior management (Level 13)	1	0	0	0	1	0	0	0	0	0	2

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Professionally qualified and experienced specialists and mid-management (Levels 11-12)	14	19	0	9	5	6	0	2	0	0	55
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (Levels 8-10)	93	74	1	10	158	120	0	51	0	1	508
Semi-skilled and discretionary decision making (Levels 4-7)	4	10	0	0	21	18	0	2	0	0	55
Unskilled and defined decision making (Levels 1-3)	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>113</b>	<b>103</b>	<b>1</b>	<b>19</b>	<b>185</b>	<b>144</b>	<b>0</b>	<b>55</b>	<b>0</b>	<b>1</b>	<b>621</b>

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

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management (Levels 14-16)	0	0	0	0	0	0	0	0	0	0	0
Senior management (Level 13)	2	0	0	0	0	0	0	0	0	0	2
Professionally qualified and experienced specialists and mid-management (Levels 11-12)	5	20	0	3	3	4	0	1	0	0	36
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (Levels 8-10)	71	151	0	16	129	127	0	58	1	1	554
Semi-skilled and discretionary decision making (Levels 4-7)	234	218	0	34	304	426	0	183	184	69	1 652
Unskilled and defined decision making (Levels 1-3)	43	107	0	4	139	218	0	10	46	19	586
<b>Total</b>	<b>355</b>	<b>496</b>	<b>0</b>	<b>57</b>	<b>575</b>	<b>775</b>	<b>0</b>	<b>252</b>	<b>231</b>	<b>89</b>	<b>2 830</b>

**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	
All types	9	5	0	2	6	1	0	0	23



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

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management (Levels 14-16)	48	41	0	8	35	26	4	0	162
Senior management (Level 13)	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management (Levels 11-12)	320	280	10	200	222	170	8	140	1 350
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (Levels 8-10)	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making (Levels 4-7)	155	148	42	126	98	94	37	85	785
Unskilled and defined decision making (Levels 1-3)	49	42	20	36	38	29	6	25	245
<b>Grand Total</b>	<b>572</b>	<b>511</b>	<b>72</b>	<b>370</b>	<b>393</b>	<b>319</b>	<b>55</b>	<b>250</b>	<b>2 542</b>
<b>Note:</b> There is no alignment between the Organising Framework for Occupations (OFO) reported to the SETAs and the occupation categories listed under the Code of Remuneration (CORE). The Department has aligned the CORE occupation categories with the OFO occupation categories for reporting purposes in respect of the number of employees.									

### 3.7 Signing of Performance Agreements by SMS Members

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

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

SMS Level	Number of funded SMS posts per level	Number of SMS members per level	Number of signed Performance Agreements per level	Signed Performance Agreements as % of SMS members per level
Director- General/ Head of Department	1	1	1	100.00%
Salary level 16, but not HOD	0	0	0	0.00%
Salary Level 15	4	1	1	100.00%
Salary Level 14	8	9	9	100.00%
Salary Level 13	33	24	21	87.50%
<b>Total</b>	<b>46</b>	<b>35</b>	<b>32</b>	<b>91.43%</b>

**Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 May 2015**

Reasons
These officials, even though they are at SMS salary levels, are Deputy Directors on a personal notch.

**Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 May 2015**

Reasons
N/A

### 3.8 Performance Rewards

To encourage good performance, the department has granted the following performance rewards, allocated to personnel for the performance period 2014/15, but paid during the year under review. The information is presented in terms of race, gender and disability (Table 3.8.3) and salary bands (Table 3.8.4).

**Table 3.8.1 Notch progressions by salary band, 1 April 2015 to 31 March 2016**

Salary Band	Employees as at 31 March 2015	Progressions to another notch within a salary level	Notch progressions as a % of employees by salary band
Lower skilled (Levels 1-2)	875	498	58.45%
Skilled (Levels 3-5)	2 822	1 314	58.03%
Highly skilled production (Levels 6-8)	5 982	4422	69.29%
Highly skilled supervision (Levels 9-12)	2 401	2 046	83.72%
Senior management (Levels 13-16)	41	23	57.50%
<b>Total</b>	<b>12 063</b>	<b>8 303</b>	<b>68.83%</b>

**Table 3.8.2 Notch progressions by critical occupation, 1 April 2015 to 31 March 2016**

Critical Occupations	Employees as at 31 March 2014	Progressions to another notch within a salary level	Notch progressions as a % of employees by salary band
n/a	n/a	n/a	n/a
<b>Total</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>

**Table 3.8.3 Performance Rewards by race, gender and disability for the period 1 April 2015 to 31 March 2016**

Personnel Group	Race and Gender	Beneficiary Profile			Cost (R'000)	
		Number of beneficiaries	Total number of employees in group	% of total within group	Cost (R'000)	Average cost per employee
<b>EDUCATORS</b>	<b>African</b>	<b>2</b>	<b>4 060</b>	<b>0.05%</b>	<b>54.03</b>	<b>27.02</b>
	Male	2	1 285	0.16%	54.03	27.02
	Female	0	2 775	0.00%	0	0
	<b>Coloured</b>	<b>0</b>	<b>3 797</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>
	Male	0	1 422	0.00%	0	0
	Female	0	2 375	0.00%	0	0
	<b>Indian</b>	<b>0</b>	<b>16</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>
	Male	0	8	0.00%	0	0
	Female	0	8	0.00%	0	0
	<b>White</b>	<b>0</b>	<b>1 299</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>
	Male	0	301	0.00%	0	0
	Female	0	998	0.00%	0	0
	<b>Disabled</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>
	<b>Total</b>	<b>2</b>	<b>9 172</b>	<b>0.02%</b>	<b>54.03</b>	<b>27.01</b>
<b>PUBLIC SERVICE</b>	<b>African</b>	<b>394</b>	<b>1 310</b>	<b>30.08%</b>	<b>3 150.61</b>	<b>8.00</b>
	Male	136	529	25.71%	1 346.25	9.90
	Female	258	781	33.03%	1 804.36	6.99
	<b>Coloured</b>	<b>488</b>	<b>1 446</b>	<b>33.75%</b>	<b>3 738.69</b>	<b>7.66</b>
	Male	160	568	28.17%	1 270.90	7.94
	Female	328	878	37.36%	2 467.79	7.52
	<b>Indian</b>	<b>2</b>	<b>5</b>	<b>40.00%</b>	<b>8.35</b>	<b>4.18</b>
	Male	2	2	100.00%	8.35	4.18
	Female	0	3	0.00%	0.00	0.00
	<b>White</b>	<b>50</b>	<b>123</b>	<b>40.65%</b>	<b>437.73</b>	<b>8.75</b>
	Male	2	13	15.38%	11.32	5.66
	Female	48	110	43.64%	426.41	8.88
	<b>Disabled</b>	<b>2</b>	<b>6</b>	<b>33.33%</b>	<b>12.56</b>	<b>6.28</b>
	<b>Total</b>	<b>936</b>	<b>2 890</b>	<b>32.39%</b>	<b>7 347.94</b>	<b>7.85</b>
<b>Grand Total</b>		<b>938</b>	<b>12 062</b>	<b>7.78%</b>	<b>7 401.97</b>	<b>7.89</b>
<b>Note:</b> *The two Educators referred to above were Public Service employees at the time they qualified for the performance bonuses.						

**Table 3.8.4 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2015 to 31 March 2016**

Group	Salary bands	Beneficiary Profile			Cost (R'000)		
		Number of beneficiaries	Total number of employees in group	% of total within salary bands	Cost (R'000)	Average cost (R'000) per beneficiary	Cost as a % of the total personnel expenditure
Educators	Lower Skilled (Levels 1-2)	0	0	0.00%	0	0	0.00%
	Skilled (Levels 3-5)	0	855	0.00%	0	0	0.00%
	Highly skilled production (Levels 6-8)	0	264	0.00%	0	0	0.00%
	Highly skilled supervision (Levels 9-12)	2	8 053	0.02%	54.03	27.02	0.00%
	<b>Total</b>	<b>2</b>	<b>9 172</b>	<b>0.02%</b>	<b>54.03</b>	<b>27.02</b>	<b>0.00%</b>
Public Service	Lower Skilled (Levels 1-2)	212	855	24.80%	862.13	4.07	0.02%
	Skilled (Levels 3-5)	526	1 531	34.36%	3 439.16	6.54	0.09%
	Highly skilled production (Levels 6-8)	146	354	41.24%	1 598.95	10.95	0.04%
	Highly skilled supervision (Levels 9-12)	44	111	39.64%	992.74	22.56	0.03%
	<b>Total</b>	<b>928</b>	<b>2 851</b>	<b>32.55%</b>	<b>6 892.98</b>	<b>7.43</b>	<b>0.18%</b>
<b>Grand Total</b>		<b>930</b>	<b>12 023</b>	<b>7.74%</b>	<b>6 947.01</b>	<b>7.47</b>	<b>0.18%</b>

**Table 3.8.5 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
<b>Total</b>	n/a	n/a	n/a	n/a	n/a

**Table 3.8.6 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2015 to 31 March 2016**

Salary Bands	Beneficiary Profile			Cost		
	Number of beneficiaries	Total number of employees in group	% of total within salary bands	Cost (R'000)	Average cost (R'000) per beneficiary	Cost as a % of the total personnel expenditure
Senior Management Service Band A (Level 13)	6	27	22.22%	331.16	55.19	0.01%
Senior Management Service Band B (Level 14)	0	9	0.00%	0	0	0.00%
Senior Management Service Band C (Level 15)	2	1	200.00%	123.80	61.90	0.00%
Senior Management Service Band D (Level 16)	0	1	0.00%	0	0	0.00%
<b>Total</b>	<b>8</b>	<b>38</b>	<b>21.51%</b>	<b>454.96</b>	<b>56.87</b>	<b>0.01%</b>

### 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 to 31 March 2016**

Personnel Group	Salary Band	1 April 2015		31 March 2016		Change	
		Number	% of total	Number	% of total	Number	% in Salary Band
All Personnel	Lower skilled (Levels 1-2)	0	0.00%	0	0.00%	0	0.00%
	Skilled (Levels 3-5)	115	46.75%	127	39.69%	12	16.22%
	Highly skilled production (Levels 6-8)	121	49.19%	186	58.13%	65	87.84%
	Highly skilled supervision (Levels 9-12)	10	4.07%	7	2.19%	-3	-4.05%
	Senior Management (Levels 13-16)	0	0.00%	0	0.00%	0	0.00%
	<b>Total</b>	<b>246</b>	<b>100.00%</b>	<b>320</b>	<b>100.00%</b>	<b>74</b>	<b>100.00%</b>
Educators	Lower skilled (Levels 1-2)	0	0.00%	0	0.00%	0	0.00%
	Skilled (Levels 3-5)	115	46.75%	127	39.69%	12	16.22%
	Highly skilled production (Levels 6-8)	121	49.19%	186	58.13%	65	87.84%
	Highly skilled supervision (Levels 9-12)	10	4.07%	7	2.19%	-3	-4.05%
	Senior Management (Levels 13-16)	0	0.00%	0	0.00%	0	0.00%
	<b>Total</b>	<b>246</b>	<b>100.00%</b>	<b>320</b>	<b>100.00%</b>	<b>74</b>	<b>100.00%</b>
Public Service	Lower skilled (Levels 1-2)	0	0.00%	0	0.00%	0	0.00%
	Skilled (Levels 3-5)	0	0.00%	0	0.00%	0	0.00%
	Highly skilled production (Levels 6-8)	0	0.00%	0	0.00%	0	0.00%
	Highly skilled supervision (Levels 9-12)	0	0.00%	0	0.00%	0	0.00%
	Senior Management (Levels 13-16)	0	0.00%	0	0.00%	0	0.00%
	<b>Total</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Notes:							

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

	Major Occupation	1 April 2015		31 March 2016		Change	
		Number	% of total	Number	% of total	Number	% change
	<b>Total</b>	n/a	n/a	n/a	n/a	n/a	n/a

### 3.10 Leave utilisation

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

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

Group	Salary Band	Total Days	Days with medical certification	% days with medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per (sick) employee	Average days per (all) employee	Estimated Cost (R'000) on 261 days
<b>All personnel</b>	Lower skilled (Levels 1-2)	2951	2539	86.04%	422	6.21%	7	3	958
	Skilled (Levels 3-5)	10547	9291	88.09%	1226	18.03%	9	4	5 159
	Highly skilled production (Levels 6-8)	33733	29247	86.70%	3743	55.04%	9	5	30 945
	Highly skilled supervision (Levels 9-12)	14246	12742	89.44%	1382	20.32%	10	6	20 270
	Senior Management (Levels 13-16)	198	173	87.37%	27	0.40%	7	5	471
	<b>Total</b>	<b>61675</b>	<b>53992</b>	<b>87.54%</b>	<b>6800</b>	<b>100.00%</b>	<b>9</b>	<b>5</b>	<b>57 804</b>
<b>Educators</b>	Lower skilled (Levels 1-2)	0	0	0.00%	0	0.00%	0	0	0
	Skilled (Levels 3-5)	1270	967	76.14%	299	5.88%	4	1	629
	Highly skilled production (Levels 6-8)	31255	27162	86.90%	3481	68.42%	9	5	28 786
	Highly skilled supervision (Levels 9-12)	13741	12329	89.72%	1308	25.71%	11	6	19 513
	Senior Management (Levels 13-16)	0	0	0.00%	0	0.00%	0	0	0
	<b>Total</b>	<b>46266</b>	<b>40458</b>	<b>87.45%</b>	<b>5088</b>	<b>100.00%</b>	<b>9</b>	<b>5</b>	<b>48 928</b>
<b>Public service</b>	Lower skilled (Levels 1-2)	2951	2539	86.04%	422	24.65%	7	3	958
	Skilled (Levels 3-5)	9277	8324	89.73%	927	54.15%	10	6	4 530
	Highly skilled production (Levels 6-8)	2478	2085	84.14%	262	15.30%	9	7	2 159
	Highly skilled supervision (Levels 9-12)	505	413	81.78%	74	4.32%	7	4	757
	Senior Management (Levels 13-16)	198	173	87.37%	27	1.58%	7	5	471
	<b>Total</b>	<b>15409</b>	<b>13534</b>	<b>87.83%</b>	<b>1712</b>	<b>100.00%</b>	<b>9</b>	<b>5</b>	<b>8 876</b>

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

Group	Salary Band	Total Days	Days with medical certification	% days with medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per (sick) employee	Average days per (all) employee	Estimated Cost (R'000) on 261 days
All personnel	Lower skilled (Levels 1-2)	513	513	100.00%	16	3.36%	32	0.59	171
	Skilled (Levels 3-5)	3395	3395	100.00%	89	18.70%	38	1.41	1 625
	Highly skilled production (Levels 6-8)	12786	12786	100.00%	244	51.26%	52	1.94	12 032
	Highly skilled supervision (Levels 9-12)	5869	5869	100.00%	127	26.68%	46	2.41	8 290
	Senior Management (Levels 13-16)	0	0	0.00%	0	0.00%	0	0.00	0
	<b>Total</b>	<b>22563</b>	<b>22563</b>	<b>100.00%</b>	<b>476</b>	<b>100.00%</b>	<b>47</b>	<b>1.83</b>	<b>22 118</b>
Educators	Lower skilled (Levels 1-2)	0	0	0.00%	0	0.00%	0	0.00	0
	Skilled (Levels 3-5)	64	64	100.00%	2	0.57%	32	0.07	38
	Highly skilled production (Levels 6-8)	12186	12186	100.00%	223	64.08%	55	1.96	11 503
	Highly skilled supervision (Levels 9-12)	5813	5813	100.00%	123	35.34%	47	2.51	8194
	Senior Management (Levels 13-16)	0	0	0.00%	0	0.00%	0	0.00	0
	<b>Total</b>	<b>18063</b>	<b>18063</b>	<b>100.00%</b>	<b>348</b>	<b>100.00%</b>	<b>52</b>	<b>1.91</b>	<b>19 735</b>
Public service	Lower skilled (Levels 1-2)	513	513	100.00%	16	12.50%	32	0.59	171
	Skilled (Levels 3-5)	3331	3331	100.00%	87	67.97%	38	2.24	1 587
	Highly skilled production (Levels 6-8)	600	600	100.00%	21	16.41%	29	1.69	529
	Highly skilled supervision (Levels 9-12)	56	56	100.00%	4	3.13%	14	0.50	96
	Senior Management (Levels 13-16)	0	0	0.00%	0	0.00%	0	0.00	0
	<b>Total</b>	<b>4500</b>	<b>4500</b>	<b>100.00%</b>	<b>128</b>	<b>100.00%</b>	<b>35</b>	<b>1.57</b>	<b>2 383</b>

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

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

Group	Salary Band	Total Days taken	Average number of days taken per employee	Number of employees with annual leave
All personnel	Lower skilled (Levels 1-2)	10 503	15	683
	Skilled (Levels 3-5)	21 852	17	1 298
	Highly skilled production (Levels 6-8)	7 690	17	465
	Highly skilled supervision (Levels 9-12)	13 960	21	671
	Senior Management (Levels 13-16)	901	23	39
	<b>Total</b>	<b>54 906</b>	<b>17</b>	<b>3 156</b>
Educators	Lower skilled (Levels 1-2)	0	0	0
	Skilled (Levels 3-5)	4	4	1
	Highly skilled production (Levels 6-8)	578	4	129
	Highly skilled supervision (Levels 9-12)	11 357	20	560
	Senior Management (Levels 13-16)	0	0	0
	<b>Total</b>	<b>11 939</b>	<b>17</b>	<b>690</b>
Public service	Lower skilled (Levels 1-2)	10 503	15	683
	Skilled (Levels 3-5)	21 848	17	1 297
	Highly skilled production (Levels 6-8)	7 112	21	336
	Highly skilled supervision (Levels 9-12)	2 603	23	111
	Senior Management (Levels 13-16)	901	23	39
	<b>Total</b>	<b>42 967</b>	<b>17</b>	<b>2 466</b>
<b>Note:</b> The annual leave entitlements and measures in respect of office-based educators make provision for office-based educators to qualify for annual leave of between 22 and 30 days per annum, based on the number of years of service. All institution-based educators are regarded as being on annual leave during institution closure periods.				

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

Group	Salary Band	Total capped leave available as at 31 Dec 2014	Total days of capped leave taken	Number of employees using capped leave	Average number of days taken per employee	Number of employees with capped leave as at 31 Dec 2015	Total capped leave available as at 31 Dec 2015
All personnel	Lower skilled (Levels 1-2)	428	19	2	10	8	427
	Skilled (Levels 3-5)	38 565	3 059	61	50	638	31 901
	Highly skilled production (Levels 6-8)	151 705	8 288	231	36	2 270	128 820
	Highly skilled supervision (Levels 9-12)	158 381	10 231	251	41	2 112	143 535
	Senior Management (Levels 13-16)	1 355	2	1	2	22	1 434
	<b>Total</b>	<b>350 434</b>	<b>21 599</b>	<b>546</b>	<b>40</b>	<b>5 050</b>	<b>306 118</b>



Group	Salary Band	Total capped leave available as at 31 Dec 2014	Total days of capped leave taken	Number of employees using capped leave	Average number of days taken per employee	Number of employees with capped leave as at 31 Dec 2015	Total capped leave available as at 31 Dec 2015
Educators	Lower skilled (Levels 1-2)	0	0	0	0	0	0
	Skilled (Levels 3-5)	468	0	0	0	7	332
	Highly skilled production (Levels 6-8)	137 926	7 658	208	37	2 042	116 525
	Highly skilled supervision (Levels 9-12)	155 069	9 618	243	40	2 053	140 705
	Senior Management (Levels 13-16)	0	0	0	0	0	0
	<b>Total</b>	<b>293 463</b>	<b>17 276</b>	<b>451</b>	<b>38</b>	<b>4102</b>	<b>257 562</b>
Public service	Lower skilled (Levels 1-2)	428	19	2	10	8	427
	Skilled (Levels 3-5)	38 097	3 059	61	50	631	31 569
	Highly skilled production (Levels 6-8)	13 779	630	23	27	228	12 296
	Highly skilled supervision (Levels 9-12)	3 312	613	8	77	59	2 830
	Senior Management (Levels 13-16)	1 355	2	1	2	22	1 434
	<b>Total</b>	<b>56 971</b>	<b>4 323</b>	<b>95</b>	<b>46</b>	<b>948</b>	<b>48 556</b>

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

**Table 3.10.5 Leave payouts for the period 1 April 2015 to 31 March 2016**

Reason	Total Amount (R'000)	Number of Employees	Average payment per employee
Leave pay-outs for 2015/16 due to non-utilisation of leave for the previous cycle	0	0	0
Capped and Current leave pay-outs on termination of service for 2015/16	28 880	313	92
<b>Total</b>	<b>28 880</b>	<b>313</b>	<b>92</b>
<b>Note:</b> The pay-outs for Capped and Current leave on termination of service for the year 2015/2016 were done on PERSAL and directly on BAS.			

### 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
None	

**Table 3.11.2 Details of Health Promotion and HIV/AIDS Programmes**

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	X		Mr. MC Mothelesi
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	x		8 Employees
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	x		Cervical Cancer awareness. Awareness and education on hypertension, HCT and diabetes awareness Hypertension, HCT and diabetes STI Week/ awareness Health Screening and awareness TB Awareness Drug Awareness Breast Cancer Awareness
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	x		Ms. V. Phetlho Ms. L. Fraipont Mr. K. Duze Mr. L. Ntuane Mr. R. Bonokwane Mr. A. Andrews Representative from Labour which is NEHAWU, SADTU, NAPTOSA and SAOU.
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	x		The following policies were approved by the HOD on the 30 <sup>th</sup> March 2014. 1. HIV/AIDS, STI and TB Policy 2. Safety, Health, 3. Environmental, Risk and Quality Policy 4. Health and Productivity Policy Wellness Policy 5. Health & Wellness
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	X		Employee will not be dismissed solely on the basis of their HIV status. Where an employee become too ill to perform their current work, an employer is obliged to follow accepted guidelines regarding incapacity before terminating employee services (schedule 8 Labour Relations Act)  An employee will not be compelled to undergo an HIV test or disclose his/her status as part of such proceedings unless the labour court authorized the test as per Departmental Wellness Policy
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	X		Female: 95  Male: 55
8. Has the department developed measures/ indicators to monitor and evaluate the impact of its health promotion program? If so, list these measures/indicators.	x		Number of employees tested. Number of condoms distributed Number of employees positive Number employees negative  Number of employees who register on the medical programme facilitated by GEMS.

### 3.12 Labour Relations

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

<b>Total number of Collective agreements</b>	None
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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 to 31 March 2016**

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	1	4.35%
Verbal warning	0	0.00%
Written warning	0	0.00%
Final written warning	3	13.04%
Suspension without pay	0	0.00%
Fine	1	4.35%
Demotion	0	0.00%
Dismissal/ Abscondment	7	30.43%
Not guilty	2	8.70%
Case withdrawn	0	0.00%
<b>Total</b>	<b>14</b>	<b>60.87%</b>
<b>Note:</b> Outcomes of disciplinary hearings refer to formal cases only.		

**Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2015 to 31 March 2016**

Type of misconduct	Number	% of total
Theft, bribery, fraud or act of corruption in regard to examinations	4	17.39%
Sexual assault on learner	0	0.00%
Sexual assault on other employee	1	4.35%
Sexual relationship with learner of the same school	2	8.70%
Serious assault with intention to cause grievous bodily harm to a learner or student	2	8.70%
Serious assault with intention to cause grievous bodily harm to another employee	2	8.70%
Wilfully or negligently mismanages the finances of the State	2	8.70%
Misuse of state property	1	4.35%
Misuses his or her position in the Department of Education to promote or to prejudice the interests of any person	1	4.35%
Absenteeism	4	17.39%
While on duty, is under the influence of intoxicating substance	1	4.35%
Assaults, or attempt to or threatens to assault	2	8.70%
Abscondment	1	4.35%
<b>Total</b>	<b>23</b>	<b>100.00%</b>

Type of misconduct	Number	% of total
<b>Note:</b> the number of all reported and finalised cases dealt with for the period 1 April 2015-31 March 2016, is 23 cases.		

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

Grievances lodged	Number	% of Total
Number of grievances resolved	8	47.06%
Number of grievances not resolved	9	52.94%
<b>Total number of grievances lodged</b>	<b>17</b>	<b>100.0%</b>
<b>Note:</b> Grievances lodged refers to cases that were finalised within the reporting period.		

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

Disputes lodged with Councils	Number	% of Total
Number of disputes upheld	1	50.0%
Number of disputes dismissed	1	50.0%
<b>Total number of disputes lodged</b>	<b>2</b>	<b>100.0%</b>
<b>Note:</b> Councils refer to the Public Service Coordinating Bargaining Council (PSCBC), General Public Service Sector Bargaining Council (GPSSBC) and Education Labour Relations Council (ELRC).		

**Table 3.12.6 Strike actions for the period 1 April 2015 to 31 March 2016**

Strike actions	Number
Total number of person working days lost	0
Total cost (R'000) of working days lost	0
Amount (R'000) recovered as a result of no work no pay	0

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

Precautionary suspensions	Number
Number of Public Servants suspended	2
Number of Educators suspended	3
Number of public servants whose suspension exceeded 30 days	2
Number of educators whose suspension exceeded 90 days	1
Average number of days suspended	2
Cost (R'000) of suspensions	R922
<b>Note:</b> Precautionary suspensions refer to staff being suspended with pay whilst the case is being investigated.	

### 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 to 31 March 2016**

Occupational Categories	Gender	Number of employees as at 1 April 2015	Training needs identified at start of reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	16	0	0	0	0
	Male	23	0	0	0	0
Professionals	Female	6 108	0	600	0	600
	Male	2 967	0	900	0	900
Technicians and associate professionals	Female	3	0	0	0	0
	Male	3	0	0	0	0
Clerks	Female	837	0	1	0	1
	Male	366	0	0	0	0
Service and sales workers	Female	896	0	0	0	0
	Male	694	0	0	0	0
Skilled agriculture and fishery workers	Female	2	0	0	0	0
	Male	13	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Labourers and related workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	0	0	0	0	0
	Male	0	0	0	0	0
<b>Sub Total</b>	<b>Female</b>	<b>7 862</b>	<b>0</b>	<b>0</b>	<b>601</b>	<b>601</b>
	<b>Male</b>	<b>4 066</b>	<b>0</b>	<b>0</b>	<b>900</b>	<b>900</b>
<b>Total</b>		<b>11 928</b>	<b>0</b>	<b>0</b>	<b>1 501</b>	<b>1 501</b>
<b>Employees with disabilities**</b>	Female	2	0	0	0	0
	Male	4	0	0	0	0

**Note:**

\*There is no alignment between the Organising Framework for Occupations (OFO) reported to the SETAs and the occupation categories listed under the Code of Remuneration (CORE). The Department has aligned the CORE occupation categories with the OFO occupation categories for reporting purposes in respect of the number of employees.

\*\*Disability breakdown cannot be provided as the PSETA Quarterly Monitoring Report, Annual Training Report and the Work Skills Plan does not accommodate a breakdown between female and male. The above mentioned reports only stipulate total disability.

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

Occupational Categories	Gender	Number of employees as at 31 March 2016	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	16	0	65	0	65
	Male	23	0	97		97
Professionals	Female	6 108	0	540	0	540
	Male	2 967	0	810	0	810

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Technicians and associate professionals	Female	3	0	0	0	0
	Male	3	0	0	0	0
Clerks	Female	837	0	314	0	314
	Male	366	0	471	0	471
Service and sales workers	Female	896	0	0	0	0
	Male	694	0	0	0	0
Skilled agriculture and fishery workers	Female	2	0	0	0	0
	Male	13	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Labourers and related workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	0	0	98	0	98
	Male	0	0	147	0	147
<b>Sub Total</b>	<b>Female</b>	<b>7 862</b>	<b>0</b>	<b>1 017</b>	<b>0</b>	<b>1 017</b>
	<b>Male</b>	<b>4 066</b>	<b>0</b>	<b>1 525</b>	<b>0</b>	<b>1 525</b>
<b>Total</b>		<b>11 928</b>	<b>0</b>	<b>2 542</b>	<b>0</b>	<b>2 542</b>
<b>Employees with disabilities *</b>	Female	2	0	0	0	0
	Male	4	0	0	0	0
<b>Note:</b>						
*Disability breakdown cannot be provided as the PSETA Quarterly Monitoring Report, Annual Training Report and the Work Skills Plan does not accommodate a breakdown between female and male. The above mentioned reports only stipulate total disability.						

### 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 to 31 March 2016**

	Nature of injury on duty	Number	% of total
<b>All Personnel</b>	<b>Required basic medical attention only:</b>		
	<i>Finger</i>	1	5.00%
	<i>Neck</i>	3	15.00%
	<i>Ankle</i>	2	10.00%
	<i>Knee</i>	1	5.00%
	<i>Back</i>	4	20.00%
	<i>Hand and Arm</i>	3	15.00%
	<i>Foot</i>	1	5.00%
	<i>Shoulder</i>	1	5.00%
	<b>Temporary disablement:</b>		
	<i>Finger</i>	1	5.00%
	<i>Ankle</i>	1	5.00%
	<i>Back</i>	1	5.00%
	<i>Shoulder</i>	1	5.00%
	<b>Permanent disablement:</b>		
	<b>Total</b>		<b>20</b>
<b>EDU</b>	<b>Percentage of total employment</b>		<b>100.00%</b>

	<b>Required basic medical attention only:</b>		
	<i>Finger</i>	1	16.67%
	<i>Shoulder</i>	1	16.67%
	<b>Temporary disablement:</b>		
	<i>Finger</i>	1	16.67%
	<i>Back</i>	1	16.67%
	<i>Foot</i>	1	16.67%
	<i>Shoulder</i>	1	16.67%
	<b>Permanent disablement:</b>		
	<b>Total</b>	<b>6</b>	
	<b>Percentage of total employment</b>		<b>100.00%</b>

Public Service Personnel	<b>Required basic medical attention only:</b>		
	<i>Ankle</i>	1	7.14%
	<i>Back</i>	1	7.14%
	<i>Shoulder</i>	1	7.14%
	<b>Temporary disablement:</b>		
	<i>Neck</i>	3	21.42%
	<i>Ankle</i>	1	7.14%
	<i>Back</i>	3	21.42%
	<i>Hand and Arm</i>	2	14.28%
	<i>Nose</i>	1	7.14%
	<i>Shoulder</i>	1	7.14%
	<b>Permanent disablement:</b>		
	<b>Total</b>	<b>14</b>	
	<b>Percentage of total employment</b>		<b>100.00%</b>

### 3.15 Utilisation of Consultants

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

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

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

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
Financial Management and Audit Assistance	4	1 056	13 779 497
Electronic Human Resource Management System	2	120	740 136
Data Warehousing and Machine Learning	2	818	8 512 000
<b>Total number of projects</b>	<b>Total individual consultants</b>	<b>Total duration Work days</b>	<b>Total contract value in Rand</b>
3	8	1 994	23 031 633

**Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2015 to 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
Financial Management and Audit Assistance	100%	100%	4
Electronic Human Resource Management System	36.86%	7.89%	1
Data Warehousing and Machine Learning	81.0%	81%	2



## PART E: FINANCIAL INFORMATION

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## **1. REPORT OF THE AUDITOR GENERAL**

# **Report of the auditor-general to the Northern Cape Provincial Legislature on Vote No. 4: Department of Education**

## **Report on the financial statements**

### **Introduction**

1. I have audited the financial statements of the Department of Education set out on pages 144 to 242, 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 prescribed by National Treasury and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA) and the Division of Revenue Act of South Africa, 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 these financial statements based on my audit. I conducted my audit in accordance with International Standards on Auditing. Those standards require that I comply with ethical requirements, and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
4. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

## **Opinion**

6. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Education as at 31 March 2016 and its financial performance and cash flows for the year then ended, in accordance with the Modified Cash Standard prescribed by National Treasury and the requirements of the PFMA and DoRA.

## **Emphasis of matters**

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

## **Irregular expenditure**

8. Irregular expenditure of R220 802 000 (2015: R345 920 000) incurred was disclosed in note 24.1 to the financial statements, and a further R76 858 000 is disclosed in note 24.3 as still to be investigated. In addition, the full extent of the irregularities, as disclosed in note 24 to the financial statements, was still in the process of being determined.

## **Significant uncertainties**

9. With reference to note 19.1 to the financial statements, the department is the defendant and the claimant in several lawsuits. The ultimate outcome of the matters cannot currently be determined, and no provision for any liability or asset that may result has been made in the financial statements.

## **Additional matter**

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

## **Unaudited supplementary schedules**

11. The supplementary information set out in schedules 1A to 9 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.

## **Report on other legal and regulatory requirements**

12. 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**

13. 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 51
  - Programme 5: Early Childhood Development on pages 59 to 63
  - Programme 6: Infrastructure Development on pages 64 to 68
  - Programme 7: Examination and Education-Related Services on pages 69 to 75
14. 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).
15. I assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.
16. The material findings in respect of the selected programmes are as follows:

## **Programme 2: Public Ordinary Schools**

### **Reliability of reported performance information**

17. 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 evidence provided.
18. I did not identify any material findings on the usefulness and reliability of the reported performance information for the following programmes:
- Early Childhood Development
  - Infrastructure Development
  - Auxiliary and Associated Services

## **Additional matters**

### **Achievement of planned targets**

19. Refer to the annual performance report on pages 33 to 75; for information on the achievement of planned targets for the year. This information should be considered in the context of the unqualified and qualified conclusions expressed on the usefulness and reliability of the reported performance information in paragraphs 18 to 35 of this report.

### **Adjustment of material misstatements**

20. We identified material misstatements in the annual performance report submitted for auditing. These material misstatements were on the reported performance information of the Infrastructure development programme. As management subsequently corrected the misstatements, we did not raise any material findings on the usefulness and reliability of

the reported performance information.

### **Compliance with legislation**

21. 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:

### **Procurement and contract management**

22. 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.
23. Goods and services of a transaction value above R500 000 were procured without inviting competitive bids, as required by Treasury Regulations 16A6.1. Deviations were approved by the accounting officer even though it was not impractical to invite competitive bids, in contravention of Treasury regulation 16A6.4.
24. Sufficient appropriate audit evidence could not be obtained that contracts were awarded to bidders that scored the highest points in the evaluation process as required by section 2(1)(f) of Preferential Procurement Policy Framework Act Preferential Procurement Regulations.
25. Contracts and quotations were awarded to suppliers whose tax matters had not been declared by the South African Revenue Services to be in order as required by Treasury Regulations 16A9.1(d) and the Preferential Procurement Regulations.
26. Contracts and quotations were awarded to bidders who did not submit a declaration on whether they are employed by the state or connected to any person employed by the state, which is prescribed in order to comply with Treasury regulation 16A8.3.
27. Invitations for competitive bidding were not always advertised in at least the government tender bulletin and CIDB website, as required by Treasury Regulation 16A6.3(c) and CIDB Reg 24.

### **Expenditure management**

28. Contractual obligations and money owed by the department were not settled within 30 days, as required by section 38(1)(f) of the Public Finance Management Act and Treasury Regulation 8.2.3.
29. Effective steps were not taken to prevent irregular expenditure as required by section 38(1)(c)(ii) of the Public Finance Management Act and Treasury Regulation 9.1.1. The value of R220 802 000 as disclosed in note 24 is not complete as management is still being with the exercise to quantify the full extent of the irregular expenditure.
30. Effective steps were not taken to prevent fruitless and wasteful expenditure, amounting to R549 000 as disclosed in note 25 of the AFS, as required by section 38(1)(c)(ii) of the Public Finance Management Act and Treasury Regulation 9.1.1.

## **Consequence management**

31. Investigations were not conducted into all allegations of financial misconduct committed by officials, as required by Treasury Regulation 4.1.1.

## **Internal control**

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

## **Leadership**

33. The accounting officer did not ensure that the department complies with applicable laws and regulations, material findings relating to PFMA and other applicable acts, including supply chain management policy were identified in the current financial year. Management failed to implement the action plan to ensure that prior year issues relating to the prevention of irregular and fruitless and wasteful expenditure do not reoccur. Management did not investigate irregular and fruitless and wasteful expenditure to hold officials liable, where appropriate.
34. The leadership of the department did not exercise oversight responsibility to ensure that proper internal control procedures were developed and implemented that will enable the department to produce an accurate and complete report on predetermined objectives. The performance management system of the department was not utilised to keep officials accountable for not adhering to the departmental policies, procedures and regulations. This has resulted in the audit findings from the prior year being repeated in the current year.

## **Financial and performance management**

35. The department did not implement proper record keeping in a timely manner to ensure that complete, relevant and accurate information is accessible and available to support performance reporting.
36. The department's internal processes and systems did not prevent irregular and fruitless and wasteful expenditure as well as non-compliance with other applicable laws and regulations.

## **Other reports**

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

## Performance audits

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

*Auditor-General*

Auditor-General

Kimberley

29 July 2016



AUDITOR - GENERAL  
SOUTH AFRICA

*Auditing to build public confidence*

## **2. ANNUAL FINANCIAL STATEMENTS**



**Northern Cape  
Department of Education**

# **ANNUAL FINANCIAL STATEMENTS FOR THE NORTHERN CAPE DEPARTMENT OF EDUCATION**

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**For the year ended  
31 March 2016**



**DEPARTMENT OF EDUCATION  
VOTE 4  
ANNUAL FINANCIAL STATEMENTS  
for the year ended 31 March 2016**

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**DEPARTMENT OF EDUCATION  
VOTE 4**

**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>Appropriation per programme</b>									
<b>2015/16</b>								<b>2014/15</b>	
<b>Voted funds and Direct charges</b>	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Programme</b>									
<b>1. Administration</b>	<b>550 709</b>	-	261	550 970	550 970	-	100%	545 222	544 182
<b>2. Public Ordinary School Education</b>	<b>3 759 258</b>	-	369	3 759 627	3 756 123	3 504	99.9%	3 481 642	3 476 852
<b>3. Independent School Subsidy</b>	<b>8 309</b>	-	(422)	7 887	7 887	-	100%	8 065	8 065
<b>4. Public Special School Education</b>	<b>104 294</b>	-	8 338	112 632	112 632	-	100%	97 650	97 650
<b>5. Early Childhood Development</b>	<b>91 268</b>	-	(7 301)	83 967	83 355	612	99.3%	86 124	86 124
<b>6. Infrastructure Development</b>	<b>454 946</b>	-	986	455 932	443 442	12 490	97.3%	361 625	361 599
<b>7. Examination And Education Related Services</b>	<b>158 081</b>	-	(2 231)	155 850	146 708	9 142	94.1%	134 752	134 745
<b>Subtotal</b>	<b>5 126 865</b>	-	-	<b>5 126 865</b>	<b>5 101 117</b>	<b>25 748</b>	<b>99.5%</b>	<b>4 715 080</b>	<b>4 709 217</b>
<b>Statutory Appropriation</b>	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>5 126 865</b>	-	-	<b>5 126 865</b>	<b>5 101 117</b>	<b>25 748</b>	<b>99.5%</b>	<b>4 715 080</b>	<b>4 709 217</b>

**DEPARTMENT OF EDUCATION  
VOTE 4**

**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

	2015/16		2014/15	
	Final Appropriation	Actual Expenditure	Final Appropriation	Actual Expenditure
<b>TOTAL (brought forward)</b>	<b>5 126 865</b>	<b>5 101 117</b>	<b>4 715 080</b>	<b>4 709 217</b>
<b>Reconciliation with statement of financial performance</b>				
<b>ADD</b>				
Departmental receipts	2 592		-	
NRF Receipts	-		-	
Aid assistance	-		-	
<b>Actual amounts per statement of financial performance (total revenue)</b>	<b>5 129 457</b>		<b>4 715 080</b>	
<b>ADD</b>				
Aid assistance	-		-	
Prior year unauthorised expenditure approved without funding				
<b>Actual amounts per statement of financial performance (total expenditure)</b>		<b>5 101 117</b>		<b>4 709 217</b>

**DEPARTMENT OF EDUCATION  
VOTE 4**

**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

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
<b>Economic classification</b>									
<b>Current payments</b>	<b>4 305 072</b>	<b>360</b>	<b>(9 404)</b>	<b>4 296 028</b>	<b>4 292 859</b>	<b>3 169</b>	<b>99.9%</b>	<b>3 947 766</b>	<b>3 945 074</b>
Compensation of employees	3 932 160	-	(17 544)	3 914 616	3 911 368	3 248	99.9%	3 648 298	3 647 477
Salaries and wages	3 415 573	(11 280)	(15 524)	3 388 769	3 385 521	3 248	99.9%	3 209 952	3 209 704
Social contributions	516 587	11 280	(2 020)	525 847	525 847	-	100%	438 346	437 773
Goods and services	371 884	341	8 683	380 908	380 987	(79)	100%	299 211	297 340
Administrative fees	320	(11)	-	309	309	-	100%	366	366
Advertising	1 446	165	(69)	1 542	1 542	-	100%	1 589	1 589
Minor assets	2 072	(1 578)	(239)	255	255	-	100%	498	498
Audit costs: External	10 198	1 299	-	11 497	11 497	-	100%	11 790	11 790
Bursaries: Employees	3 030	(1 510)	-	1 520	1 520	-	100%	1 009	1 009
Catering: Departmental activities	10 288	(1 211)	(741)	8 336	8 336	-	100%	10 365	10 365
Communication	14 822	(7 595)	(1 514)	5 713	5 713	-	100%	5 718	5 718
Computer services	18 979	(9 851)	(102)	9 026	9 026	-	100%	25 881	25 881
Consultants: Business and advisory services	-	-	10 945	10 945	10 945	-	100%	-	-
Infrastructure and planning services	8 000	(8 122)	122	-	-	-	-	-	-
Legal services	2 100	1 021	-	3 121	3 121	-	100%	1 675	1 675
Contractors	241	449	776	1 466	1 466	-	100%	3 065	3 065
Agency and support / outsourced services	31 980	16 595	(988)	47 587	47 587	-	100%	34 727	33 687
Entertainment	550	(481)	-	69	69	-	100%	433	433

**DEPARTMENT OF EDUCATION  
VOTE 4**

**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

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
Fleet services	672	2 287	-	2 959	2 959	-	100%	795	795
Inventory: Fuel, oil and gas	1 932	(545)	(1 387)	-	-	-	-	-	-
Inventory: Learner and teacher support material	39 394	(1 247)	1 728	39 875	39 875	-	100%	39 321	38 490
Inventory: Materials and supplies	-	14 340	6 660	21 000	21 000	-	100%	-	-
Inventory: Other supplies	10 253	35 253	64	45 570	45 570	-	100%	16 367	16 367
Consumable supplies	13 462	(10 021)	22	3 463	3 463	-	100%	4 361	4 361
Consumable: Stationery, printing and office supplies	13 375	351	(84)	13 642	13 642	-	100%	12 990	12 990
Operating leases	10 737	5 438	2 277	18 452	18 452	-	100%	15 411	15 411
Property payments	95 941	(19 080)	186	77 047	77 047	-	100%	47 163	47 163
Transport provided: Departmental activity	1 030	3 021	(248)	3 803	3 803	-	100%	6 619	6 619
Travel and subsistence	52 299	(4 286)	(8 272)	39 741	39 741	-	100%	36 608	36 608
Training and development	10 395	(3 566)	(279)	6 550	6 197	353	94.6%	12 705	12 705
Operating payments	8 230	(2 794)	37	5 473	5 473	-	100%	8 757	8 757
Venues and facilities	9 898	(7 790)	(211)	1 897	2 329	(432)	122.8%	880	880
Rental and hiring	240	(190)	-	50	50	-	100%	118	118
Interest and rent on land	1 028	19	(543)	504	504	-	100%	257	257
Interest	-	459	45	504	504	-	100%	257	257
Rent on land	1 028	(440)	(588)	-	-	-	-	-	-

**DEPARTMENT OF EDUCATION  
VOTE 4**

**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

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
<b>Transfers and subsidies</b>	<b>438 783</b>	<b>(482)</b>	<b>9 835</b>	<b>448 136</b>	<b>448 136</b>	-	<b>100%</b>	<b>427 425</b>	<b>424 731</b>
Departmental agencies and accounts	6 123	(5)	(804)	5 314	5 341	-	100%	3 674	3 674
Social security funds	-	-	-	-	-	-	-	57	57
Departmental agencies and accounts	6 123	(5)	(804)	5 314	5 314	-	100%	3 617	3 617
Non-profit institutions	377 317	(853)	(127)	376 337	376 337	-	100%	365 365	362 671
Households	55 343	376	10 766	66 485	66 485	-	100%	58 386	58 386
Social benefits	14 000	427	14 453	28 880	28 880	-	100%	23 926	23 926
Other transfers to households	41 343	(51)	(3 687)	37 605	37 605	-	100%	34 460	34 460
<b>Payments for capital assets</b>	<b>383 010</b>	<b>122</b>	<b>(431)</b>	<b>382 701</b>	<b>360 122</b>	<b>22 579</b>	<b>94.1%</b>	<b>335 170</b>	<b>334 693</b>
Buildings and other fixed structures	347 128	(40 711)	(251)	306 166	293 676	12 490	95.9%	303 850	303 824
Buildings	347 128	(40 711)	(251)	306 166	293 676	12 490	95.9%	303 850	303 824
Machinery and equipment	31 108	39 833	(180)	70 761	60 672	10 089	85.7%	31 093	30 642
Transport equipment	1 753	52 545	65	54 363	54 363	-	100%	12 522	12 522
Other machinery and equipment	29 355	(12 712)	(245)	16 398	6 309	10 089	38.5%	18 571	18 120
Software and other Intangible assets	4 774	1 000	-	5 774	5 774	-	100%	227	227
<b>Payments for financial assets</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4 719</b>	<b>4 719</b>
<b>Total</b>	<b>5 126 865</b>	<b>-</b>	<b>-</b>	<b>5 126 865</b>	<b>5 101 117</b>	<b>25 748</b>	<b>99.5%</b>	<b>4 715 080</b>	<b>4 709 217</b>

**DEPARTMENT OF EDUCATION  
VOTE 4**

**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>Programme 1: ADMINISTRATION</b>									
	<b>2015/16</b>							<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Sub programme</b>									
1. Office Of The MEC	9 078	(1 379)	97	7 796	7 796	-	100%	9 243	9 243
2. Corporate Services	282 497	16 577	653	299 727	299 727	-	100%	263 185	263 185
3. Education Management	224 142	(11 598)	4 047	216 591	216 591	-	100%	232 722	231 682
4. Human Resource Development	20 020	(3 818)	(4 943)	11 259	11 259	-	100%	25 729	25 729
5. EMIS	14 972	218	407	15 597	15 597	-	100%	14 343	14 343
<b>Total for sub programmes</b>	<b>550 709</b>	<b>-</b>	<b>261</b>	<b>550 970</b>	<b>550 970</b>	<b>-</b>	<b>100%</b>	<b>545 222</b>	<b>544 182</b>
<b>Economic classification</b>									
<b>Current payments</b>	<b>534 372</b>	<b>8</b>	<b>(6 109)</b>	<b>528 271</b>	<b>528 271</b>	<b>-</b>	<b>100%</b>	<b>520 951</b>	<b>519 911</b>
Compensation of employees	406 181	-	3 852	410 033	410 033	-	100%	384 917	384 917
Salaries and wages	341 089	9 630	3 757	354 476	354 476	-	100%	335 351	335 351
Social contributions	65 092	(9 630)	95	55 557	55 557	-	100%	49 566	49 566
Goods and services	128 191	(10)	(9 961)	118 220	118 220	-	100%	135 788	134 748
Administrative fees	320	(11)	-	309	309	-	100%	366	366
Advertising	682	278	-	960	960	-	100%	1 230	1 230
Minor assets	594	(567)	-	27	27	-	100%	146	146
Audit costs: External	10 198	1 299	-	11 497	11 497	-	100%	11 790	11 790
Bursaries: Employees	909	543	-	1 452	1 452	-	100%	1 008	1 008
Catering: Departmental activities	4 777	(1 182)	(488)	3 107	3 107	-	100%	4 699	4 699

**DEPARTMENT OF EDUCATION  
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**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>Programme 1: ADMINISTRATION</b>									
	<b>2015/16</b>							<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Communication	14 098	(7 406)	(1 523)	5 169	5 169	-	100%	5 570	5 570
Computer services	7 355	(6 592)	(106)	657	657	-	100%	19 792	19 792
Legal services	2 100	1 021	-	3 121	3 121	-	100%	1 675	1 675
Contractors	124	(75)	-	49	49	-	100%	204	204
Agency and support / outsourced services	12 527	13 500	(223)	25 804	25 804	-	100%	13 117	12 077
Entertainment	550	(481)	-	69	69	-	100%	433	433
Fleet services	672	1 712	-	2 384	2 384	-	100%	752	752
Inventory: Fuel, oil and gas	1 387	-	(1387)	-	-	-	-	-	-
Inventory: Learner and teacher support material	1 896	(666)	-	1 230	1 230	-	100%	-	-
Inventory: Other supplies	217	(217)	-	-	-	-	-	669	669
Consumable supplies	1 160	232	(1)	1 391	1 391	-	100%	3 033	3 033
Consumable: Stationery, printing and office supplies	2 268	(186)	-	2 082	2 082	-	100%	5 109	5 109
Operating leases	-	6 642	-	6 642	6 642	-	100%	7 810	7 810
Property payments	19 824	975	-	20 799	20 799	-	100%	19 088	19 088
Transport provided: Departmental activity	90	2 364	-	2 454	2 454	-	100%	2 498	2 498
Travel and subsistence	34 102	(4 536)	(6 233)	23 333	23 333	-	100%	23 195	23 195
Training and development	-	530	-	530	530	-	100%	9 091	9 091
Operating payments	2 631	1 641	-	4 272	4 272	-	100%	4 239	4 239
Venues and facilities	9 470	(8 621)	-	849	849	-	100%	272	272
Rental and hiring	240	(207)	-	33	33	-	100%	2	2



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**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>Programme 1: ADMINISTRATION</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Interest and rent on land	-	18	-	18	18	-	100%	246	246
Interest	-	18	-	18	18	-	100%	246	246
<b>Transfers and subsidies</b>	<b>205</b>	<b>(8)</b>	<b>6 016</b>	<b>6 213</b>	<b>6 213</b>	<b>-</b>	<b>100%</b>	<b>4 401</b>	<b>4 401</b>
Departmental agencies and accounts	5	(5)	1	1	1	-	100%	1	1
Departmental agencies	5	(5)	1	1	1	-	100%	1	1
Non-profit institutions	-	-	2 240	2 240	2 240	-	100%	-	-
Households	200	(3)	3 775	3 972	3 972	-	100%	4 400	4 400
Social benefits	-	-	3 215	3 215	3 215	-	100%	1 683	1 683
Other transfers to households	200	(3)	560	757	757	-	100%	2 717	2 717
<b>Payments for capital assets</b>	<b>16 132</b>	<b>-</b>	<b>354</b>	<b>16 486</b>	<b>16 486</b>	<b>-</b>	<b>100%</b>	<b>19 870</b>	<b>19 870</b>
Buildings and other fixed structures	-	-	-	-	-	-	-	(5)	(5)
Buildings	-	-	-	-	-	-	-	(5)	(5)
Machinery and equipment	16 132	-	354	16 486	16 486	-	100%	19 875	19 875
Transport equipment	-	11 939	257	12 196	12 196	-	100%	11 979	11 979
Other machinery and equipment	16 132	(11 939)	97	4 290	4 290	-	100%	7 896	7 896
<b>Total</b>	<b>550 709</b>	<b>-</b>	<b>261</b>	<b>550 970</b>	<b>550 970</b>	<b>-</b>	<b>100%</b>	<b>545 222</b>	<b>544 182</b>

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**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>1.1 OFFICE OF THE MEC</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>8 878</b>	<b>(1 268)</b>	<b>-</b>	<b>7 610</b>	<b>7 610</b>	<b>-</b>	<b>100%</b>	<b>8 331</b>	<b>8 331</b>
Compensation of employees	6 165	(253)	-	5 912	5 912	-	100%	6 032	6 032
Goods and services	2 713	(1 015)	-	1 698	1 698	-	100%	2 299	2 299
<b>Transfers and subsidies</b>	<b>200</b>	<b>(111)</b>	<b>-</b>	<b>89</b>	<b>89</b>	<b>-</b>	<b>100%</b>	<b>77</b>	<b>77</b>
Households	200	(111)	-	89	89	-	100%	77	77
<b>Payments for capital assets</b>	<b>-</b>	<b>-</b>	<b>97</b>	<b>97</b>	<b>97</b>	<b>-</b>	<b>100%</b>	<b>835</b>	<b>835</b>
Machinery and equipment	-	-	97	97	97	-	100%	835	835
<b>Total</b>	<b>9 078</b>	<b>(1 379)</b>	<b>97</b>	<b>7 796</b>	<b>7 796</b>	<b>-</b>	<b>100%</b>	<b>9 243</b>	<b>9 243</b>

<b>1.2 CORPORATE SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>267 850</b>	<b>15 446</b>	<b>(853)</b>	<b>282 443</b>	<b>282 443</b>	<b>-</b>	<b>100%</b>	<b>246 605</b>	<b>246 605</b>
Compensation of employees	204 408	12 760	3 221	220 389	220 389	-	100%	181 991	181 991
Goods and services	63 442	2 668	(4 074)	62 036	62 036	-	100%	64 368	64 368
Interest and rent on land	-	18	-	18	18	-	100%	246	246

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**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>1.2 CORPORATE SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Transfers and subsidies</b>	<b>5</b>	<b>103</b>	<b>1 249</b>	<b>1 357</b>	<b>1 357</b>	<b>-</b>	<b>100%</b>	<b>240</b>	<b>240</b>
Departmental agencies and accounts	5	(5)	-	-	-	-	-	1	1
Households	-	108	1 249	1 357	1 357	-	100%	239	239
<b>Payments for capital assets</b>	<b>14 642</b>	<b>1 028</b>	<b>257</b>	<b>15 927</b>	<b>15 927</b>	<b>-</b>	<b>100%</b>	<b>16 340</b>	<b>16 340</b>
Buildings and other fixed structures	-	-	-	-	-	-	-	(5)	(5)
Machinery and equipment	14 642	1 028	257	15 927	15 927	-	100%	16 345	16 345
<b>Total</b>	<b>282 497</b>	<b>16 577</b>	<b>653</b>	<b>299 727</b>	<b>299 727</b>	<b>-</b>	<b>100%</b>	<b>263 185</b>	<b>263 185</b>

<b>1.3 EDUCATION MANAGEMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>223 462</b>	<b>(11 371)</b>	<b>-</b>	<b>212 091</b>	<b>212 091</b>	<b>-</b>	<b>100%</b>	<b>230 097</b>	<b>229 057</b>
Compensation of employees	179 847	(8 693)	-	171 154	171 154	-	100%	178 327	178 327
Goods and services	43 615	(2 678)	-	40 937	40 937	-	100%	51 770	50 730

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<b>1.3 EDUCATION MANAGEMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Transfers and subsidies</b>	-	-	4 047	4 047	4 047	-	100%	1 464	1 464
Departmental agencies and accounts	-	-	1	1	1	-	100%	-	-
Non-profit institutions	-	-	2 240	2 240	2 240	-	100%	-	-
Households	-	-	1 806	1 806	1 806	-	100%	1 464	1 464
<b>Payments for capital assets</b>	680	(227)	-	453	453	-	100%	1 161	1 161
Machinery and equipment	680	(227)	-	453	453	-	100%	1 161	1 161
<b>Total</b>	<b>224 142</b>	<b>(11 598)</b>	<b>4 047</b>	<b>216 591</b>	<b>216 591</b>	<b>-</b>	<b>100%</b>	<b>232 722</b>	<b>231 682</b>

<b>1.4 HUMAN RESOURCE DEVELOPMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>20 010</b>	<b>(3 814)</b>	<b>(5 663)</b>	<b>10 533</b>	<b>10 533</b>	<b>-</b>	<b>100%</b>	<b>23 097</b>	<b>23 097</b>
Compensation of employees	11 546	(3 814)	-	7 732	7 732	-	100%	12 866	12 866
Goods and services	8 464	-	(5 663)	2 801	2 801	-	100%	10 231	10 231
<b>Transfers and subsidies</b>	<b>-</b>	<b>-</b>	<b>720</b>	<b>720</b>	<b>720</b>	<b>-</b>	<b>100%</b>	<b>2 620</b>	<b>2 620</b>
Households	-	-	720	720	720	-	100%	2 620	2 620

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<b>Payments for capital assets</b>	<b>10</b>	<b>(4)</b>	<b>-</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>100%</b>	<b>12</b>	<b>12</b>
Machinery and equipment	10	(4)	-	6	6	-	100%	12	12
<b>Total</b>	<b>20 020</b>	<b>(3 818)</b>	<b>(4 943)</b>	<b>11 259</b>	<b>11 259</b>	<b>-</b>	<b>100%</b>	<b>25 729</b>	<b>25 729</b>

<b>1.5 EMIS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>14 172</b>	<b>1 015</b>	<b>407</b>	<b>15 594</b>	<b>15 594</b>	<b>-</b>	<b>100%</b>	<b>12 821</b>	<b>12 821</b>
Compensation of employees	4 215	-	631	4 846	4 846	-	100%	5 701	5 701
Goods and services	9 957	1 015	(224)	10 748	10 748	-	100%	7 120	7 120
<b>Payments for capital assets</b>	<b>800</b>	<b>(797)</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>100%</b>	<b>1 522</b>	<b>1 522</b>
Machinery and equipment	800	(797)	-	3	3	-	100%	1 522	1 522
<b>Total</b>	<b>14 972</b>	<b>218</b>	<b>407</b>	<b>15 597</b>	<b>15 597</b>	<b>-</b>	<b>100%</b>	<b>14 343</b>	<b>14 343</b>

<b>Programme 2: PUBLIC ORDINARY SCHOOL EDUCATION</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Sub programme</b>									
1. Public Primary Level	2 090 433	18 202	12 980	2 121 615	2 121 615	-	100%	1 940 193	1 936 685
2. Public Secondary Level	1 458 451	(11 016)	(681)	1 446 754	1 443 254	3 500	99.8%	1 362 862	1 362 862
3. Human Resource Development	29 461	(7 190)	(3 913)	18 358	18 358	-	100%	16 685	16 685

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<b>Programme 2: PUBLIC ORDINARY SCHOOL EDUCATION</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
4. School Sport, Culture And Media Services	15 231	4	(8 017)	7 218	7 218	-	100%	9 497	9 497
5. Conditional Grants	165 682	-	-	165 682	165 678	4	100%	152 405	151 123
<b>Total for sub programmes</b>	<b>3 759 258</b>	<b>-</b>	<b>369</b>	<b>3 759 627</b>	<b>3 756 123</b>	<b>3 504</b>	<b>99.9%</b>	<b>3 481 642</b>	<b>3 476 852</b>
<b>Economic classification</b>									
<b>Current payments</b>	<b>3 376 845</b>	<b>474</b>	<b>(5 749)</b>	<b>3 371 570</b>	<b>3 368 070</b>	<b>3 500</b>	<b>99.9%</b>	<b>3 102 314</b>	<b>3 100 669</b>
Compensation of employees	3 282 741	-	(12 688)	3 270 053	3 266 553	3 500	99.9%	3 041 108	3 040 294
Salaries and wages	2 862 514	(25 841)	(11 348)	2 825 325	2 821 825	3 500	99.9%	2 674 131	2 673 890
Social contributions	420 227	25 841	(1 340)	444 728	444 728	-	100%	366 977	366 404
Goods and services	93 076	474	7 527	101 077	101 077	-	100%	61 205	60 374
Advertising	355	(7)	-	348	348	-	100%	131	131
Minor assets	781	(747)	(25)	9	9	-	100%	16	16
Bursaries: Employees	2 121	(2 121)	-	-	-	-	-	1	1
Catering: Departmental activities	2 027	210	(181)	2 056	2 056	-	100%	1 033	1 033
Communication	513	(53)	3	463	463	-	100%	45	45
Computer services	1 077	(1 077)	4	4	4	-	100%	36	36
Contractors	115	34	-	149	149	-	100%	35	35
Agency and support / outsourced services	1 149	(294)	(295)	560	560	-	100%	492	492

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<b>Programme 2: PUBLIC ORDINARY SCHOOL EDUCATION</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Fleet services	-	439	-	439	439	-	100%	12	12
Inventory: Fuel, oil and gas	547	(547)	-	-	-	-	-	-	-
Inventory: Learner and teacher support material	36 858	(667)	1 388	37 579	37 579	-	100%	37 067	36 236
Inventory: Materials and supplies	-	14 340	6 660	21 000	21 000	-	100%	-	-
Inventory: Other supplies	-	8 545	26	8 571	8 571	-	100%	1 979	1 979
Consumable supplies	11 678	(11 022)	-	656	656	-	100%	782	782
Consumable: Stationery, printing and office supplies	228	119	-	347	347	-	100%	348	348
Operating leases	-	1 113	-	1 113	1 113	-	100%	1 049	1 049
Property payments	16 760	(915)	-	15 845	15 845	-	100%	5 960	5 960
Transport provided: Departmental activity	315	652	(282)	685	685	-	100%	3 280	3 280
Travel and subsistence	7 726	(445)	281	7 562	7 562	-	100%	4 638	4 638
Training and development	6 291	(3 883)	-	2 408	2 408	-	100%	861	861
Operating payments	4 314	(3 805)	-	509	509	-	100%	3 246	3 246
Venues and facilities	221	593	(52)	762	762	-	100%	78	78
Rental and hiring	-	12	-	12	12	-	100%	116	116
Interest and rent on land	1 028	-	(588)	440	440	-	100%	1	1
Interest	-	440	-	440	440	-	100%	1	1
Rent on land	1 028	(440)	(588)	-	-	-	-	-	-
<b>Transfers and subsidies</b>	<b>380 610</b>	<b>(474)</b>	<b>6 311</b>	<b>386 447</b>	<b>386 447</b>	<b>-</b>	<b>100%</b>	<b>373 549</b>	<b>370 855</b>

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**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>Programme 2: PUBLIC ORDINARY SCHOOL EDUCATION</b>									
	<b>2015/16</b>							<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Departmental agencies and accounts	-	-	-	-	-	-	-	57	57
Social security funds	-	-	-	-	-	-	-	57	57
Non-profit institutions	333 882	(2 166)	-	331 716	331 716	-	100%	324 569	321 875
Households	46 728	1 692	6 311	54 731	54 731	-	100%	48 923	48 923
Social benefits	14 000	(149)	10 558	24 409	24 409	-	100%	20 854	20 854
Other transfers to households	32 728	1 841	(4 247)	30 322	30 322	-	100%	28 069	28 069
<b>Payments for capital assets</b>	<b>1 803</b>	<b>-</b>	<b>(193)</b>	<b>1 610</b>	<b>1 606</b>	<b>4</b>	<b>99.8%</b>	<b>1 060</b>	<b>609</b>
Machinery and equipment	1 803	-	(193)	1 610	1 606	4	99.8%	1 060	609
Transport equipment	1 753	(93)	(189)	1 471	1 471	-	100%	-	-
Other machinery and equipment	50	93	(4)	139	135	4	97.1%	1 060	609
<b>Payments for financial assets</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4 719</b>	<b>4 719</b>
<b>Total</b>	<b>3 759 258</b>	<b>-</b>	<b>369</b>	<b>3 759 627</b>	<b>3 756 123</b>	<b>3 504</b>	<b>99.9%</b>	<b>3 481 642</b>	<b>3 476 852</b>



**DEPARTMENT OF EDUCATION  
VOTE 4**

**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>2.1 PUBLIC PRIMARY LEVEL</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>1 940 129</b>	<b>17 010</b>	<b>6 667</b>	<b>1 963 806</b>	<b>1 963 806</b>	-	<b>100%</b>	<b>1 783 221</b>	<b>1 782 407</b>
Compensation of employees	1 913 797	5 123	-	1 918 920	1 918 920	-	100%	1 757 766	1 756 952
Goods and services	25 323	11 888	7 255	44 466	44 466	-	100%	25 454	25 454
Interest and rent on land	1 009	(1)	(588)	420	420	-	100%	1	1
<b>Transfers and subsidies</b>	<b>150 304</b>	<b>1 192</b>	<b>6 311</b>	<b>157 807</b>	<b>157 807</b>	-	<b>100%</b>	<b>152 254</b>	<b>149 560</b>
Non-profit institutions	134 566	(1 841)	-	132 725	132 725	-	100%	127 779	125 085
Households	15 738	3 033	6 311	25 082	25 082	-	100%	24 475	24 475
<b>Payments for capital assets</b>	-	-	<b>2</b>	<b>2</b>	<b>2</b>	-	<b>100%</b>	<b>(1)</b>	<b>(1)</b>
Machinery and equipment	-	-	2	2	2	-	100%	(1)	(1)
<b>Payments for financial assets</b>	-	-	-	-	-	-	-	4 719	4 719
	<b>2 090 433</b>	<b>18 202</b>	<b>12 980</b>	<b>2 121 615</b>	<b>2 121 615</b>	-	<b>100%</b>	<b>1 940 193</b>	<b>1 936 685</b>

<b>2.2 PUBLIC SECONDARY LEVEL</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>1 369 827</b>	<b>(9 824)</b>	<b>(681)</b>	<b>1 359 322</b>	<b>1 355 822</b>	<b>3 500</b>	<b>99.7%</b>	<b>1 284 566</b>	<b>1 284 566</b>

**DEPARTMENT OF EDUCATION  
VOTE 4**

**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>2.2 PUBLIC SECONDARY LEVEL</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Compensation of employees	1 335 034	(5 123)	(2 069)	1 327 842	1 324 342	3 500	99.7%	1 261 061	1 261 061
Goods and services	34 774	(4 702)	1 388	31 460	31 460	-	100%	23 505	23 505
Interest and rent on land	19	1	-	20	20	-	100%	-	-
<b>Transfers and subsidies</b>	<b>88 624</b>	<b>(1 192)</b>	<b>-</b>	<b>87 432</b>	<b>87 432</b>	<b>-</b>	<b>100%</b>	<b>78 296</b>	<b>78 296</b>
Non-profit institutions	57 634	149	-	57 783	57 783	-	100%	53 848	53 848
Households	30 990	(1 341)	-	29 649	29 649	-	100%	24 448	24 448
<b>Total</b>	<b>1 458 451</b>	<b>(11 016)</b>	<b>(681)</b>	<b>1 446 754</b>	<b>1 443 254</b>	<b>3 500</b>	<b>99.8%</b>	<b>1 362 862</b>	<b>1 362 862</b>

<b>2.3 HUMAN RESOURCE DEVELOPMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>29 423</b>	<b>(7 186)</b>	<b>(3 896)</b>	<b>18 341</b>	<b>18 341</b>	<b>-</b>	<b>100%</b>	<b>16 581</b>	<b>16 581</b>
Compensation of employees	18 700	-	(3 896)	14 804	14 804	-	100%	13 600	13 600
Goods and services	10 723	(7 186)	-	3 537	3 537	-	100%	2 981	2 981
<b>Transfers and subsidies</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>57</b>	<b>57</b>
Departmental agencies and accounts	-	-	-	-	-	-	-	57	57
<b>Payments for capital assets</b>	<b>38</b>	<b>(4)</b>	<b>(17)</b>	<b>17</b>	<b>17</b>	<b>-</b>	<b>100%</b>	<b>47</b>	<b>47</b>
Machinery and equipment	38	(4)	(17)	17	17	-	100%	47	47

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**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>Total</b>	<b>29 461</b>	<b>(7 190)</b>	<b>(3 913)</b>	<b>18 358</b>	<b>18 358</b>	<b>-</b>	<b>100%</b>	<b>16 685</b>	<b>16 685</b>
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<b>2.4 SCHOOL SPORT, CULTURE AND MEDIA SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>15 231</b>	<b>-</b>	<b>(8 017)</b>	<b>7 214</b>	<b>7 214</b>	<b>-</b>	<b>100%</b>	<b>9 376</b>	<b>9 376</b>
Compensation of employees	13 603	-	(6 875)	6 728	6 728	-	100%	5 411	5 411
Goods and services	1 628	-	(1 142)	486	486	-	100%	3 965	3 965
<b>Payments for capital assets</b>	<b>-</b>	<b>4</b>	<b>-</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>100%</b>	<b>121</b>	<b>121</b>
Machinery and equipment	-	4	-	4	4	-	100%	121	121
<b>Total</b>	<b>15 231</b>	<b>4</b>	<b>(8 017)</b>	<b>7 218</b>	<b>7 218</b>	<b>-</b>	<b>100%</b>	<b>9 497</b>	<b>9 497</b>

<b>2.5 CONDITIONAL GRANTS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>22 235</b>	<b>474</b>	<b>178</b>	<b>22 887</b>	<b>22 887</b>	<b>-</b>	<b>100%</b>	<b>8 570</b>	<b>7 739</b>
Compensation of employees	1 607	-	152	1 759	1 759	-	100%	3 270	3 270
Goods and services	20 628	474	26	21 128	21 128	-	100%	5 300	4 469
<b>Transfers and subsidies</b>	<b>141 682</b>	<b>(474)</b>	<b>-</b>	<b>141 208</b>	<b>141 208</b>	<b>-</b>	<b>100%</b>	<b>142 942</b>	<b>142 942</b>

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**APPROPRIATION STATEMENT  
for the year ended 31 March 2016**

<b>2.5 CONDITIONAL GRANTS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Non-profit institutions	141 682	(474)	-	141 208	141 208	-	100%	142 942	142 942
<b>Payments for capital assets</b>	<b>1 765</b>	<b>-</b>	<b>(178)</b>	<b>1 587</b>	<b>1 583</b>	<b>4</b>	<b>99.7%</b>	<b>893</b>	<b>442</b>
Machinery and equipment	1 765	-	(178)	1 587	1 583	4	99.7%	893	442
<b>Total</b>	<b>165 682</b>	<b>-</b>	<b>-</b>	<b>165 682</b>	<b>165 678</b>	<b>4</b>	<b>100%</b>	<b>152 405</b>	<b>151 123</b>

<b>Programme 3: INDEPENDENT SCHOOL SUBSIDY</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Sub programme</b>									
1. INDEPENDENT PRIMARY LEVEL	447	67	-	514	514	-	100%	565	565
2. INDEPENDENT SECONDARY LEVEL	7 862	(67)	(422)	7 373	7 373	-	100%	7 500	7 500
<b>Total for sub programmes</b>	<b>8 309</b>	<b>-</b>	<b>(422)</b>	<b>7 887</b>	<b>7 887</b>	<b>-</b>	<b>100%</b>	<b>8 065</b>	<b>8 065</b>
<b>Transfers and subsidies</b>	<b>8 309</b>	<b>-</b>	<b>(422)</b>	<b>7 887</b>	<b>7 887</b>	<b>-</b>	<b>100%</b>	<b>8 065</b>	<b>8 065</b>
Non-profit institutions	8 309	-	(422)	7 887	7 887	-	100%	8 065	8 065

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**APPROPRIATION STATEMENT  
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<b>Total</b>	<b>8 309</b>	<b>-</b>	<b>(422)</b>	<b>7 887</b>	<b>7 887</b>	<b>-</b>	<b>100%</b>	<b>8 065</b>	<b>8 065</b>
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<b>3.1 INDEPENDENT PRIMARY LEVEL</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Transfers and subsidies</b>	<b>447</b>	<b>67</b>	<b>-</b>	<b>514</b>	<b>514</b>	<b>-</b>	<b>100%</b>	<b>565</b>	<b>565</b>
Non-profit institutions	447	67	-	514	514	-	100%	565	565
<b>Total</b>	<b>447</b>	<b>67</b>	<b>-</b>	<b>514</b>	<b>514</b>	<b>-</b>	<b>100%</b>	<b>565</b>	<b>565</b>

<b>3.2 INDEPENDENT SECONDARY LEVEL</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Transfers and subsidies</b>	<b>7 862</b>	<b>(67)</b>	<b>(422)</b>	<b>7 373</b>	<b>7 373</b>	<b>-</b>	<b>100%</b>	<b>7 500</b>	<b>7 500</b>
Non-profit institutions	7 862	(67)	(422)	7 373	7 373	-	100%	7 500	7 500
<b>Total</b>	<b>7 862</b>	<b>(67)</b>	<b>(422)</b>	<b>7 373</b>	<b>7 373</b>	<b>-</b>	<b>100%</b>	<b>7 500</b>	<b>7 500</b>

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**APPROPRIATION STATEMENT  
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<b>Programme 4: PUBLIC SPECIAL SCHOOL EDUCATION</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Sub programme</b>									
1. Schools	103 839	-	8 718	112 557	112 557	-	100%	97 673	97 673
2. Human Resource Development	455	(23)	(419)	13	13	-	100%	(23)	(23)
3. School Sport, Culture And Media Services	-	23	39	62	62	-	100%	-	-
<b>Total for sub programmes</b>	<b>104 294</b>	<b>-</b>	<b>8 338</b>	<b>112 632</b>	<b>112 632</b>	<b>-</b>	<b>100%</b>	<b>97 650</b>	<b>97 650</b>
<b>Economic classification</b>									
<b>Current payments</b>	<b>91 059</b>	<b>-</b>	<b>9 150</b>	<b>100 209</b>	<b>100 209</b>	<b>-</b>	<b>100%</b>	<b>84 917</b>	<b>84 917</b>
Compensation of employees	89 417	-	10 241	99 658	99 658	-	100%	84 585	84 585
Salaries and wages	77 793	-	7 301	85 094	85 094	-	100%	72 972	72 972
Social contributions	11 624	-	2 940	14 564	14 564	-	100%	11 613	11 613
Catering: Departmental activities	6	6	(6)	6	6	-	100%	28	28
Agency and support / outsourced services	370	-	(370)	-	-	-	-	-	-
Inventory: Other supplies	84	10	22	116	116	-	100%	80	80
Consumable supplies	15	-	39	54	54	-	100%	46	46
Consumable: Stationery, printing and office supplies	1	23	3	27	27	-	100%	45	45

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<b>Programme 4: PUBLIC SPECIAL SCHOOL EDUCATION</b>									
<b>2015/16</b>								<b>2014/15</b>	
	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:	-	-	-	-	-	-	-	8	8
Departmental activity	-	-	-	-	-	-	-	-	-
Travel and subsistence	602	-	(273)	329	329	-	100%	97	97
Training and development	555	(39)	(516)	-	-	-	-	-	-
Operating payments	-	-	19	19	19	-	100%	22	22
Venues and facilities	9	-	(9)	-	-	-	-	6	6
<b>Transfers and subsidies</b>	<b>13 235</b>	<b>-</b>	<b>(812)</b>	<b>12 423</b>	<b>12 423</b>	<b>-</b>	<b>100%</b>	<b>12 733</b>	<b>12 733</b>
Non-profit institutions	9 980	(305)	(851)	8 824	8 824	-	100%	8 036	8 036
Households	3 255	305	39	3 599	3 599	-	100%	4 697	4 697
Social benefits	-	235	39	274	274	-	100%	1 049	1 049
Other transfers to households	3 255	70	-	3 325	3 325	-	100%	3 648	3 648
<b>Total</b>	<b>104 294</b>	<b>-</b>	<b>8 338</b>	<b>112 632</b>	<b>112 632</b>	<b>-</b>	<b>100%</b>	<b>97 650</b>	<b>97 650</b>

<b>4.1 SCHOOLS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
<b>Current payments</b>	<b>90 604</b>	<b>-</b>	<b>9 569</b>	<b>100 173</b>	<b>100 173</b>	<b>-</b>	<b>100%</b>	<b>84 940</b>	<b>84 940</b>
Compensation of employees	89 417	-	10 244	99 661	99 661	-	100%	84 650	84 650
Goods and services	1 187	-	(675)	512	512	-	100%	290	290

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**APPROPRIATION STATEMENT  
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<b>4.1 SCHOOLS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Transfers and subsidies</b>	<b>13 235</b>	<b>-</b>	<b>(851)</b>	<b>12 384</b>	<b>12 384</b>	<b>-</b>	<b>100%</b>	<b>12 733</b>	<b>12 733</b>
Non-profit institutions	9 980	(305)	(851)	8 824	8 824	-	100%	8 036	8 036
Households	3 255	305	-	3 560	3 560	-	100%	4 697	4 697
<b>Total</b>	<b>103 839</b>	<b>-</b>	<b>8 718</b>	<b>112 557</b>	<b>112 557</b>	<b>-</b>	<b>100%</b>	<b>97 673</b>	<b>97 673</b>

<b>4.2 HUMAN RESOURCE DEVELOPMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>455</b>	<b>(23)</b>	<b>(419)</b>	<b>13</b>	<b>13</b>	<b>-</b>	<b>100%</b>	<b>(23)</b>	<b>(23)</b>
Compensation of employees	-	-	(3)	(3)	(3)	-	100%	(65)	(65)
Goods and services	455	(23)	(416)	16	16	-	100%	42	42
<b>Total</b>	<b>455</b>	<b>(23)</b>	<b>(419)</b>	<b>13</b>	<b>13</b>	<b>-</b>	<b>100%</b>	<b>(23)</b>	<b>(23)</b>



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<b>4.3 SCHOOL, SPORT, CULTURE AND MEDIA SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	-	23	-	23	23	-	10%	-	-
Goods and services	-	23	-	23	23	-	100%	-	-
<b>Transfers and subsidies</b>	-	-	39	39	39	-	100%	-	-
Households	-	-	39	39	39	-	100%	-	-
	-	23	39	62	62	-	100%	-	-

<b>Programme 5: EARLY CHILDHOOD DEVELOPMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Sub programme</b>									
1. Grade R In Public Schools	80 764	1 657	(4 133)	78 288	77 676	612	99.2%	79 529	79 529
2. Grade R In Early Childhood Development Centres	6 790	(1 657)	(2 606)	2 527	2 527	-	100%	5 450	5 450
3. Pre-Grade R Training	3 316	(5)	(562)	2 749	2 749	-	100%	1 073	1 073
4. Human Resource Development	398	5	-	403	403	-	100%	72	72

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<b>Programme 5: EARLY CHILDHOOD DEVELOPMENT</b>									
	<b>2015/16</b>							<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Total for sub programmes</b>	<b>91 268</b>	<b>-</b>	<b>(7 301)</b>	<b>83 967</b>	<b>83 355</b>	<b>612</b>	<b>99.3%</b>	<b>86 124</b>	<b>86 124</b>
<b>Economic classification</b>									
<b>Current payments</b>	<b>77 257</b>	<b>-</b>	<b>(6 088)</b>	<b>71 169</b>	<b>70 557</b>	<b>612</b>	<b>99.1%</b>	<b>74 364</b>	<b>74 364</b>
Compensation of employees	66 071	-	(2 606)	63 465	63 465	-	100%	69 789	69 789
Salaries and wages	57 663	4 923	(1 872)	60 714	60 714	-	100%	66 219	66 219
Social contributions	8 408	(4 923)	(734)	2 751	2 751	-	100%	3 570	3 570
Goods and services	11 186	-	(3 482)	7 704	7 092	612	92.1%	4 575	4 575
Advertising	42	35	(42)	35	35	-	100%	57	57
Catering: Departmental activities	433	(39)	(76)	318	318	-	100%	109	109
Agency and support / outsourced services	960	-	(94)	866	866	-	100%	-	-
Inventory: Learner and teacher support material	640	(19)	340	961	961	-	100%	1 399	1 399
Inventory: Other supplies	1 447	478	(1 080)	845	845	-	100%	867	867
Consumable supplies	-	-	-	-	-	-	-	10	10
Consumable: Stationery, printing and office supplies	69	-	(33)	36	36	-	100%	112	112
Operating leases	-	-	-	-	-	-	-	26	26
Property payments									
Transport provided: Departmental activity	4	181	52	237	237	-	100%	37	37
Travel and subsistence	3 990	(751)	(1 671)	1 568	1 568	-	100%	430	430

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<b>Programme 5: EARLY CHILDHOOD DEVELOPMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	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
Training and development	3 549	(1)	(852)	2 696	2 084	612	77.3%	1 415	1 415
Operating payments	-	116	-	116	116	-	100%	100	100
Venues and facilities	52	-	(26)	26	26	-	100%	13	13
<b>Transfers and subsidies</b>	<b>14 011</b>	<b>-</b>	<b>(1 218)</b>	<b>12 793</b>	<b>12 793</b>	<b>-</b>	<b>100%</b>	<b>11 752</b>	<b>11 752</b>
Non-profit institutions	14 011	(341)	(1 218)	12 452	12 452	-	100%	11 534	11 534
Households	-	341	-	341	341	-	100%	218	218
Social benefits	-	341	-	341	341	-	100%	192	192
Other transfers to households	-	-	-	-	-	-	-	26	26
<b>Payments for capital assets</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>100%</b>	<b>8</b>	<b>8</b>
Machinery and equipment	-	-	5	5	5	-	100%	8	8
<b>Total</b>	<b>91 268</b>	<b>-</b>	<b>(7 301)</b>	<b>83 967</b>	<b>83 355</b>	<b>612</b>	<b>99.3%</b>	<b>86 124</b>	<b>86 124</b>

<b>5.1 GRADE R IN PUBLIC SCHOOLS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>66 753</b>	<b>1 657</b>	<b>(2 915)</b>	<b>65 495</b>	<b>64 883</b>	<b>612</b>	<b>99.1%</b>	<b>67 803</b>	<b>67 803</b>
Compensation of employees	59 897	1 697	-	61 594	61 594	-	100%	65 275	65 275

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<b>5.1 GRADE R IN PUBLIC SCHOOLS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Goods and services	6 856	(40)	(2 915)	3 901	3 289	612	84.3%	2 528	2 528
<b>Transfers and subsidies</b>	<b>14 011</b>	<b>-</b>	<b>(1 218)</b>	<b>12 793</b>	<b>12 793</b>	<b>-</b>	<b>100%</b>	<b>11 726</b>	<b>11 726</b>
Non-profit institutions	14 011	(341)	(1 218)	12 452	12 452	-	100%	11 534	11 534
Households	-	341	-	341	341	-	100%	192	192
<b>Total</b>	<b>80 764</b>	<b>1 657</b>	<b>(4 133)</b>	<b>78 288</b>	<b>77 676</b>	<b>612</b>	<b>99.2%</b>	<b>79 529</b>	<b>79 529</b>

<b>5.2 GRADE R IN EARLY CHILDHOOD DEVELOPMENT CENTRES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>6 790</b>	<b>(1 657)</b>	<b>(2 606)</b>	<b>2 527</b>	<b>2 527</b>	<b>-</b>	<b>100%</b>	<b>5 450</b>	<b>5 450</b>
Compensation of employees	6 174	(1 697)	(2 606)	1 871	1 871	-	100%	4 514	4 514
Goods and services	616	40	-	656	656	-	100%	936	936
<b>Total</b>	<b>6 790</b>	<b>(1 657)</b>	<b>(2 606)</b>	<b>2 527</b>	<b>2 527</b>	<b>-</b>	<b>100%</b>	<b>5 450</b>	<b>5 450</b>

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<b>5.3 PRE-GRADE R TRAINING</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>3 316</b>	<b>(5)</b>	<b>(567)</b>	<b>2 744</b>	<b>2 744</b>	<b>-</b>	<b>100%</b>	<b>1 039</b>	<b>1 039</b>
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	3 316	(5)	(567)	2 744	2 744	-	100%	1 039	1 039
<b>Transfers and subsidies</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>26</b>	<b>26</b>
Households	-	-	-	-	-	-	-	26	26
<b>Payments for capital assets</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>100%</b>	<b>8</b>	<b>8</b>
Machinery and equipment	-	-	5	5	5	-	100%	8	8
<b>Total</b>	<b>3 316</b>	<b>(5)</b>	<b>(562)</b>	<b>2 749</b>	<b>2 749</b>	<b>-</b>	<b>100%</b>	<b>1 073</b>	<b>1 073</b>

<b>5.4 HUMAN RESOURCE DEVELOPMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>398</b>	<b>5</b>	<b>-</b>	<b>403</b>	<b>403</b>	<b>-</b>	<b>100%</b>	<b>72</b>	<b>72</b>
Goods and services	398	5	-	403	403	-	100%	72	72
<b>Total</b>	<b>398</b>	<b>5</b>	<b>-</b>	<b>403</b>	<b>403</b>	<b>-</b>	<b>100%</b>	<b>72</b>	<b>72</b>

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<b>Programme 6: INFRASTRUCTURE DEVELOPMENT</b>									
	<b>2015/16</b>							<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Sub programme</b>									
1. Administration	37 475	3 917	(11 955)	29 437	29 437	-	100%	40 638	40 612
2. Public Ordinary Schools	404 721	(5 889)	12 941	411 773	399 283	12 490	97%	297 061	297 061
3. Special Schools	7 500	(7 500)	-	-	-	-	-	-	-
4. Early Childhood Development	5 250	9 472	-	14 722	14 722	-	100%	23 926	23 926
<b>Total for sub programmes</b>	<b>454 946</b>	<b>-</b>	<b>986</b>	<b>455 932</b>	<b>443 442</b>	<b>12 490</b>	<b>97.3%</b>	<b>361 625</b>	<b>361 599</b>
<b>Economic classification</b>									
<b>Current payments</b>	<b>107 818</b>	<b>(122)</b>	<b>1 237</b>	<b>108 933</b>	<b>108 933</b>	<b>-</b>	<b>100%</b>	<b>54 301</b>	<b>54 301</b>
Compensation of employees	25 138	-	(11 965)	13 173	13 173	-	100%	13 008	13 008
Salaries and wages	21 870	-	(9 447)	12 423	12 423	-	100%	12 157	12 157
Social contributions	3 268	-	(2 518)	750	750	-	100%	851	851
Goods and services	82 680	(123)	13 202	95 759	95 759	-	100%	41 287	41 287
Administrative fees	-	-	-	-	-	-	-	-	-
Advertising	292	(116)	(27)	149	149	-	100%	160	160
Minor assets	5	49	-	54	54	-	100%	283	283
Catering: Departmental activities	48	(53)	10	5	5	-	100%	5	5
Communication	32	(32)	-	-	-	-	-	-	-
Computer services	50	(36)	-	14	14	-	100%	-	-

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<b>Programme 6: INFRASTRUCTURE DEVELOPMENT</b>									
	<b>2015/16</b>							<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Consultants: Business and advisory services	-	-	10 945	10 945	10 945	-	100%	-	-
Infrastructure and planning services	8 000	(8 122)	122	-	-	-	-	-	-
Contractors	-	2	778	780	780	-	100%	2 642	2 642
Agency and support / outsourced services	-	410	-	410	410	-	100%	256	256
Entertainment	-	-	-	-	-	-	-	-	-
Fleet services	-	36	-	36	36	-	100%	31	31
Inventory: Learner and teacher support material	-	-	-	-	-	-	-	520	520
Inventory: Other supplies	8 370	26 572	1 096	36 038	36 038	-	100%	12 772	12 772
Consumable supplies	140	905	-	1 045	1 045	-	100%	345	345
Consumable: Stationery, printing and office supplies	92	(89)	-	3	3	-	100%	326	326
Operating leases	10 432	(4 082)	-	6 350	6 350	-	100%	6 342	6 342
Property payments	54 093	(14 880)	278	39 491	39 491	-	100%	16 954	16 954
Travel and subsistence	801	(478)	-	323	323	-	100%	452	452
Training and development	-	37	-	37	37	-	100%	163	163
Operating payments	325	(251)	-	74	74	-	100%	36	36
Rental and hiring	-	5	-	5	5	-	100%	-	-
Interest and rent on land	-	1	-	1	1	-	100%	6	6
Interest	-	1	-	1	1	-	100%	6	6
<b>Transfers and subsidies</b>	-	-	-	-	-	-	-	<b>27</b>	<b>27</b>

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<b>Programme 6: INFRASTRUCTURE DEVELOPMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	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
Non-profit institutions	-	-	-	-	-	-	-	27	27
Households	-	-	-	-	-	-	-	27	27
<b>Payments for capital assets</b>	347 128	122	(251)	346 999	334 509	12 490	96.4%	307 297	307 271
Buildings and other fixed structures	347 128	(40 711)	(251)	306 166	293 676	12 490	95.9%	303 855	303 829
Buildings	347 128	(40 711)	(251)	306 166	293 676	12 490	95.9%	303 855	303 829
Machinery and equipment	-	40 833	-	40 833	40 833	-	100%	3 215	3 215
Transport equipment	-	40 252	-	40 252	40 252	-	100%	519	519
Other machinery and equipment	-	581	-	581	581	-	100%	2 696	2 696
Software and other intangible assets								227	227
<b>Total</b>	<b>454 946</b>	<b>-</b>	<b>986</b>	<b>455 932</b>	<b>443 442</b>	<b>12 190</b>	<b>97.3%</b>	<b>361 625</b>	<b>361 599</b>

<b>6.1 ADMINISTRATION</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>37 475</b>	<b>(2 053)</b>	<b>(11 955)</b>	<b>23 467</b>	<b>23 467</b>	<b>-</b>	<b>100%</b>	<b>24 536</b>	<b>24 536</b>
Compensation of employees	25 138	-	(11 965)	13 173	13 173	-	100%	13 008	13 008



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<b>6.1 ADMINISTRATION</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Goods and services	12 337	(2 054)	10	10 293	10 293	-	100%	11 522	11 522
Interest and rent on land	-	1	-	1	1	-	100%	6	6
<b>Transfers and subsidies</b>	-	-	-	-	-	-	-	<b>27</b>	<b>27</b>
Households	-	-	-	-	-	-	-	27	27
<b>Payments for capital assets</b>	-	<b>5 970</b>	-	<b>5 970</b>	<b>5 970</b>	-	<b>100%</b>	<b>16 075</b>	<b>16 049</b>
Buildings and other fixed structures	-	4 545	-	4 545	4 545	-	100%	12 633	12 607
Machinery and equipment	-	1 425	-	1 425	1 425	-	100%	3 215	3 215
<b>Payments for financial assets</b>	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>37 475</b>	<b>3 917</b>	<b>(11 955)</b>	<b>29 437</b>	<b>29 437</b>	<b>-</b>	<b>100%</b>	<b>40 638</b>	<b>40 612</b>

<b>6.2 PUBLIC ORDINARY SCHOOLS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>65 093</b>	<b>(2 520)</b>	<b>13 192</b>	<b>75 765</b>	<b>75 765</b>	<b>-</b>	<b>100%</b>	<b>28 955</b>	<b>28 955</b>
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	65 093	(2 520)	13 192	75 765	75 765	-	100%	28 955	28 955

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<b>6.2 PUBLIC ORDINARY SCHOOLS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Payments for capital assets</b>	<b>339 628</b>	<b>(3 369)</b>	<b>(251)</b>	<b>336 880</b>	<b>323 518</b>	<b>12 490</b>	<b>96.3%</b>	<b>268 106</b>	<b>268 106</b>
Buildings and other fixed structures	339 628	(42 777)	(251)	296 600	284 110	12 490	95.8%	268 106	268 106
Machinery and equipment	-	39 408	-	39 408	39 408	-	100%	-	-
	<b>404 721</b>	<b>(5 889)</b>	<b>12 941</b>	<b>411 773</b>	<b>399 283</b>	<b>12 490</b>	<b>97%</b>	<b>297 061</b>	<b>297 061</b>

<b>6.3 SPECIAL SCHOOLS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Payments for capital assets</b>	<b>7 500</b>	<b>(7 500)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Buildings and other fixed structures	7 500	(7 500)	-	-	-	-	-	-	-
<b>Total</b>	<b>7 500</b>	<b>(7 500)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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<b>6.4 EARLY CHILDHOOD DEVELOPMENT</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>5 250</b>	<b>4 451</b>	-	<b>9 701</b>	<b>9 701</b>	-	<b>100%</b>	<b>810</b>	<b>810</b>
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	5 250	4 451	-	9 701	9 701	-	100%	810	810
<b>Payments for capital assets</b>	-	<b>5 021</b>	-	<b>5 021</b>	<b>5 021</b>	-	<b>100%</b>	<b>23 116</b>	<b>23 116</b>
Buildings and other fixed structures	-	5 021	-	5 021	5 021	-	100%	23 116	23 116
<b>Total</b>	<b>5 250</b>	<b>9 472</b>	-	<b>14 722</b>	<b>14 722</b>	-	<b>100%</b>	<b>23 926</b>	<b>23 926</b>

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<b>Programme 7: EXAMINATION AND EDUCATION RELATED SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Sub programme</b>									
1. Payment Seta	5 313	-	-	5 313	5 313	-	100%	3 616	3 616
2. Professional Services	16 820	1 231	3 683	21 734	21 722	12	99.9%	14 645	14 645
3. Special Projects	59 369	(539)	(279)	58 551	58 513	38	99.9%	35 244	35 244
4. External Examinations	68 219	(692)	(5 635)	61 892	52 889	9 003	85.5%	70 351	70 351
5. Conditional Grants	8 360	-	-	8 360	8 271	89	98.9%	10 896	10 896
<b>Total for sub programmes</b>	<b>158 081</b>	<b>-</b>	<b>(2 231)</b>	<b>155 850</b>	<b>146 708</b>	<b>9 142</b>	<b>94.1%</b>	<b>134 752</b>	<b>134 745</b>
<b>Economic classification</b>									
<b>Current payments</b>	<b>117 721</b>	<b>-</b>	<b>( 1845)</b>	<b>115 876</b>	<b>116 819</b>	<b>(943)</b>	<b>100.8%</b>	<b>110 919</b>	<b>110 912</b>
Compensation of employees	62 612	-	(4 378)	58 234	58 486	(252)	100.4%	54 891	54 884
Salaries and wages	54 644	8	(3 915)	50 737	50 989	(252)	100.5%	49 122	49 115
Social contributions	7 968	(8)	(463)	7 497	7 497	-	100%	5 769	5 769
Goods and services	55 109	-	2 488	57 597	58 288	(691)	101.2%	56 024	56 024
Advertising	75	(25)	-	50	50	-	100%	11	11
Minor assets	692	(313)	(214)	165	165	-	100%	53	53
Bursaries: Employees	-	68	-	68	68	-	100%	-	-
Catering: Departmental activities	2 997	(153)	-	2 844	2 844	-	100%	4 491	4 491
Communication	179	(104)	6	81	81	-	100%	103	103
Computer services	10 497	(2 146)	-	8 351	8 351	-	100%	6 053	6 053

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<b>Programme 7: EXAMINATION AND EDUCATION RELATED SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
Contractors	2	488	(2)	488	488	-	100%	184	184
Agency and support / outsourced services	16 974	2 979	(6)	19 947	19 947	-	100%	20 862	20 862
Fleet services	-	100	-	100	100	-	100%	-	-
Housing									
Inventory: Fuel, oil and gas	(2)	2	-	-	-	-	-	-	-
Inventory: Learner and teacher support material	-	105	-	105	105	-	100%	335	335
Inventory: Other supplies	135	(135)	-	-	-	-	-	-	-
Consumable supplies	469	(136)	(16)	317	317	-	100%	145	145
Consumable: Stationery, printing and office supplies	10 717	484	(54)	11 147	11 147	-	100%	7 050	7 050
Operating leases	305	1 765	2 277	4 347	4 347	-	100%	184	184
Property payments	5 264	(4 260)	(92)	912	912	-	100%	5 161	5 161
Transport provided: Departmental activity	621	(176)	(18)	427	427	-	100%	796	796
Travel and subsistence	5 078	1 924	(376)	6 626	6 626	-	100%	7 796	7 796
Training and development	-	(210)	1 089	879	1 138	(259)	129.5%	1 175	1 175
Operating payments	960	495	18	483	483	-	100%	1 114	1 114
Venues and facilities	146	238	(124)	260	692	(432)	266.2%	511	511
Rental and hiring	-	-	-	-	-	-	-	-	-
Interest and rent on land	-	-	45	45	45	-	100%	4	4
Interest	-	-	45	45	45	-	100%	4	4

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<b>Programme 7: EXAMINATION AND EDUCATION RELATED SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	<b>Adjusted Appropriation</b>	<b>Shifting of Funds</b>	<b>Virement</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance</b>	<b>Expenditure as % of final appropriation</b>	<b>Final Appropriation</b>	<b>Actual expenditure</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Transfers and subsidies</b>	<b>22 413</b>	<b>-</b>	<b>(40)</b>	<b>22 373</b>	<b>22 373</b>	<b>-</b>	<b>100%</b>	<b>16 898</b>	<b>16 898</b>
Departmental agencies and accounts	6 118	-	(805)	5 313	5 313	-	100%	3 616	3 616
Departmental agencies	6 118	-	(805)	5 313	5 313	-	100%	3 616	3 616
Non-profit institutions	11 135	1 959	124	13 218	13 218	-	100%	13 161	13 161
Households	5 160	(1 959)	641	3 842	3 842	-	100%	121	121
Social benefits	-	-	641	641	641	-	100%	121	121
Other transfers to households	5 160	(1 959)	-	3 201	3 201	-	100%	-	-
<b>Payments for capital assets</b>	<b>17 947</b>	<b>-</b>	<b>(346)</b>	<b>17 601</b>	<b>7 516</b>	<b>10 085</b>	<b>42.7%</b>	<b>6 935</b>	<b>6 935</b>
Machinery and equipment	13 173	(1 000)	(346)	11 827	1 742	10 085	14.7%	6 935	6 935
Transport equipment	-	447	(3)	444	444	-	100%	24	24
Other machinery and equipment	13 173	(1 447)	(343)	11 383	1 298	10 085	11.4%	6 911	6 911
Intangible assets	4 774	1 000	-	5 774	5 774	-	100%	-	-
<b>Total</b>	<b>158 081</b>	<b>-</b>	<b>(2 231)</b>	<b>155 850</b>	<b>146 708</b>	<b>9 142</b>	<b>94.1%</b>	<b>134 752</b>	<b>134 745</b>

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<b>7.1 PAYMENT SETA</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Transfers and subsidies</b>	<b>5 313</b>	-	-	<b>5 313</b>	<b>5 313</b>	-	<b>100%</b>	<b>3 616</b>	<b>3 616</b>
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	5 313	-	-	5 313	5 313	-	100%	3 616	3 616
<b>Total</b>	<b>5 313</b>	-	-	<b>5 313</b>	<b>5 313</b>	-	<b>100%</b>	<b>3 616</b>	<b>3 616</b>

<b>7.2 PROFESSIONAL SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>16 803</b>	<b>1 231</b>	<b>3 683</b>	<b>21 717</b>	<b>21 717</b>	-	<b>100%</b>	<b>14 523</b>	<b>14 523</b>
Compensation of employees	16 147	1 231	4 063	21 441	21 441	-	100%	14 371	14 371
Goods and services	656	-	(425)	231	231	-	100%	148	148
Interest and rent on land	-	-	45	45	45	-	100%	4	4
<b>Transfers and subsidies</b>	-	-	-	-	-	-	-	<b>121</b>	<b>121</b>
Households	-	-	-	-	-	-	-	121	121
<b>Payments for capital assets</b>	<b>17</b>	-	-	<b>17</b>	<b>5</b>	<b>12</b>	<b>29.4%</b>	<b>1</b>	<b>1</b>
Machinery and equipment	17	-	-	17	5	12	29.4%	1	1

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<b>7.2 PROFESSIONAL SERVICES</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Total</b>	<b>16 820</b>	<b>1 231</b>	<b>3 683</b>	<b>21 734</b>	<b>21 722</b>	<b>12</b>	<b>99.9%</b>	<b>14 645</b>	<b>14 645</b>

<b>7.3 SPECIAL PROJECTS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Current payments</b>	<b>37 205</b>	<b>(1 231)</b>	<b>(550)</b>	<b>35 424</b>	<b>35 424</b>	<b>-</b>	<b>100%</b>	<b>22 056</b>	<b>22 056</b>
Compensation of employees	10 963	(1 231)	221	9 511	9 511	-	100%	7 242	7 242
Goods and services	26 242	-	(329)	25 913	25 913	-	100%	14 814	14 814
<b>Transfers and subsidies</b>	<b>16 295</b>	<b>(308)</b>	<b>221</b>	<b>16 208</b>	<b>16 208</b>	<b>-</b>	<b>100%</b>	<b>13 068</b>	<b>13 068</b>
Non-profit institutions	11 135	1 651	-	12 786	12 786	-	100%	13 068	13 068
Households	5 160	(1 959)	221	3 422	3 422	-	100%	-	-
<b>Payments for capital assets</b>	<b>5 869</b>	<b>1 000</b>	<b>50</b>	<b>6 919</b>	<b>6 881</b>	<b>38</b>	<b>99.5%</b>	<b>120</b>	<b>120</b>
Machinery and equipment	1 095	-	50	1 145	1 107	38	96.7%	120	120
Software and other Intangible assets	4 774	1 000	-	5 774	5 774	-	100%	-	-
<b>Total</b>	<b>59 369</b>	<b>(539)</b>	<b>(279)</b>	<b>58 551</b>	<b>58 513</b>	<b>38</b>	<b>99.9%</b>	<b>35 244</b>	<b>35 244</b>



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<b>7.4 EXTERNAL EXAMINATIONS</b>									
	<b>2015/16</b>							<b>2014/15</b>	
	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
<b>Economic classification</b>									
<b>Current payments</b>	<b>58 162</b>	<b>308</b>	<b>(6 371)</b>	<b>52 099</b>	<b>52 351</b>	<b>(252)</b>	<b>100.5%</b>	<b>63 681</b>	<b>63 681</b>
Compensation of employees	34 187	-	(8 648)	25 539	25 791	(252)	101.0%	32 829	32 829
Goods and services	23 975	308	2 277	26 560	26 560	-	100%	30 852	30 852
<b>Transfers and subsidies</b>	<b>805</b>	<b>-</b>	<b>(385)</b>	<b>420</b>	<b>420</b>	<b>-</b>	<b>100%</b>	<b>-</b>	<b>-</b>
Departmental agencies and accounts	805	-	(805)	-	-	-	-	-	-
Households	-	-	420	420	420	-	100%	-	-
<b>Payments for capital assets</b>	<b>9 252</b>	<b>(1 000)</b>	<b>1 121</b>	<b>9 373</b>	<b>118</b>	<b>9 255</b>	<b>1.3%</b>	<b>6 670</b>	<b>6 670</b>
Machinery and equipment	9 252	(1 000)	1 121	9 373	118	9 255	1.3%	6 670	6 670
<b>Total</b>	<b>68 219</b>	<b>(692)</b>	<b>(5 635)</b>	<b>61 892</b>	<b>52 889</b>	<b>9 003</b>	<b>85.5%</b>	<b>70 351</b>	<b>70 351</b>

<b>7.5 CONDITIONAL GRANTS</b>									
	<b>2015/16</b>							<b>2014/15</b>	
	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
<b>Economic classification</b>									
<b>Current payments</b>	<b>5 551</b>	<b>(308)</b>	<b>1 393</b>	<b>6 636</b>	<b>7 327</b>	<b>(691)</b>	<b>110.4%</b>	<b>10 659</b>	<b>10 652</b>
Compensation of employees	1 315	-	428	1 743	1 743	-	100%	449	442
Goods and services	4 236	(308)	965	4 893	5 584	(691)	114.1%	10 210	10 210

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<b>7.5 CONDITIONAL GRANTS</b>									
<b>2015/16</b>								<b>2014/15</b>	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
<b>Economic classification</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Transfers and subsidies</b>	-	308	124	432	432	-	100%	93	93
Non-profit institutions	-	308	124	432	432	-	100%	93	93
<b>Payments for capital assets</b>	2 809	-	(1 517)	1 292	512	780	39.6%	144	144
Machinery and equipment	2 809	-	(1 517)	1 292	512	780	39.6%	144	144
<b>Total</b>	<b>8 360</b>	<b>-</b>	<b>-</b>	<b>8 360</b>	<b>8 271</b>	<b>89</b>	<b>98.9%</b>	<b>10 896</b>	<b>10 889</b>

**DEPARTMENT OF EDUCATION  
VOTE 4**

**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, disclosure notes 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 on Payments for financial assets to the Annual Financial Statements.

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

<b>4.1 Per programme</b>	<b>Final Appropriation</b>	<b>Actual Expenditure</b>	<b>Variance R'000</b>	<b>Variance as a % of Final Appropriation</b>
PUBLIC ORDINARY SCHOOL EDUCATION	3 759 627	3 756 123	3 504	0.1%

The Programme has spent 99.9 percent of its final appropriation. The under expenditure relates to compensation of employees, due to unprocessed marking fees as at year end.

EARLY CHILDHOOD DEVELOPMENT	83 967	83 355	612	0.7%
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The Programme has spent R83.355 million or 99.3 percent of its final appropriation. The under expenditure resulted from the late implementation of the stipend increases or the practitioners in the financial year.

INFRASTRUCTURE DEVELOPMENT	455 932	443 442	12 490	2.7%
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Programme 6 has spent 97.3 percent of its final appropriation. The under expenditure relates to payments for capital assets, building and other fix structures. The under expenditure can be attributed to delays on the delivery of infrastructure projects experienced by implementing agents. A rollover request has been made on the Kitlanyang Primary School Hostel. The hostel is amongst a number of projects implemented by Independent Development Trust (IDT) that are already committed.

EXAMINATION AND EDUCATION RELATED SERVICES	155 850	146 708	9 142	5.9%
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The programme has spent 94.1 percent of its final appropriation. The under expenditure relates to payments for capital assets other machinery and equipment. The department has submitted a roll over request of R3.012 million in respect of delivery vehicles. This can be attributed to invoices not received

**DEPARTMENT OF EDUCATION  
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**NOTES TO THE APPROPRIATION STATEMENT**  
*for the year ended 31 March 2016*

before year end.

4.2 Per economic classification	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	R'000
<b>Current payments</b>				
Compensation of employees	3914 616	3 911 368	3 248	0.1%
Goods and services	380 908	380 987	-79	0%
Interest and rent on land	504	504	-	0%
<b>Transfers and subsidies</b>				
Provinces and municipalities				0%
Departmental agencies and accounts	5 314	5 314	0	0%
Higher education institutions				0%
Public corporations and private enterprises				0%
Foreign governments and international organisations				0%
Non-profit institutions	376 337	376 337	0	0%
Households	66 485	66 485	0	0%
<b>Payments for capital assets</b>				
Buildings and other fixed structures	306 166	293 676	12 490	4.1%
Machinery and equipment	70 761	60 672	10 089	14.3%
Heritage assets				0%
Specialised military assets				0%
Biological assets				0%
Land and subsoil assets				0%
Intangible assets	5 774	5 774	0	0%
<b>Payments for financial assets</b>				0%

Compensation of employees under expenditure is as a result of a saving on examination marking fees. Buildings and other fix structures under expenditure resulted in delays of infrastructure delivery by implementing agents. Under expenditure on machinery and equipment was due to the item being considered as non-critical area of spending during cost containment.

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**NOTES TO THE APPROPRIATION STATEMENT**  
*for the year ended 31 March 2016*

4.3 Per conditional grant	Final Appropriation R'000	Actual Expenditure R'000	Variance R'000	Variance as a % of Final Appropriation R'000
Education Infrastructure Grant	446 998	429 079	17 919	4%
HIV&AIDS (Life Skills Edu) Grant	5 281	5 259	22	0.4%
Maths, Science & Technology Grant	22 958	22 956	2	0%
Nat School/nutrition Prog Grant	142 724	142 722	2	0%
OSD For Therapist	2	-	2	100%
EPWP Integrated Grant for Prov	2 077	2 077	0	0%
SOC Sec EPWP Incen Grant for Prov	1 000	935	65	6.5%

The Education infrastructure grant has spent 96 percent of its final appropriation. The grant has recorded an under expenditure of R17.919 million. A roll over request of R12.490 million on payments for capital assets has been submitted in this regard. All other grants recorded savings, these grants achieved their targets as contained in their respective business plans.

**DEPARTMENT OF EDUCATION  
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**STATEMENT OF FINANCIAL PERFORMANCE**

*for the year ended 31 March 2016*

	<b>Note</b>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
<b>REVENUE</b>			
Annual appropriation	<u>1</u>	5 126 865	4 715 080
Departmental revenue	<u>2</u>	2 592	-
<b>TOTAL REVENUE</b>		<b>5 129 457</b>	<b>4 715 080</b>
<b>EXPENDITURE</b>			
<b>Current expenditure</b>			
Compensation of employees	<u>3</u>	3 911 366	3 647 477
Goods and services	<u>4</u>	380 987	297 340
Interest and rent on land	<u>5</u>	503	257
<b>Total current expenditure</b>		<b>4 292 856</b>	<b>3 945 074</b>
<b>Transfers and subsidies</b>			
Transfers and subsidies	<u>7</u>	448 137	424 731
<b>Total transfers and subsidies</b>		<b>448 137</b>	<b>424 731</b>
<b>Expenditure for capital assets</b>			
Tangible asset	<u>8</u>	354 350	334 466
Intangible assets	<u>8</u>	5 774	227
<b>Total expenditure for capital assets</b>		<b>360 124</b>	<b>334 693</b>
<b>Payments for financial assets</b>	<u>6</u>	-	4 719
<b>TOTAL EXPENDITURE</b>		<b>5 101 117</b>	<b>4 709 217</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>		<b>28 340</b>	<b>5 863</b>
<b>Reconciliation of Net Surplus/(Deficit) for the year</b>			
Voted funds		25 748	5 863
Annual appropriation		7 736	4 547
Conditional grants		18 012	1 316
Departmental revenue and NRF Receipts	<u>12</u>	2 592	-
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>		<b>28 340</b>	<b>5 863</b>

**DEPARTMENT OF EDUCATION  
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STATEMENT OF FINANCIAL POSITION  
as at 31 March 2016**

	<i>Note</i>	2015/16 R'000	2014/15 R'000
<b>ASSETS</b>			
<b>Current assets</b>		<b>77 362</b>	<b>72 323</b>
Unauthorised expenditure	<u>9</u>	54 765	54 765
Cash and cash equivalents	<u>10</u>	5	5
Prepayments and advances	<u>11</u>	1 052	956
Receivables	<u>12</u>	21 540	16 597
<b>TOTAL ASSETS</b>		<b>77 362</b>	<b>72 323</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>		<b>77 052</b>	<b>72 067</b>
Voted funds to be surrendered to the Revenue Fund	<u>13</u>	46 005	26 122
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	<u>14</u>	2 671	1 221
Bank overdraft	<u>15</u>	22 301	35 189
Payables	<u>16</u>	6 075	9 385
<b>TOTAL LIABILITIES</b>		<b>77 052</b>	<b>72 067</b>
<b>NET ASSETS</b>		<b>310</b>	<b>256</b>
	<i>Note</i>	2015/16 R'000	2014/15 R'000
<b>Represented by:</b>			
Recoverable revenue		310	256
<b>TOTAL</b>		<b>310</b>	<b>256</b>

**DEPARTMENT OF EDUCATION**  
**VOTE 4**  
**STATEMENT OF CHANGES IN NET ASSETS**  
**for the year ended 31 March 2016**

	<i>Note</i>	2015/16 R'000	2014/15 R'000
<b>Recoverable revenue</b>			
Opening balance		256	86
Transfers:		54	170
Irrecoverable amounts written off	<u>12.2</u>		
Debts revised		54	170
Debts recovered (included in departmental receipts)			
Debts raised			
Closing balance		310	256
<b>TOTAL</b>		<b>310</b>	<b>256</b>



**DEPARTMENT OF EDUCATION  
VOTE 4**

**CASH FLOW STATEMENT  
for the year ended 31 March 2016**

	Note	2015/16 R'000	2014/15 R'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts		<b>5 138 055</b>	<b>4 799 146</b>
Annual appropriated funds received	<u>1.1</u>	5 126 865	4 792 301
Departmental revenue received	<u>2</u>	10 268	6 635
Interest received	<u>2.3</u>	922	210
Net (increase)/decrease in working capital		(8 499)	1 402
Surrendered to Revenue Fund		(15 806)	(10 489)
Surrendered to RDP Fund/Donor			
Current payments		(4 292 353)	(3 978 072)
Interest paid	<u>5</u>	(503)	(257)
Payments for financial assets			(4 719)
Transfers and subsidies paid		(448 137)	(468 083)
<b>Net cash flow available from operating activities</b>	<u>17</u>	<b>372 757</b>	<b>338 928</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for capital assets	<u>8</u>	(360 124)	(335 307)
Proceeds from sale of capital assets	<u>2.4</u>	201	
<b>Net cash flows from investing activities</b>		<b>(359 923)</b>	<b>(335 307)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Increase/(decrease) in net assets		54	170
<b>Net cash flows from financing activities</b>		<b>54</b>	<b>170</b>
Net increase/(decrease) in cash and cash equivalents		12 888	3 791
Cash and cash equivalents at beginning of period		(35 184)	(38 975)
Unrealised gains and losses within cash and cash equivalents			
<b>Cash and cash equivalents at end of period</b>	<u>18</u>	<b>(22 296)</b>	<b>(35 184)</b>

**DEPARTMENT OF EDUCATION  
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**ACCOUNTING POLICIES  
for the year ended 31 March 2016**

<p><b>Summary of significant accounting policies</b></p> <p>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.</p> <p>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.</p> <p>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.</p>	
<b>1</b>	<p><b>Basis of preparation</b></p> <p>The financial statements have been prepared in accordance with the Modified Cash Standard.</p>
<b>2</b>	<p><b>Going concern</b></p> <p>The financial statements have been prepared on a going concern basis.</p>
<b>3</b>	<p><b>Presentation currency</b></p> <p>Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department.</p>
<b>4</b>	<p><b>Rounding</b></p> <p>Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R'000).</p>
<b>5</b>	<p><b>Foreign currency translation</b></p> <p>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.</p>
<b>6</b>	<b>Comparative information</b>
<b>6.1</b>	<p><b>Prior period comparative information</b></p> <p>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.</p>
<b>6.2</b>	<p><b>Current year comparison with budget</b></p> <p>A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.</p>
<b>7</b>	<b>Revenue</b>
<b>7.1</b>	<b>Appropriated funds</b>

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**ACCOUNTING POLICIES  
for the year ended 31 March 2016**

	<p>Appropriated funds comprises of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation).</p> <p>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.</p> <p>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.</p>
<b>7.2</b>	<p><b>Departmental revenue</b></p> <p>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.</p>
<b>7.3</b>	<p><b>Accrued departmental revenue</b></p> <p>Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when:</p> <ul style="list-style-type: none"> <li>• it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and</li> <li>• the amount of revenue can be measured reliably.</li> </ul> <p>The accrued revenue is measured at the fair value of the consideration receivable. Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents.</p>
<b>8</b>	<b>Expenditure</b>
<b>8.1</b>	<b>Compensation of employees</b>
<b>8.1.1</b>	<p><b>Salaries and wages</b></p> <p>Salaries and wages are recognised in the statement of financial performance on the date of payment.</p>
<b>8.1.2</b>	<p><b>Social contributions</b></p> <p>Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment.</p> <p>Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.</p>
<b>8.2</b>	<p><b>Other expenditure</b></p> <p>Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold.</p>
<b>8.3</b>	<p><b>Accrued expenditure payable</b></p> <p>Accrued expenditure payable is recorded in the notes to the financial statements when the</p>

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**ACCOUNTING POLICIES  
for the year ended 31 March 2016**

	<p>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.</p> <p>Accrued expenditure payable is measured at cost.</p>
<b>8.4</b>	<b>Leases</b>
<b>8.4.1</b>	<p><b>Operating leases</b></p> <p>Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment.</p> <p>The operating lease commitments are recorded in the notes to the financial statements.</p>
<b>8.4.2</b>	<p><b>Finance leases</b></p> <p>Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment.</p> <p>The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions.</p> <p>Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of:</p> <ul style="list-style-type: none"> <li>• cost, being the fair value of the asset; or</li> <li>• the sum of the minimum lease payments made, including any payments made to acquire ownership at the end of the lease term, excluding interest.</li> </ul>
<b>9</b>	<b>Aid Assistance</b>
<b>9.1</b>	<p><b>Aid assistance received</b></p> <p>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.</p> <p>Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.</p>
<b>9.2</b>	<p><b>Aid assistance paid</b></p> <p>Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.</p>
<b>10</b>	<p><b>Cash and cash equivalents</b></p> <p>Cash and cash equivalents are stated at cost in the statement of financial position.</p> <p>Bank overdrafts are shown separately on the face of the statement of financial position as a current liability.</p> <p>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.</p>
<b>11</b>	<p><b>Prepayments and advances</b></p> <p>Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash.</p>

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**ACCOUNTING POLICIES  
for the year ended 31 March 2016**

	Prepayments and advances are initially and subsequently measured at cost.
<b>12</b>	<b>Loans and receivables</b> 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.
<b>13</b>	<b>Investments</b> Investments are recognised in the statement of financial position at cost.
<b>14</b>	<b>Financial assets</b>
<b>14.1</b>	<b>Financial assets (not covered elsewhere)</b> 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.
<b>14.2</b>	<b>Impairment of financial assets</b> 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.
<b>15</b>	<b>Payables</b> Loans and payables are recognised in the statement of financial position at cost.
<b>16</b>	<b>Capital Assets</b>
<b>16.1</b>	<b>Immovable capital assets</b> 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.
<b>16.2</b>	<b>Movable capital assets</b> Movable capital assets are initially recorded in the notes to the financial statements at

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**ACCOUNTING POLICIES  
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	<p>cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition.</p> <p>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.</p> <p>All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.</p> <p>Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.</p> <p>Biological assets are subsequently carried at fair value. 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.</p>
<b>16.3</b>	<p><b>Intangible assets</b></p> <p>Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition.</p> <p>Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project.</p> <p>Where the cost of intangible assets cannot be determined reliably, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1.</p> <p>All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.</p> <p>Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment.</p> <p>Subsequent expenditure that is of a capital nature is added to the cost of the asset at the end of the capital project unless the intangible asset is recorded by another department/entity in which case the completed project costs are transferred to that department.</p>
<b>17</b>	<p><b>Provisions and Contingents</b></p>
<b>17.1</b>	<p><b>Provisions</b></p> <p>Provisions are recorded in the notes to the financial statements when there is a present legal or constructive obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.</p>
<b>17.2</b>	<p><b>Contingent liabilities</b></p> <p>Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not</p>

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	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.
<b>17.3</b>	<p><b>Contingent assets</b></p> <p>Contingent assets are recorded in the notes to the financial statements when a possible asset arises from past events, and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department.</p>
<b>17.4</b>	<p><b>Commitments</b></p> <p>Commitments are recorded at cost in the notes to the financial statements when there is a contractual arrangement or an approval by management in a manner that raises a valid expectation that the department will discharge its responsibilities thereby incurring future expenditure that will result in the outflow of cash.</p>
<b>18</b>	<p><b>Unauthorised expenditure</b></p> <p>Unauthorised expenditure is recognised in the statement of financial position until such time as the expenditure is either:</p> <ul style="list-style-type: none"> <li>• approved by Parliament or the Provincial Legislature with funding and the related funds are received; or</li> <li>• approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or</li> <li>• transferred to receivables for recovery.</li> </ul> <p>Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure.</p>
<b>19</b>	<p><b>Fruitless and wasteful expenditure</b></p> <p>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.</p> <p>Fruitless and wasteful expenditure is removed from the notes to the financial statements when it is resolved or transferred to receivables for recovery.</p> <p>Fruitless and wasteful expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.</p>
<b>20</b>	<p><b>Irregular expenditure</b></p> <p>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.</p> <p>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.</p> <p>Irregular expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.</p>

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**ACCOUNTING POLICIES  
for the year ended 31 March 2016**

<b>21</b>	<p><b>Changes in accounting policies, accounting estimates and errors</b></p> <p>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.</p> <p>Changes in accounting estimates are applied prospectively in accordance with MCS requirements.</p> <p>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.</p>
<b>22</b>	<p><b>Events after the reporting date</b></p> <p>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.</p>
<b>23</b>	<p><b>Principal-Agent arrangements</b></p> <p>The department is party to a principal-agent arrangement for construction of non-residential building and structures (schools) with Independent Development Trust entity. In terms of the arrangement the department is the principal and is responsible for funding and monitoring performance. 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.</p>
<b>24</b>	<p><b>Departures from the MCS requirements</b></p> <p>Management has concluded that the financial statements present fairly the department's primary and secondary information; that the department complied with the Standard except that it has departed from a particular requirement to achieve fair presentation; and the requirement from which the department has departed, the nature of the departure and the reason for departure.</p>
<b>25</b>	<p><b>Capitalisation reserve</b></p> <p>The capitalisation reserve comprises of financial assets and/or liabilities originating in a prior reporting period but which are recognised in the statement of financial position for the first time in the current reporting period. Amounts are recognised in the capitalisation reserves when identified in the current period and are transferred to the National/Provincial Revenue Fund when the underlying asset is disposed and the related funds are received.</p>
<b>26</b>	<p><b>Recoverable revenue</b></p> <p>Amounts are recognised as recoverable revenue when a payment made in a previous</p>



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**ACCOUNTING POLICIES  
for the year ended 31 March 2016**

	financial year becomes recoverable from a debtor in the current financial year. Amounts are either transferred to the National/Provincial Revenue Fund when recovered or are transferred to the statement of financial performance when written-off.
<b>27</b>	<p><b>Related party transactions</b></p> <p>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 Minister's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length.</p> <p>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.</p>
<b>28</b>	<p><b>Inventories</b></p> <p>At the date of acquisition, inventories are recorded at cost price in the notes to the financial statements</p> <p>Where inventories are acquired as part of a non-exchange transaction, the cost of inventory is its fair value at the date of acquisition.</p> <p>Inventories are subsequently measured at the lower of cost and net realisable value or the lower of cost and current replacement value.</p>
<b>29</b>	<p><b>Public-Private Partnerships</b></p> <p>Public Private Partnerships are accounted for based on the nature and or the substance of the partnership. The transaction is accounted for in accordance with the relevant accounting policies.</p> <p>A summary of the significant terms of the PPP agreement, the parties to the agreement, and the date of commencement thereof together with the description and nature of the concession fees received, the unitary fees paid, rights and obligations of the department are recorded in the notes to the financial statements.</p>

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS  
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**1. Annual Appropriation**

**1.1 Annual Appropriation**

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

	<b>Final Appropriation</b>	<b>2015/16 Actual Funds Received</b>	<b>Funds not requested/ not received</b>	<b>2014/15 Final Appropriation</b>	<b>Appropriation received</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
Administration	550 709	550 709	-	545 222	545 222
Public Ordinary	3 759 258	3 759 258	-	3 481 642	3 481 642
School Education					
Independent	8 309	8 309	-	8 065	8 065
Schools					
Education					
Public Special	104 294	104 294	-	97 650	97 650
Schools					
Education					
Early Childhood	91 268	91 268	-	86 124	86 124
Development					
Infrastructure	454 946	454 946	-	361 625	361 625
Development					
Examination and	158 081	158 081	-	134 752	134 752
Education					
Related Services					
<b>Total</b>	<b>5 126 865</b>	<b>5 126 865</b>	<b>-</b>	<b>4 715 080</b>	<b>4 715 080</b>

*The comparative figures do not agree to the prior year annual report due to the transfer of FET and AET programmes to the National Department of Higher Education and Training.*

**1.2 Conditional grants**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Total grants received	32	<u>621 040</u>	<u>509 746</u>

*Comparative figure decreased with the amount of FET conditional grant due to transfer of function to National Department of Higher Education.*

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**2. Departmental revenue**

	Note	2015/16 R'000	2014/15 R'000
Tax revenue			
Sales of goods and services other than capital assets	2.1	5 140	4 979
Fines, penalties and forfeits	2.2	181	57
Interest, dividends and rent on land	2.3	922	210
Sales of capital assets	2.4	201	-
Transactions in financial assets and liabilities	2.5	4 947	1 599
Total revenue collected		<b>11 391</b>	<b>6 845</b>
Less: Own revenue included in appropriation	14	8 799	6 845
<b>Departmental revenue collected</b>		<b>2 592</b>	<b>-</b>

**2.1 Sales of goods and services other than capital assets**

	Note	2015/16 R'000	2014/15 R'000
	<u>2</u>		
Sales of goods and services produced by the department		5 138	4 978
Sales by market establishment		472	526
Administrative fees		4 666	4 452
Sales of scrap, waste and other used current goods		2	1
<b>Total</b>		<b>5 140</b>	<b>4 979</b>

**2.2 Fines, penalties and forfeits**

	Note	2015/16 R'000	2014/15 R'000
	<u>2</u>		
Fines		181	-
Penalties		-	57
<b>Total</b>		<b>181</b>	<b>57</b>

**2.3 Interest, dividends and rent on land**

	Note	2015/16 R'000	2014/15 R'000
	<u>2</u>		
Interest		922	210
<b>Total</b>		<b>922</b>	<b>210</b>

**2.4 Sale of capital assets**

	Note	2015/16 R'000	2014/15 R'000
	<u>2</u>		
<b>Tangible assets</b>		<b>201</b>	<b>-</b>
Machinery and equipment	27	201	-
<b>Total</b>		<b>201</b>	<b>-</b>

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**2.5 Transactions in financial assets and liabilities**

	Note	2015/16 R'000	2014/15 R'000
Other Receipts including Recoverable Revenue	2	4 947	1 599
<b>Total</b>		<b>4 947</b>	<b>1 599</b>

**3. Compensation of employees**

**3.1 Salaries and Wages**

	Note	2015/16 R'000	2014/15 R'000
Basic salary		2 853 796	2 641 358
Performance award		7 401	4 520
Service Based		5 859	7 198
Compensative/circumstantial		126 155	138 443
Other non-pensionable allowances		392 309	418 185
<b>Total</b>		<b>3 385 520</b>	<b>3 209 704</b>

*The comparative figures do not agree to the prior year annual report due to the transfer of the FET and AET programmes to the National Department of Higher Education and Training.*

**3.2 Social contributions**

	Note	2015/16 R'000	2014/15 R'000
<b>Employer contributions</b>			
Pension		354 370	303 265
Medical		170 469	133 591
UIF		113	41
Bargaining council		325	309
Official unions and associations		569	567
<b>Total</b>		<b>525 846</b>	<b>437 773</b>
 <b>Total compensation of employees</b>		 <b>3 911 366</b>	 <b>3 647 477</b>
 Average number of employees		 12 743	 12 814

*The comparative figures do not agree to the prior year annual report due to the transfer of the FET and AET programmes to the National Department of Higher Education and Training.*

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS  
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**4. Goods and services**

	Note	2015/16 R'000	2014/15 R'000
Administrative fees		308	366
Advertising		1 540	1 589
Minor assets	<u>4.1</u>	256	498
Bursaries (employees)		1 520	1 009
Catering		8 337	10 365
Communication		5 714	5 718
Computer services	<u>4.2</u>	9 024	25 881
Consultants: Business and advisory services		10 945	-
Infrastructure and planning services		121	-
Legal services		3 121	1 675
Contractors		1 347	3 065
Agency and support / outsourced services		47 586	33 687
Entertainment		69	433
Audit cost – external	4.3	11 497	11 790
Fleet services		2 958	795
Inventory	4.4	106 446	54 857
Consumables	4.5	17 103	17 351
Operating leases		18 452	15 411
Property payments	4.6	77 049	47 163
Rental and hiring		49	118
Transport provided as part of the departmental activities		3 803	6 619
Travel and subsistence	4.7	39 744	36 608
Venues and facilities		2 329	880
Training and development		6 196	12 705
Other operating expenditure	4.8	5 473	8 757
<b>Total</b>		<b>380 987</b>	<b>297 340</b>

*The comparative figures do not agree to the prior year annual report due to the transfer of the FET and AET programmes to the National Department of Higher Education and Training. Included in the goods and services is an advance payment of the operating lease for offices in Namakwa District s per lease agreement. Certain items were restated for correct SCOA classification.*

**4.1 Minor assets**

	Note	2015/16 R'000	2014/15 R'000
<b>Tangible assets</b>	<u>4</u>	<b>256</b>	<b>498</b>
Machinery and equipment		256	498
<b>Total</b>		<b>256</b>	<b>498</b>

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**4.2 Computer services**

	Note <u>4</u>	2015/16 R'000	2014/15 R'000
SITA computer services		7 743	8 644
External computer service providers		1 281	17 237
<b>Total</b>		<b>9 024</b>	<b>25 881</b>

**4.3 Audit cost – External**

	Note <u>4</u>	2015/16 R'000	2014/15 R'000
Regularity audits		11 497	11 790
<b>Total</b>		<b>11 497</b>	<b>11 790</b>

**4.4 Inventory**

	Note <u>4</u>	2015/16 R'000	2014/15 R'000
Learning, teaching and support material		106 446	54 857
<b>Total</b>		<b>106 446</b>	<b>54 857</b>

*Included in this amount is school furniture, computers and text books (LTSM) distributed to schools.*

**4.5 Consumables**

	Note <u>4</u>	2015/16 R'000	2014/15 R'000
Consumable supplies		<b>3 458</b>	<b>4 048</b>
Uniform and clothing		751	255
Household supplies		956	404
Building material and supplies		-	105
IT consumables		719	572
Other consumables		1 032	2 712
Stationery, printing and office supplies		13 645	13 303
<b>Total</b>		<b>17 103</b>	<b>17 351</b>

**4.6 Property payments**

	Note <u>4</u>	2015/16 R'000	2014/15 R'000
Municipal services		21 511	10 307
Property maintenance and repairs		17 346	16 183
Other		38 192	20 673
<b>Total</b>		<b>77 049</b>	<b>47 163</b>

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**4.7 Travel and subsistence**

	Note <u>4</u>	2015/16 R'000	2014/15 R'000
Local		39 400	36 592
Foreign		344	16
<b>Total</b>		<b>39 744</b>	<b>36 608</b>

**4.8 Other operating expenditure**

	Note <u>4</u>	2015/16 R'000	2014/15 R'000
Professional bodies, membership and subscription fees		1	3
Resettlement costs		2 099	2 121
Other		3 373	6 633
<b>Total</b>		<b>5 473</b>	<b>8 757</b>

**5. Interest and rent on land**

	Note	2015/16 R'000	2014/15 R'000
Interest paid		503	257
<b>Total</b>		<b>503</b>	<b>257</b>

**6. Payments for financial assets**

	Note	2015/16 R'000	2014/15 R'000
Debts written off	6.1	-	4 719
<b>Total</b>		<b>-</b>	<b>4 719</b>

**6.1 Debts written off**

	Note <u>8</u>	2015/16 R'000	2014/15 R'000
<b>Nature of debts written off</b>			
		-	1 076
Other debt written off		-	3 643
<b>Total</b>		<b>-</b>	<b>4 719</b>
<b>Total debt written off</b>		<b>-</b>	<b>4 719</b>

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**7. Transfers and subsidies**

		2015/16 R'000	2014/15 R'000
	<i>Note</i>		
Departmental agencies and accounts	<i>Annex 1A</i>	5 314	3 616
Non-profit institutions	<i>Annex 1B</i>	376 337	362 672
Households	<i>Annex 1C</i>	66 486	58 443
<b>Total</b>		<b><u>448 137</u></b>	<b><u>424 731</u></b>

**8. Expenditure for capital assets**

	<i>Note</i>	2015/16 R'000	2014/15 R'000
<b>Tangible assets</b>		<b>354 350</b>	<b>334 466</b>
Buildings and other fixed structures	29	293 676	303 824
Machinery and equipment	27	60 674	30 642
<b>Intangible assets</b>		<b>5 774</b>	<b>227</b>
Software	28	5 774	227
<b>Total</b>		<b><u>360 124</u></b>	<b><u>334 693</u></b>

**8.1 Analysis of funds utilised to acquire capital assets – 2015/16**

	Voted funds R'000	Aid assistance R'000	Total R'000
<b>Tangible assets</b>	<b>354 350</b>	<b>-</b>	<b>354 350</b>
Buildings and other fixed structures	293 676	-	293 676
Machinery and equipment	60 674	-	60 674
<b>Intangible assets</b>	<b>5 774</b>	<b>-</b>	<b>5 774</b>
Software	5 774	-	5 774
<b>Total</b>	<b><u>360 124</u></b>	<b><u>-</u></b>	<b><u>360 124</u></b>

**8.2 Analysis of funds utilised to acquire capital assets – 2014/15**

	Voted funds R'000	Aid assistance R'000	Total R'000
<b>Tangible assets</b>	<b>334 466</b>	<b>-</b>	<b>334 466</b>
Buildings and other fixed structures	303 824	-	303 824
Machinery and equipment	30 642	-	30 642
<b>Intangible assets</b>	<b>227</b>	<b>-</b>	<b>227</b>
Software	227	-	227
<b>Total</b>	<b><u>334 693</u></b>	<b><u>-</u></b>	<b><u>334 693</u></b>



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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS  
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**8.3 Finance lease expenditure included in Expenditure for capital assets**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
<b>Tangible assets</b>			
Machinery and equipment		18 624	27 237
<b>Total</b>		<b>18 624</b>	<b>27 237</b>

**9. Unauthorised expenditure**

**9.1 Reconciliation of unauthorised expenditure**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Opening balance		54 765	54 765
As restated		54 765	54 765
Less: Amounts transferred to receivables for recovery	12	-	-
<b>Closing balance</b>		<b>54 765</b>	<b>54 765</b>

**9.2 Analysis of unauthorised expenditure awaiting authorisation per economic classification**

	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Capital	54 765	54 765
Current	-	-
Transfers and subsidies	-	-
<b>Total</b>	<b>54 765</b>	<b>54 765</b>

**9.3 Analysis of unauthorised expenditure awaiting authorisation per type**

	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Unauthorised expenditure relating to overspending of the vote or a main division within a vote	54 765	54 765
<b>Total</b>	<b>54 765</b>	<b>54 765</b>

**10. Cash and cash equivalents**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Cash on hand		5	5
<b>Total</b>		<b>5</b>	<b>5</b>

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**11. Prepayments and advances**

	<i>Note</i>	2015/16 R'000	2014/15 R'000
Travel and subsistence		1 052	956
<b>Total</b>		<b>1 052</b>	<b>956</b>

**12. Receivables**

		Current	2015/16 Non- current	Total	Current	2014/15 Non- current	Total
		R'000	R'000	R'000	R'000	R'000	R'000
Claims recoverable	<i>Note 12.1</i>	4 313	-	4 313	1 407	-	1 407
Recoverable expenditure	<i>12.2</i>	15 329	-	15 329	13 301	-	13 301
Other debtors	<i>12.3</i>	1 898	-	1 898	1 889	-	1 889
<b>Total</b>		<b>21 540</b>	<b>-</b>	<b>21 540</b>	<b>16 597</b>	<b>-</b>	<b>16 597</b>

**12.1 Claims recoverable**

	<i>Note</i>	2015/16 R'000	2014/15 R'000
National departments	12	2 816	49
Provincial departments		1 497	1 358
<b>Total</b>		<b>4 313</b>	<b>1 407</b>

**12.2 Recoverable expenditure (disallowance accounts)**

	<i>Note</i>	2015/16 R'000	2014/15 R'000
Sal: Disallowance Acc	12	13 916	12 237
Sal: Tax Debt		1 384	1 043
Sal: Medical Aid: CL		6	-
Sal: Pension Fund: CL		23	21
Sal: Deduction Disall: Acc: CA		-	-
<b>Total</b>		<b>15 329</b>	<b>13 301</b>

**12.3 Other debtors**

	<i>Note</i>	2015/16 R'000	2014/15 R'000
Debt Account	12	1 898	1 889
<b>Total</b>		<b>1 898</b>	<b>1 889</b>

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS  
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**12.4 Impairment of receivables**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Estimate of impairment of receivables		4 862	3 839
<b>Total</b>		<b>4 862</b>	<b>3 839</b>

**13. Voted funds to be surrendered to the Revenue Fund**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Opening balance		26 122	23 552
As restated		26 122	23 552
Transfer from statement of financial performance (as restated)		25 748	5 863
Paid during the year		(5 865)	(3 293)
<b>Closing balance</b>		<b>46 005</b>	<b>26 122</b>

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

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Opening balance		1 221	1 572
As restated		1 221	1 572
Transfer from Statement of Financial Performance (as restated)		2 592	-
Own revenue included in appropriation		8 799	6 845
Paid during the year		(9 941)	(7 196)
<b>Closing balance</b>		<b>2 671</b>	<b>1 221</b>

**15. Bank Overdraft**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Consolidated Paymaster General Account		22 301	35 189
<b>Total</b>		<b>22 301</b>	<b>35 189</b>

**16. Payables – current**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Advances received	<i>16.1</i>	1 950	1 128
Clearing accounts	<i>16.2</i>	4 125	8 407
<b>Total</b>		<b>6 075</b>	<b>9 535</b>

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**16.1 Advances received**

	Note 16	2015/16 R'000	2014/15 R'000
National departments		13	-
Other institutions		1 937	1 128
<b>Total</b>		<b>1 950</b>	<b>1 128</b>

**16.2 Clearing accounts**

	Note 16	2015/16 R'000	2014/15 R'000
Description (Identify major categories, but list material amounts)			
Sal ACB Recall		3 932	8 220
Sal Finance Other Institution		-	5
Sal Garnishee Order		24	15
Sal: Income Tax: CL		-	14
Sal: Medical Aid		-	3
Sal: Disallowance Account		162	3
Sal: Tax Debt		7	147
<b>Total</b>		<b>4 125</b>	<b>8 407</b>

**17. Net cash flow available from operating activities**

	Note	2015/16 R'000	2014/15 R'000
Net surplus/(deficit) as per Statement of Financial Performance		28 340	5 863
Add back non cash/cash movements not deemed operating activities		344 417	333 065
(Increase)/decrease in receivables – current		(4 943)	543
(Increase)/decrease in prepayments and advances		(96)	588
(Increase)/decrease in other current assets		-	-
Increase/(decrease) in payables – current		(3 460)	271
Proceeds from sale of capital assets		(201)	-
Expenditure on capital assets		360 124	335 307
Surrenders to Revenue Fund		(15 806)	(10 489)
Own revenue included in appropriation		8 799	6 845
<b>Net cash flow generated by operating activities</b>		<b>372 757</b>	<b>338 928</b>

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

	Note	2015/16 R'000	2014/15 R'000
Consolidated Paymaster General account		(22 301)	(35 189)
Cash on hand		5	5
<b>Total</b>		<b>(22 296)</b>	<b>(35 184)</b>

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**19. Contingent liabilities and contingent assets**

**19.1 Contingent liabilities**

		<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
<b>Liable to</b>	<b>Nature</b>			
Housing loan guarantees	Employees	<i>Annex 2A</i>	245	312
Claims against the department		<i>Annex 2B</i>	25 974	14 281
Intergovernmental payables (unconfirmed balances)		<i>Annex 4</i>	984	12 897
<b>Total</b>			<b>27 203</b>	<b>27 490</b>

**19.2 Contingent assets**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
<b>Nature of contingent asset</b>			
Trek-in-Panneelkloppers		80	-
Mr and Ms Besent		29	-
Telkom		1 527	-
<b>Total</b>		<b>1 636</b>	<b>-</b>

**20. Commitments**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
<b>Current expenditure</b>			
Approved and contracted		95 873	73 320
Approved but not yet contracted		272	13 053
		<b>96 145</b>	<b>86 373</b>
<b>Capital expenditure</b>			
Approved and contracted		283 833	230 451
Approved but not yet contracted		189 825	75 299
		<b>473 658</b>	<b>305 750</b>
<b>Total Commitments</b>		<b>569 803</b>	<b>392 123</b>

*Inclusive in the total commitments is long term commitments relating to infrastructure projects, SITA and other SLA commitments.*

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**21. Accruals and payables not recognised**

**21.1 Accruals**

	2015/16 R'000			2014/15 R'000
<b>Listed by economic classification</b>				
	<b>30 Days</b>	<b>30+ Days</b>	<b>Total</b>	<b>Total</b>
Goods and services	33 386	3 849	37 235	20 510
Interest and rent on land	-	-	-	-
Transfers and subsidies	2 679	190	2 869	6 981
Capital assets	27 840	138	27 978	25 506
Other	147	68	215	-
<b>Total</b>	<b>64 052</b>	<b>4 245</b>	<b>68 297</b>	<b>55 997</b>

	Note	2015/16 R'000	2014/15 R'000
<b>Listed by programme level</b>			
ADMINISTRATION		24 062	11 577
PUBLIC ORDINARY SCHOOL EDUCATION		7 259	10 248
INDEPENDENT SCHOOL SUBSIDY		-	-
PUBLIC SPECIL SCHOOL EDUCATION		3	14
EARLY CHILDHOOD DEVELOPMENT		141	352
INFRASTRUCTURE DEVELOPMENT		32 390	27 090
EXAMINATION AND EDUCATION RELATED SERVICES		4 442	6 716
<b>Total</b>		<b>68 297</b>	<b>55 997</b>

**21.2 Payables not recognised**

	2015/16 R'000			2014/15 R'000
<b>Listed by economic classification</b>				
	<b>30 Days</b>	<b>30+ Days</b>	<b>Total</b>	<b>Total</b>
Capital assets		10 216	10 216	-
<b>Total</b>	<b>-</b>	<b>10 216</b>	<b>10 216</b>	<b>-</b>

	Note	2015/16 R'000	2014/15 R'000
<b>Listed by programme level</b>			
ADMINISTRATION		10 216	-
<b>Total</b>		<b>10 216</b>	<b>-</b>

*Microsoft Licencing agreement payable in 2016/17 financial year calculated at the exchange rate of R14.98 per \$USD 598 232.25.*

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**22. Employee benefits**

	<i>Note</i>	<b>2015/16</b>	<b>2014/15</b>
		<b>R'000</b>	<b>R'000</b>
Leave entitlement		50 106	48 652
Service bonus (Thirteenth cheque)		116 849	105 679
Capped leave commitments		332 582	338 996
Other		41 343	34 049
<b>Total</b>		<b><u>540 880</u></b>	<b><u>527 376</u></b>

*There is a long term portion of the long service award. The provision on the long service awards provision disclosed above does not include the long term portion of the long service awards.*

**23. Lease commitments**

**23.1 Operating leases expenditure**

	<b>Specialised military equipment</b>	<b>Land</b>	<b>Buildings and other fixed structures</b>	<b>Machinery and equipment</b>	<b>Total</b>
<b>2015/16</b>					
Not later than 1 year	-	-	7 464	608	8 072
Later than 1 year and not later than 5 years	-	-	14 350	-	14 350
<b>Total lease commitments</b>	<b>-</b>	<b>-</b>	<b>21 814</b>	<b>608</b>	<b>22 422</b>

	<b>Specialised military equipment</b>	<b>Land</b>	<b>Buildings and other fixed structures</b>	<b>Machinery and equipment</b>	<b>Total</b>
<b>2014/15</b>					
Not later than 1 year	-	-	5 456	1 061	6 517
Later than 1 year and not later than 5 years	-	-	20 031	-	20 031
<b>Total lease commitments</b>	<b>-</b>	<b>-</b>	<b>25 487</b>	<b>1 061</b>	<b>26 548</b>

*Material lease agreement included in this note relates to the building lease of Namakwa district office.*

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**23.2 Finance leases expenditure**

	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
<b>2015/16</b>					
Not later than 1 year	-	-	-	5 028	5 028
Later than 1 year and not later than 5 years	-	-	-	7 359	7 359
<b>Total lease commitments</b>	-	-	-	<b>12 387</b>	<b>12 387</b>

	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
<b>2014/15</b>					
Not later than 1 year	-	-	-	5 597	5 597
Later than 1 year and not later than 5 years	-	-	-	5 792	5 792
<b>Total lease commitments</b>	-	-	-	<b>11 389</b>	<b>11 389</b>

*Material lease amount included in this note relates to fleet trading account managed by the Northern Cape Fleet Trading Entity.*

**24. Irregular expenditure**

**24.1 Reconciliation of irregular expenditure**

	Note	2015/16 R'000	2014/15 R'000
Opening balance		2 013 039	1 730 183
Prior period error			(63 064)
As restated		2 013 039	1 667 119
Add: Irregular expenditure – relating to prior year		-	-
Add: Irregular expenditure – relating to current year		220 802	345 920
<b>Closing balance</b>		<b>2 233 841</b>	<b>2 013 039</b>

**Analysis of awaiting condonation per age  
classification**

Current year	220 802	345 920
Prior years	2 013 039	1 667 119
<b>Total</b>	<b>2 233 841</b>	<b>2 013 039</b>

*Further instances of Irregular Expenditure that might have resulted from non-compliance with SCM processes are under investigation to determine the full extent of the amount.*



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**24.2 Details of irregular expenditure – current year**

<b>Incident</b>	<b>Disciplinary steps taken/criminal proceedings</b>	<b>2015/16 R'000</b>
UIFW 4.2- 1 No deviation on bid process > R500 000	None	6 671
UIFW 4.2- 2 a Verbal Quotes <R10 000	None	9
UIFW 4.2 – 2 b Min 3 quotes for R10 000 to R200 000	None	414
UIFW 4.2 – 2 d Bidding process for >R500 000	None	18 067
UIFW 4.2- 4 Purchases without requisitions/order	None	2 004
UIFW 4.2 – 8 Invitation and receipt of quotations	None	1 273
UIFW 4.2 – 9 Public Works	None	14 995
UIFW 4.2 – 10 IDT	None	175 000
UIFW 4.2 – 12 Expired Leases	None	1 256
HR Related	None	1 113
<b>Total</b>		<b>220 802</b>

**24.3 Details of irregular expenditures under investigation (not included in the main note)**

<b>Incident</b>	<b>2015/16 R'000</b>
UIFW 4.2 – 2d Bidding process for > R500 000	76 858
<b>Total</b>	<b>76 858</b>

Investigations on the validity of the processes followed to appoint the suppliers as per the irregular expenditure.
---

**24.4 Prior period error**

<b>Nature of prior period error</b>	<b>Note</b>	<b>2014/15 R'000</b>
Relating to prior 2014/15		
Reclassification due to definition interpretation		(63 064)
<b>Total prior period errors</b>		<b>(63 064)</b>

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**24.5 Details of the non-compliance where an institution was not represented in a bid committee for contracts arranged by other institutions**

<b>Incident</b>	<b>2015/16 R'000</b>
Northern Cape Public Works - SCM non-compliance	14 995
IDT - SCM non-compliance	175 000
<b>Total</b>	<b>189 995</b>

**25. Fruitless and wasteful expenditure**

**25.1 Reconciliation of fruitless and wasteful expenditure**

	<i>Note</i>	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Opening balance		2 336	2 042
Prior period error			-
As restated		2 336	2 042
Fruitless and wasteful expenditure – relating to current year		549	294
<b>Closing balance</b>		<b>2 885</b>	<b>2 336</b>

**25.2 Analysis of awaiting resolution per economic classification**

	<b>2015/16 R'000</b>	<b>2014/15 R'000</b>
Current	2 885	2 336
<b>Total</b>	<b>2 885</b>	<b>2 336</b>

**25.3 Analysis of Current year's fruitless and wasteful expenditure**

<b>Incident</b>	<b>Disciplinary steps taken/criminal proceedings</b>	<b>2015/16 R'000</b>
UIFW 4.3 – 2 Where interests and/or penalties have been charged	None	504
UIFW 4.3 – 3 Not honouring bookings	None	44
UIFW 4.3 – 1 Dept. did not receive same benefit	None	1
<b>Total</b>		<b>549</b>

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**26. Key management personnel**

	No. of Individuals	2015/16 R'000	2014/15 R'000
Political office bearers (provide detail below)	1 (1)	759	1 822
Officials:			
Level 15 to 16	2 (1)	3 009	2 592
Level 14 (incl. CFO if at a lower level)	10 (10)	9 687	8 584
Family members of key management personnel	8 (11)	3 779	3 221
<b>Total</b>		<b>17 234</b>	<b>16 218</b>

**27. Movable Tangible Capital Assets**

**MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016**

	Opening balance R'000	Value adjustments R'000	Additions R'000	Disposals R'000	Closing Balance R'000
<b>MACHINERY AND EQUIPMENT</b>	<b>37 935</b>	<b>-</b>	<b>23 792</b>	<b>( 856)</b>	<b>60 871</b>
Transport assets	8 562	-	-	(856)	7 706
Computer equipment	18 254	-	8 933	-	27 187
Furniture and office equipment	8 006	-	7 313	-	15 319
Other machinery and equipment	3 113	-	7 546	-	10 659
<b>TOTAL MOVABLE TANGIBLE CAPITAL ASSETS</b>	<b>37 935</b>	<b>-</b>	<b>23 792</b>	<b>(856)</b>	<b>60 871</b>

*There was a prior period error on the valuation of the computer equipment identified.*

**Movable Tangible Capital Assets under investigation**

	Number	Value R'000
<b>Included in the above total of the movable tangible capital assets per the asset register are assets that are under investigation:</b>	<b>-</b>	<b>-</b>
Heritage assets	-	-
Machinery and equipment	605	6 799
Specialised military assets	-	-
Biological assets	-	-

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**27.1 Additions**

**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
<b>MACHINERY AND EQUIPMENT</b>	<b>60 673</b>	<b>17 282</b>	<b>(54 132)</b>	<b>(32)</b>	<b>23 792</b>
Transport assets	14 956	-	(14 956)	-	-
Computer equipment	2 494	6 439	-	-	8 933
Furniture and office equipment	126	7 218	-	(32)	7 313
Other machinery and equipment	43 097	3 625	(39 176)	-	7 546
<b>TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS</b>	<b>60 673</b>	<b>17 282</b>	<b>(54 132)</b>	<b>(32)</b>	<b>23 792</b>

**27.2 Disposals**

**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
<b>MACHINERY AND EQUIPMENT</b>	<b>856</b>	<b>-</b>	<b>856</b>	<b>201</b>
Transport assets	856	-	856	201
Computer Equipment	-	-	-	-
Furniture and office equipment	-	-	-	-
Other machinery and equipment	-	-	-	-
<b>TOTAL DISPOSAL OF MOVABLE TANGIBLE CAPITAL ASSETS</b>	<b>856</b>	<b>-</b>	<b>856</b>	<b>201</b>

*R 387 721 worth of assets transferred to the National Department of Higher Education and Training.*

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**27.3 Movement for 2014/15**

**MOVEMENT IN 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
<b>MACHINERY AND EQUIPMENT</b>	<b>60 508</b>	<b>(9 875)</b>	<b>4 724</b>	<b>(17 422)</b>	<b>37 935</b>
Transport assets	8 196	-	1 897	(1 531)	8 562
Computer equipment	21 177	(3 830)	1 475	(568)	18 254
Furniture and office equipment	9 620	(2 564)	950	-	8 006
Other machinery and equipment	21 515	(3 481)	402	(15 323)	3 113
<b>TOTAL MOVABLE TANGIBLE CAPITAL ASSETS</b>	<b>60 508</b>	<b>(9 875)</b>	<b>4 724</b>	<b>17 422</b>	<b>37 935</b>

**27.3.1 Prior period error**

	Note	2014/15 R'000
<b>Nature of prior period error</b>		
Relating to 2015/16 [Affecting the opening balance]		(9 875)
Computer equipment		(3 481)
Furniture and office equipment		(3 830)
Other machinery and equipment		(2 564)
Total prior period errors		<b>(9 875)</b>

*Assets valuation.*

**27.4 Minor assets**

**MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 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	-	-	-	23 139	-	23 139
Additions	-	-	-	2 819	-	2 819
Disposals	-	-	-	-	-	-
<b>TOTAL MINOR ASSETS</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>25 958</b>	<b>-</b>	<b>25 958</b>

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**Minor Capital Assets under investigation**

	Number	Value R'000
Included in the above total of the minor capital assets per the asset register are assets that are under investigation:		
Machinery and equipment	1 647	2 688

*The assets under investigations include those which there is uncertainty on the existence of the asset as they are not allocated to custodians.*

**MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2015**

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Total R'000
Opening balance	-	-	-	19 586	-	19 586
Prior period error	-	-	-	2 862	-	2 862
Additions	-	-	-	854	-	854
Disposals	-	-	-	163	-	163
<b>TOTAL MINOR ASSETS</b>	-	-	-	<b>23 139</b>	-	<b>23 139</b>

**27.4.1 Prior period error**

*Note*

	2014/15 R'000
<b>Nature of prior period error</b>	
Relating to 2015/16(affecting the opening balance)	2 862
Valuation of assets	5 490
Prior year adjustment	(3 603)
Assets extra-ordinarily received	975
Total prior period errors	2 862

*Assets identified in the current financial year not recognised in prior years. Valuation of the minor assets.*

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**27.5 Movable assets written off**

**MOVABLE ASSETS WRITTEN OFF FOR THE YEAR ENDED AS AT 31 MARCH 2016**

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Total R'000
Assets written off	-	-	-	13 971	-	13 971
<b>TOTAL MOVABLE ASSETS WRITTEN OFF</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>13 971</b>	<b>-</b>	<b>13 971</b>

**MOVABLE ASSETS WRITTEN OFF FOR THE YEAR ENDED AS AT 31 MARCH 2015**

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Total R'000
Assets written off	-	-	-	-	-	-
<b>TOTAL MOVABLE ASSETS WRITTEN OFF</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

*Movable assets written off are those that were under investigation and identified to be non-existent due to erroneous receipting since inception of LOGIS.*

**28. Intangible Capital Assets**

**MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016**

	Opening balance R'000	Value adjustments R'000	Additions R'000	Disposals R'000	Closing Balance R'000
SOFTWARE	2 020	-	25 455	-	27 475
<b>TOTAL INTANGIBLE CAPITAL ASSETS</b>	<b>2 020</b>	<b>-</b>	<b>25 455</b>	<b>-</b>	<b>27 475</b>

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**28.1 Additions**

**ADDITIONS TO INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016**

	Cash	Non-Cash	(Develop- ment work in progress – current costs)	Received current year, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	5 774	-	-	19 681	25 455
<b>TOTAL ADDITIONS TO INTANGIBLE CAPITAL ASSETS</b>	<b>5 774</b>	<b>-</b>	<b>-</b>	<b>19 681</b>	<b>25 455</b>

*The received current, not paid relates to the Microsoft Enterprise operating systems procured from Microsoft through SITA. The exchange rate is 14.43 per \$USD for \$1 196 425,51*

**28.2 Movement for 2014/15**

**MOVEMENT IN INTANGIBLE 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
SOFTWARE	1 888	102	78	48	2 020
<b>TOTAL INTANGIBLE CAPITAL ASSETS</b>	<b>1 888</b>	<b>102</b>	<b>78</b>	<b>48</b>	<b>2 020</b>

**28.2.1 Prior period error**

	Note	2014/15 R'000
<b>Nature of prior period error</b>		
Relating to 2015/16 <i>[affecting the opening balance]</i>		102
Software		102
Total prior period errors		<b>102</b>

*Valuation of software.*



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**29. Immovable Tangible Capital Assets**

**MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016**

	Opening balance R'000	Value adjustments	Additions R'000	Disposals R'000	Closing Balance R'000
<b>BUILDINGS AND OTHER FIXED STRUCTURES</b>	<b>561 275</b>	<b>-</b>	<b>402 904</b>	<b>(309 056)</b>	<b>655 123</b>
Dwellings	-	-	-	-	-
Non-residential buildings	561 275	-	402 904	(309 056)	655 123
Other fixed structures					
<b>TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS</b>	<b>561 275</b>	<b>-</b>	<b>402 904</b>	<b>(309 056)</b>	<b>655 123</b>

*An amount of R402 904 mil of additions consists of movement of practical completed assets worth R317 495 mil and final completed assets amounting to R84 910 mil. The closing balance includes an amount of R 360 225 mil subjected to Section 42 transfer as at 31 March 2016.*

**29.1 Additions**

**ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016**

	Cash R'000	Non-cash R'000	(Capital Work in Progress current costs and finance lease payments) R'000	Received current, not paid (Paid current year, received prior year) R'000	Total R'000
<b>BUILDING AND OTHER FIXED STRUCTURES</b>	<b>293 675</b>	<b>402 904</b>	<b>(293 675)</b>	<b>-</b>	<b>402 904</b>
Non-residential buildings	293 675	402 904	(293 675)	-	402 904
<b>TOTAL ADDITIONS TO IMMOVABLE TANGIBLE CAPITAL ASSETS</b>	<b>293 675</b>	<b>402 904</b>	<b>(293 675)</b>	<b>-</b>	<b>402 904</b>

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**29.2 Disposals**

**DISPOSALS OF IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016**

	<b>Sold for cash</b>	<b>Non-cash disposal</b>	<b>Total disposals</b>	<b>Cash Received Actual</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
<b>BUILDINGS AND OTHER FIXED STRUCTURES</b>	-	309 056	309 056	-
Non-residential buildings	-	309 056	309 056	-
<b>TOTAL DISPOSALS OF IMMOVABLE TANGIBLE CAPITAL ASSETS</b>	-	309 056	309 056	-

*Non-cash disposal is an amount which was transferred during 2015/16 financial year to the Department of Public Works in terms of section 42 transfer.*

**29.3 Movement for 2014/15**

**MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2015**

	<b>Opening balance</b>	<b>Prior period error</b>	<b>Additions</b>	<b>Disposals</b>	<b>Closing Balance</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
<b>BUILDINGS AND OTHER FIXED STRUCTURES</b>	326 331	-	234 944	-	561 275
Non-residential buildings	326 331	-	234 944	-	561 275
<b>TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS</b>	326 331	-	234 944	-	561 275

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**29.4 S42 Immovable assets**

**Assets subjected to transfer in terms of S42 of the PFMA – 2015/16**

	Number of assets	Value of assets R'000
<b>BUILDINGS AND OTHER FIXED STRUCTURES</b>	<b>405</b>	<b>360 225</b>
Non-residential buildings	405	360 225
<b>TOTAL</b>	<b>405</b>	<b>360 225</b>

*The total amount of R360 225 mil includes final completed assets balance of 2014/15 amounting to R126 730 mil, which was subjected to transfer.*

**Assets subjected to transfer in terms of S42 of the PFMA – 2014/15**

	Number of assets	Value of assets R'000
<b>BUILDINGS AND OTHER FIXED STRUCTURES</b>	<b>324</b>	<b>435 786</b>
Dwellings	-	-
Non-residential buildings	324	435 786
Other fixed structures	-	-
<b>TOTAL</b>	<b>324</b>	<b>435 786</b>

**30. Principal-agent arrangements**

**30.1 Department acting as the principal**

	2015/16 R'000	Fee paid 2014/15 R'000
Independent Development Trust Management Fees	21 818	-
<b>Total</b>	<b>21 818</b>	<b>-</b>

*The department appointed Independent Development Trust (IDT) as an agent for procurement of infrastructure programme. The amount disclosed its cumulative management fee paid.*

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

**31. Prior period errors**

**31.1 Correction of prior period errors**

*Note*

**2014/15  
R'000**

**Expenditure:**

Irregular expenditure

(63 064)

Intangible asset

102

Movable assets

(12 737)

**Net effect**

**(75 699)**

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS  
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**32. STATEMENT OF CONDITIONAL GRANTS RECEIVED**

NAME OF DEPARTMENT	GRANT ALLOCATION					Amount received by department	SPENT			2014/15	
	Division of Revenue Act/ Provincial Grants	Roll Overs	DORA Adjustments	Other Adjustments	Total Available		Amount spent by department	Under/ (Overspendi ng)	% of available funds spent by department	Division of Revenue Act	Amount spent by department
	R'000	R'000	R'000	R'000	R'000		R'000	R'000	%	R'000	R'000
Nat School	142 724	-	-	-	142 724	142 724	142 722	2	100%	134 645	134 637
Nutrition											
Programme Grant											
HIV/AIDS Life	5 281	-	-	-	5 281	5 281	5 259	22	100%	5 059	5 059
skills Grant											
Education	446 998	-	-	-	446 998	446 998	429 079	17 919	96%	346 445	346 419
Infrastructure											
Grant											
Recapitalisation	-	-	-	-	-	-	-	-	-	13 978	13 779
Grant											
Dinaledi Schools	-	-	-	-	-	-	-	-	-	3 782	2 706
Grant											
EPWP – Social	1 000	-	-	-	1 000	1 000	935	65	94%	3 237	32 37
Sector Education											
EPWP –	2 077	-	-	-	2 077	2 077	2 077	-	100%	2 593	2 593
Integrated Grant											
OSD for Therapist	2	-	-	-	2	2	-	2	0%	7	-
Maths, Science	22 113	845	-	-	22 958	22 958	22 956	2	100%	-	-
and Technology											
	<b>620 195</b>	<b>845</b>	<b>-</b>	<b>-</b>	<b>621 040</b>	<b>621 040</b>	<b>603 028</b>	<b>18 012</b>		<b>509 746</b>	<b>508 430</b>

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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
for the year ended 31 March 2016**

**ANNEXURE 1A  
STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS**

DEPARTMENT/ AGENCY/ ACCOUNT	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
SETA	10 395	-	(4 272)	6 123	5 313	87%	3 616
SABC	1	-	-	1	1	100%	-
<b>TOTAL</b>	<b>10 396</b>	<b>-</b>	<b>(4 272)</b>	<b>6 124</b>	<b>5 314</b>		<b>3 616</b>

**DEPARTMENT OF EDUCATION  
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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
for the year ended 31 March 2016**

**ANNEXURE 1B  
STATEMENT OF TRANSFERS TO NON-PROFIT INSTITUTIONS**

	TRANSFER ALLOCATION				EXPENDITURE		2014/15
	Adjusted Appropriation Act		Adjust- ments	Total Available	Actual Transfer	% of Available funds transferred	Appropriation Act
	R'000	Roll overs	R'000	R'000	R'000	%	R'000
<b>NON-PROFIT INSTITUTIONS</b>							
<b>Transfers</b>							
Public Ordinary Schools	198 055	-	-	198 055	194 931	98%	178 935
School Nutrition (Grant)	135 827	-	-	135 827	136 785	101%	129 720
Special Schools	9 980	-	-	9 980	8 824	88%	8 036
Independent Schools	8 309	-	-	8 309	7 887	95%	8 065
Early Childhood Development	14 011	-	-	14 011	12 452	89%	11 533
Special Projects	11 135	-	-	11 135	13 218	119%	13 162
FET Colleges	-	-	-	-	-	-	-
Technical Recapitalisation Grant	-	-	-	-	-	-	13 221
Curriculum	-	-	-	-	2 240	-	-
	<b>377 317</b>	<b>-</b>	<b>-</b>	<b>377 317</b>	<b>376 337</b>		<b>362 672</b>
<b>TOTAL</b>	<b>377 317</b>	<b>-</b>	<b>-</b>	<b>377 317</b>	<b>376 337</b>	<b>-</b>	<b>362 672</b>

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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
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**ANNEXURE 1C  
STATEMENT OF TRANSFERS TO HOUSEHOLDS**

	TRANSFER ALLOCATION				EXPENDITURE		2014/15
	Adjusted Appropriation Act	Roll Overs	Adjust- ments	Total Available	Actual Transfer	% of Available funds Transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
<b>HOUSEHOLDS</b>							
<b>Transfers</b>							
Bursaries	41 143	-	-	41 143	37 264	91%	34 027
H/H Empl S/Ben: Leave Gratuity	14 000	-	-	14 000	28 880	206%	23 983
Donations and Gifts	200	-	-	200	96	48%	77
Claims against the state	-	-	-	-	246		356
	<b>55 343</b>	<b>-</b>	<b>-</b>	<b>55 343</b>	<b>66 486</b>		<b>58 443</b>



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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
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**ANNEXURE 1D  
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 cash			
Assmang Mine	Donations towards spring camp	-	1 170
Globeleq Dev Fund – De Aar Solar	Reading Coach program and ECD practitioner training	808	-
Globeleq Dev Fund – Droog Solar	Reading Coach program and ECD practitioner training	807	-
Rooipoort Dev (Pty) Ltd	Literacy project	944	-
Subtotal		2 559	1 170
Received in kind			
Limpopo Dept. of Education	LTSM – Textbooks	7 349	-
Subtotal		7 349	-
TOTAL		9 908	1 170

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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
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**ANNEXURE 2A  
STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2014 – LOCAL**

Guarantor institution	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2015	Guarantees draw downs during the year	Guarantees repayments/ cancelled/ reduced/ released during the year	Revaluations	Closing balance 31 March 2016	Guaranteed interest for year ended 31 March 2016	Realised losses not recoverable i.e. claims paid out
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
ABSA	Housing	45	9	19	-	-	9	-	-
FIRST RAND BANK	Housing	250	50	-	-	-	50	-	-
NEDBANK LIMITED	Housing	43	43	-	-	-	43	-	-
OLD MUT (NEDB/P)	Housing	23	23	2	-	-	23	-	-
STANDARD BANK	Housing	84	152	2	68	-	84	-	-
GREENSTART	Housing	36	36	-	-	-	36	-	-
Subtotal		<b>481</b>	<b>313</b>	<b>45</b>	<b>68</b>	-	<b>245</b>	-	-
<b>TOTAL</b>		<b>-</b>	<b>313</b>	<b>45</b>	<b>68</b>	-	<b>245</b>	-	-

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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
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**ANNEXURE 2B  
STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2016**

	Opening Balance  1 April 2015 R'000	Liabilities incurred during the year  R'000	Liabilities paid/cancell ed/reduced during the year  R'000	Liabilities recoverabl e (Provide details hereunder)  R'000	Closing Balance  31 March 2016 R'000
<b>Nature of Liability</b>					
<b>Claims against the department</b>					
LH Christopher	89	49	-	-	138
L Dichabe	32	10	-	-	42
HV Lenga	223	-	-	-	223
Inis Consulting	2 220	419	-	-	2 639
Eugene Barnard	2 071	404	1 237	-	1 238
Motheo IT	3 351	-	1 428	-	1 923
IS Steyn	452	-	202	-	250
De Beers Consolidated	8	-	8	-	-
Mr and Mrs Sias	185	36	-	-	221
Ayton obo T Curtley	1 271	244	757	-	758
The Phonebook Company	27	-	27	-	-
J Duckett	288	-	288	-	-
AD Moapese and 8 others	-	914	-	-	914
Bridgette Riet	941	183	-	-	1 124
FM Cronje	123	24	-	-	147
AM Modiakgotla	-	180	-	-	180
Routine Afrika	3 000	-	-	-	3 000
FW Nero	-	1 374	687	-	687
Top Security Systems	-	2	-	-	2
Kaileigh van der Merwe	-	13	7	-	6

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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
for the year ended 31 March 2016**

S Lubisi	-	396	-	-	396
Swan Risk	-	146	-	-	146
Willem Links	-	2 350	-	-	2 350
SANTS	-	2 941	-	-	2 941
Pemberley Investments (Pty) Ltd	-	989	-	-	989
NC Fleet Management Trading Entity	-	17	-	-	17
S Griqua	-	5 643	-	-	5 643
<b>Subtotal</b>	<b>14 281</b>	<b>16 334</b>	<b>4 641</b>	<b>-</b>	<b>25 974</b>
<b>TOTAL</b>	<b>14 281</b>	<b>16 334</b>	<b>4 641</b>	<b>-</b>	<b>25 974</b>

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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
for the year ended 31 March 2016**

**ANNEXURE 3  
CLAIMS RECOVERABLE**

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash in transit at year end 2015/16 *	
							Receipt date up to six (6) working days after year end	
	31/03/2016 R'000	31/03/2015 R'000	31/03/2016 R'000	31/03/2015 R'000	31/03/2016 R'000	31/03/2015 R'000		Amount R'000
<b>Department</b>								
Department of Co-operative Governance – GP	3	3	-	-	3	3	-	-
Department of Education – LP	24	192	13	69	37	261		
Department of Social Development – NC	-	-	-	65	-	65		-
Department of Education – WP	-	-	232	92	232	92	-	-
National Department of Transport	-	49	-	-	-	49	-	-
Department of Education – GP	-	-	-	23	-	23	-	-
Department of Education – FS	-	-	321	-	321	-	-	-
Department of Education – NW	696	166	70	406	766	572	-	-
Department of Higher Education	2 816	-	-	-	2 816	-	-	-
Office of the Premier	-	-	-	47	-	47	-	-
Department of Health – NC	-	-	-	295	-	295	-	-
Department of Roads and Public Works - NC	-	-	13	-	13	-	-	-
						-		
	3 539	410	649	997	4 188	1 407	-	-
<b>TOTAL</b>	<b>3 525</b>	<b>410</b>	<b>786</b>	<b>1 648</b>	<b>4 313</b>	<b>2 058</b>	<b>-</b>	<b>-</b>

(NAME OF NATIONAL/PROVINCIAL DEPARTMENT)  
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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS**  
*for the year ended 31 March 2016*

**ANNEXURE 4**  
**INTER-GOVERNMENT PAYABLES**

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL		Cash in transit at year end 2015/16 *	
							Payment date up to six (6) working days before year end	
	31/03/2016	31/03/2015	31/03/2016	31/03/2015	31/03/2016	31/03/2015		Amount
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
<b>DEPARTMENTS</b>								
<b>Current</b>								
South African Police Services	-	-	5	-	5	-	-	-
Department of Education – NW	-	145	-	146	-	291	-	-
Department of Agriculture – NC	-	-	487	-	487	-	-	-
Office of the Premier – NC	-	-	313	313	313	313	-	-
Department of Safety and Liason	-	-	78	12 391	79	12 391	-	-
Department of Trade and Industry	-	-	-	-	-	-	-	-
Department of Education – KZN	-	-	-	47	-	47	-	-
Department of Justice	-	-	24	-	24	-	-	-
Department of Education –FS	23	-	77	-	100	-	-	-
<b>Subtotal</b>	<b>23</b>	<b>145</b>	<b>984</b>	<b>12 897</b>	<b>1 007</b>	<b>13 042</b>	<b>-</b>	<b>-</b>
<b>TOTAL</b>	<b>23</b>	<b>145</b>	<b>907</b>	<b>12 897</b>	<b>1 007</b>	<b>13 042</b>	<b>-</b>	<b>-</b>

**(NAME OF NATIONAL/PROVINCIAL DEPARTMENT)**  
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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS**  
**for the year ended 31 March 2016**

**ANNEXURE 5**  
**INVENTORIES**

Inventory	Note	Quantity	2015/16	Quantity	2014/15
			R'000		R'000
Opening balance		16 758	1 521	581	1 331
Add/(Less): Adjustments to prior year balance					
Add: Additions/Purchases – Cash		430 024	39 874	442 902	55 050
Add: Additions - Non-cash		37 751	7 349	-	-
(Less): Disposals					
(Less): Issues		(459 928)	(46 122)	(426 725)	(54 860)
Add/(Less): Adjustments					
<b>Closing balance</b>		<b>24 605</b>	<b>2 622</b>	<b>16 758</b>	<b>1 521</b>

*Non cash additions are donations of LTSM received from the Limpopo Department of Education.*

*The closing balance is mainly the remaining textbooks which have not been delivered as at 31 March 2016.*

## ANNEXURE 6

### MOVEMENT IN CAPITAL WORK IN PROGRESS

#### MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2016

	Opening balance R'000	Current Year Capital WIP R'000	Completed Assets R'000	Closing balance R'000
<b>MACHINERY AND EQUIPMENT</b>	-	35 508	-	35 508
Other machinery and equipment	-	35 508	-	35 508
<b>BUILDINGS AND OTHER FIXED STRUCTURES</b>	441 191	293 675	(402 904)	331 962
Non-residential buildings	441 191	293 675	(402 904)	331 962
<b>TOTAL</b>	<b>441 191</b>	<b>329 183</b>	<b>(402 904)</b>	<b>367 490</b>

#### MOVEMENT IN CAPITAL WORK IN PROGRESS FOR THE YEAR ENDED 31 MARCH 2015

	Opening balance R'000	Prior period error R'000	Current Year Capital WIP R'000	Completed Assets R'000	Closing balance R'000
<b>BUILDINGS AND OTHER FIXED STRUCTURES</b>	372 311	-	303 824	(234 944)	441 191
Non-residential buildings	372 311	-	303 824	(234 944)	441 191
<b>TOTAL</b>	<b>372 311</b>	<b>-</b>	<b>303 824</b>	<b>(234 944)</b>	<b>441 191</b>



**ANNEXURE 7**  
**INTER-ENTITY ADVANCES RECEIVED (note 21 AND 22)**

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
<b>NATIONAL DEPARTMENTS</b>						
Current						
ANA	13	(3 116)	-	-	13	(3 116)
ASIDI	-	2 796	-	-	-	2 796
<b>Subtotal</b>	13	(320)	-	-	13	(320)
<b>TOTAL</b>	13	(320)	-	-	13	(320)
<b>OTHER ENTITIES</b>						
Current						
De Aar Solar	485	303	-	-	485	303
Literacy Globeleq De Aar Solar	281	-	-	-	281	-
Droog Solar	417	303	-	-	417	303
Literacy Globeleq Droog Solar	349	-	-	-	349	-
Literacy Rooipoort	337	807	-	-	337	807
SAASTA	68	35	-	-	68	35
<b>Subtotal</b>	1 937	1 448	-	-	1 937	1 448
<b>TOTAL</b>	<b>1 950</b>	<b>1 128</b>	<b>-</b>	<b>-</b>	<b>1 950</b>	<b>1 128</b>