



sport, arts, culture & recreation

Department of
Sport, Arts, Culture and Recreation
FREE STATE PROVINCE

FREE STATE DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION

VOTE 12

ANNUAL REPORT

2022/2023

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PART

A

GENERAL
INFORMATION

1. DEPARTMENT GENERAL INFORMATION

NAME OF DEPARTMENT: FREE STATE DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION

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2. LIST OF ABBREVIATIONS/ACRONYMS

AET	Adult Education and Training
AGSA	Auditor- General of South Africa
AFCON	African Confederations
ANC	African National Congress
APP	Annual Performance Plan
BBBEE	Broad-Based Black Economic Empowerment
BCV	Basotho Cultural Village
CATHSSETA	Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CHAN	Champions of African Nations
CCIFSA	Creative and Cultural Industry Federation of South Africa
CIP	Compulsory Induction Programme
CPM	Contract Project Management
CUT	Central University of Technology
CV	Curriculum Vitae
DHPS	District High Performance Satellite
DORA	Division of Revenue Act
DPME	National Department of Planning, Monitoring and Evaluation
DPSA	National Department of Public Service and Administration
DPW	Department of Public Works
DSAC	Department of Sport, Arts and Culture
DSACR	Department of Sport, Arts, Culture and Recreation
EHWP	Employee Health and Wellness Programme
ELC	Early Learning Centre
EPWP	Expanded Public Works Programme
ERASA	Endurance Ride Association of South Africa
EXCO	Executive Council
FET	Further Education and Training
FS	Free State

FSPG	Free State Provincial Government
FSACC	Free State Arts and Culture Council
FSSSI	Free State Sport Science Institute
GBV	Gender-Based Violence
GBVF	Gender-Based Violence and Femicide
HDI	Historically Disadvantaged Individual
HOA	Homeowners Allowance
HOD	Head of Department
HP	High Performance
HR	Human Resource
IBF	International Boxing Federation
ICT	Information and Communication Technology
IPC	Inter Provincial Championship
IT	Information Technology
ITU	International Triathlon Union
KCM	Key Control Measures
KPI	Key Performance Indicator
LDAP	Lightweight Directory Access Protocol
LECMA	Lengau Choral Music Association
LOGIS	Logistical Information System
MACUFE	Mangaung African Cultural Festival
MDP	Management Development Programme
MEC	Member of Executive Council
MIS	Management Information System
MISS	Minimum Information Security Standards
MOU	Memorandum of Understanding
MPP	Mass Participation Programme
MTEF	Medium-Term Expenditure Framework
NAC	National Arts Council
NDP	National Development Plan
NGO	Non-Governmental Organisation
NHRA	National Heritage Resource Act



NTC	National Training Centre
NSP	National Strategic Plan <i>on Gender-Based Violence and Femicide</i>
NSRP	National Sport and Recreation Plan
OTP	Office of the Premier (Free State)
PACC	Provincial Arts and Culture Council
PACOFs	Performing Arts Centre of Free State
PanSALB	Pan-South African Language Board
PERSAL	Personnel and Salary System
PDMS	Performance Development Management System
PFMA	Public Finance Management Act
PGNC	Provincial Geographic Names Committee
PHRA	Provincial Heritage Resource Authority
PROLIB	Provincial Library Systems
PT	Provincial Treasury
PW	Public Works
RFID	Radio Frequency Identification
RSA	Republic of South Africa
SA	South Africa
SABDC	South African Book Development Council
SACR	Sport, Arts, Culture and Recreation
SAIGA	South African Institute of Government Auditors
SALGA	South African Local Government Association
SANABO	South African National Boxing Organisation
SCM	Supply Chain Management
SLA	Service Level Agreement
SMS	Senior Management Services
SASCOC	South African Sport Confederations and Olympic Committee
SASReCon	South African Sport and Recreation Conference
SMME	Small Micro Medium Enterprise
SONA	State of the Nation Address
SOPA	State of the Province Address
SRSA	Sport and Recreation South Africa



SSMPP	School Sport Mass Participation Programme
U-AMP	User Asset Management Plan
UFS	University of the Free State
UNESCO	United Nations Educational, Scientific and Cultural Organisation
WB	World Basketball
WHS	World Heritage Site
WHCC	World Heritage Convention Committee

3. FOREWORD BY MEMBER OF THE EXECUTIVE:

Emerging out of the COVID-19 environment, which negatively impacted on our ability to implement programmes as per our Strategic Plan, the Department started to embark on a full-scale implementation of its programmes. However, a phased approach was adopted in view of the budget pressures that were motivated by the reprioritization of financial resources that was undertaken by the Provincial Treasury during the battle against the pandemic.

Informed by our 2020/2025 Strategic Plan as well as the 2022/2023 Annual Performance Plan (APP), we have made strides in terms of achieving our performance targets.

In 2022, the flagship programme of the Free State Provincial Government, the Mangaung African Cultural Programme (MACUFE), made a return to the cultural and tourism scene after the lifting of the restrictions. This programme, alongside other departmental programmes, was successfully executed despite challenges in the environment. The successful execution of a programme of this magnitude was a litmus test as regards the capability of the Department to implement its programmes.

The full-scale implementation of our programmes during the period 2022/2023 has enabled the realization of the key mandates, being: Nation-Building and Social Cohesion; Promotion of Healthy Lifestyles; Sport and Cultural Tourism; as well as Artists and Athletes Participation and Development.

The policy directives that emanate from the ruling party that has deployed me in government, continued to provide strategic direction as to where we need to go as a department. As we stated in the Executive Authority's statement in the 2020/2025 Strategic Plan and the 2020/2021 APP, the commitments that the governing party made to the electorate, as clearly expressed in its Election Manifesto, continue to guide our operations as a sector. Informed by and operating within the Constitution of the Republic, which is the supreme law of the country, we committed to carrying out the following priorities around sport, arts, culture and recreation:

- Advancing social transformation
- Advancing nation-building and social-cohesion
- Building a better Africa and a better world
- Promoting creative industries
- Building a nation united in diversity.

These priorities were advanced through a number of achievements in our department and these include the following, amongst many others, as reported in this Annual Report:

- The Basotho New Year Celebration was celebrated on 6 August 2022 at the Basotho Cultural Village near Qwa Qwa.
- The Dr Maphalla annual lecture was held on 24 February 2023, in partnership with the University of the Free State.



MEC: Me LP Mahasa

- The Department has, through the Expanded Public Works Programme (EPWP), appointed 130 Arts and Culture Fieldworkers' Arts and Culture District Festivals.
- Sport equipment and attire continued to be provided to community sport clubs and sport hubs as well as to schools as part of a broader effort to promote sport in the province.
- 269 learners from the Free State participated in the Summer National School Sport Championships, held in Pretoria from 9 to 14 December 2022.
- Equipment for the visually impaired was procured and installed in three (3) libraries, which are Phiritona, Morojaneng and Smithfield.
- A youth camp was held for 120 youth from across the province, as part of efforts to promote social cohesion and nation building.

Our undertaking to continue to do our best within the difficult environment remains, and we extend our appreciation to our partners and stakeholders, without whose support we cannot achieve a lot in our quest of Championing Social Transformation.

We extend our gratitude to all our stakeholders, partners and recipients of our services (creatives, library users, archivists, athletes and so on). Without the support, as well as understanding from these sectors regarding the challenges we confront, our ability to respond to these challenges would have been limited. It is our hope that, as we continue to soldier on with efforts to deliver on our mandate, this support and understanding will remain unwavering.



MS L.P. MAHASA

Member of the Executive Council

Sport, Arts, Culture and Recreation

Date: 31 July 2023

4. REPORT OF THE ACCOUNTING OFFICER

4.1 Overview of Operations of the Department

4.1.1 Overview of the results and challenges

During the 2022/2023 Fiscal Year, the Department continued with its efforts to reintroduce the programmes that had been affected by the COVID-19 during the 2020/2021 Fiscal Year. This process had started in the previous 2021/2022 Financial Year, just after the upliftment of restrictions on mass participation programmes and the opening of facilities. Our Strategic Plan session on the 30th March 2023, preparing for this 2023/2024 Annual Performance Plan, reflected on and took into account the post-Covid 19 realities which included the need to deepen the implementation of programmes in the context of budget limitations.

In preparing for the 2023/2024 Financial Year, our Strategic Plan session on the 30th March 2023 took note of the positive developments of the previous year in as far as the execution of our programmes is concerned and resolved to build on the milestones of that prior year. Based on our Five-year Strategic Plan Review of 27 January 2020, the 30 March 2023 Strategic Plan reaffirmed the need for us to escalate our efforts in pursuit of our adopted vision statement, which is: “an active, creative and socially cohesive nation”. This vision statement continued to be the lodestar for the performance targets we set for the 2023/2024 Financial Year and as we continued to execute during the 2022/2023 Financial Year.

We continued to be guided by the core mandates and strategic visions embodied in the following Constitutional, Policy and Legislative Frameworks:

- Constitution of the Republic of South Africa
- Manifesto of the African National Congress as the ruling party
- National Development Plan
- Medium Term Strategic Framework
- Government Programme of Action
- White Papers
- National Sport and Recreation Plan

The National Development Plan continues to remain the basis for planning in terms of the developmental trajectory on Nation Building and Social Cohesion (outcome 14), with the following priorities and sub-outcomes:

- Knowledge of the Constitution and fostering Constitutional values.
- Equalising opportunities, promoting inclusion and redress.
- Promoting social cohesion across society through increased interaction across race and class
- Promoting active citizenry and broad-based leadership
- Achieving a social compact that will lay the basis for equity, inclusion and prosperity for all.

Some of the milestones of the previous Financial Year include the following, amongst several others:

Administration and Financial Management

Sustained measures were undertaken to ensure that Governance and Accountability structures continue to function as per adopted governance charters. Internal governance structures that had been established to guide the Department's operations included the Senior Management Committee, the Executive Management Committee and the Combined Management and Financial Control Committee. These internal structures were assisted by the Risk Management Committee and Audit Committee.

With developments around the management of ethics function in the public sector, the Ethics Committee has been established in the Department and has also started functioning following the appointment of the Ethics Committee chairperson (Ethics Champion) as well as the Assistant Director: Fraud and Anti-Corruption, also responsible for ethics, within the Security Management directorate. The Ethics Committee has effectively started with its function. As part of its deliberations, the Committee officially constituted itself in line with the adopted Terms of Reference.

The financial health of the Department continues to be under tremendous strain, while everything possible continues to be done to ensure the financial sustainability of the programmes.

The implementation of the MACUFE programme in 2022 has placed more strain on the budget of the Department, particularly on the Cultural Affairs programme. The Department had to introduce a moratorium to ensure that no over-expenditure is experienced.

As we had done in the previous financial years, unwanted expenditure continues to be managed downwards. Fruitless, wasteful and unauthorised expenditure has been eliminated as borne out by the Auditor General of South Africa's (AGSA) reports. Irregular expenditure remains a challenge but this expenditure also continues to be managed downward.

With the reintroduction of MACUFE, revenue projection has been reviewed upwards to R5 million. It is anticipated that, following the lifting of COVID-19 restrictions and, thus the opening up of our tourist attraction facilities, our revenue streams will now improve our revenue collection capacity.

The asset management function has improved with the appointment of the Deputy Director for Assets Management. Though the audit of assets by AGSA has resulted in the qualification outcome of the Department, the audit performance on assets has actually improved as the Department was qualified with only one (1) asset in the last audit.

The following steps have been taken to ensure a proper management of assets:

An appointment of the Deputy Director for Asset Management.

- A Disposal Plan was developed and submitted to Provincial Treasury.
- A Disposal Committee was appointed and a schedule for disposals has been developed.
- An internal audit of assets function was undertaken and Provincial Treasury verification of assets is also undertaken.
- Roadshows and verification of assets is undertaken jointly by SCM and Internal Audit.
- The vacant post of Assets Practitioner was filled with effect from 01 October 2022.
- Assets verifications are currently being undertaken, and the asset management function is now carried out timeously and continuously and not on the eve of the AGSA audit.
- The management of losses has been identified as an emerging risk: Security management unit is to play a key role in asset loss management in line with the loss control policy.

Infrastructure projects were implemented in the previous Financial Years and will continue to be rolled out as follows:

- Consultants have been appointed for the construction of Indoor Sport Centres in Kroonstad, Smithfield and Frankfort in the 2023/2024 Financial Year;

- The process towards the establishment of recording studios in Thaba Nchu, Welkom and Kroonstad have been finalized;
- The revitalizing of Arts and Culture Centres will be implemented in the 2023/2024 Financial Year;
- The completion of Van Stadensrus and Soutpan libraries has set the scene for the construction of more libraries, where the need has been identified.

Cultural Affairs

The Department presented a Freedom Dialogue in Arts and Culture that was both physical and virtual and was presented throughout the Free State province to enable artists to have an additional platform to discuss its Free State issues in Arts and Culture.

In progression with the establishment of the Free State Film Commission, the Department successfully presented a Free State Film Summit. At this summit a working committee comprising of delegates from all five districts were elected by the delegates, to commence work and research in establishing a Free State Film Commission. This committee will report their findings and work at the next Free State Film Commission.

The Department collaborated with the Lengau Choral Music Association in presenting a Choral Music Eisteddfod during October 2022, staged at the Boet Troskie Hall at the CUT campus in Bloemfontein. The Department also supported the Free State Choral Music Awards in the Bloemfontein Civic Theatre.

The Department, once again, supported a number of Free State Community Radio Stations in the province, each with an amount of one hundred thousand rand and zero cents (R100 000.00).

The 2022 Mangaung African Cultural Festival, including its developmental programme, Homebrew, was successfully staged within the Mangaung Metro Municipality during this financial year. This afforded the Free State artists another platform to showcase their skills and talent and be remunerated accordingly.

The Serumula Youth Showcase was successfully staged in Paul Roux and created numerous job opportunities in the area and provided a platform for performances for Thabo Mofutsanyana artists.

The Department in collaboration with the National Department of Sport, Arts and Culture presented the second addition of its Community Arts Centre Development Programme and assisted artists with numerous technical workshops relating to stage, sound, and lighting services.

As part of the above-mentioned Community Arts Centre Development programme, a Community Arts Centre Indaba was successfully presented where delegates from all over the Free State were invited to share their inputs and ideas in ongoing attempts to better structure the Free State Creative sector.

The Department also successfully presented an Integrated EPWP programme where we employed 130 artists as part of the National Department of Public Roads and Infrastructure programme of job creation within the environmental and culture sector.

The Mangaung String Programme continues to go from strength to strength, as it continues to produce orchestral musicians for the Free State Symphony Orchestra, other national orchestras like the Kwa-Zulu Natal Philharmonic Orchestra, the Johannesburg Philharmonic Orchestra and the Cape Town Symphony Orchestra. Its alumni are studying or working in Britain, Europe and in the USA.

The Department collaborated with the Angel Foundation, Baobab Entertainment, Mountain Free Producers, the Mangaung Drama and Dance Group, the Free State Performing Arts and Transport for People with Disabilities, the Free State Arts Council (Welkom), the Mashayeng Cultural Festival, the Mangaung String Programme Trust, the Free State Symphony Orchestra and the Lengau Choral Music Association, to create more opportunities for Free State artists among various cultural communities throughout the Free State and to promote social cohesion.

The Department has five Arts and Culture Institutions that present sustainable arts and culture programmes in the various Free State districts and that also include events, projects and related workshops in performing arts and in visual arts and crafts. They include the Thabo Mofutsanyana Arts and Culture Centre, the Fezile Dabi Arts and Culture Centre, the Mmabana Arts and Culture Centre, the Free State MUSICON as well as the Lejweleputswa Arts and Culture Centre

The Free State MUSICON presented its National Soloist Singing Competition. Many of the past winners are currently studying or performing in Germany, Turkey, and Italy.

The Free State MUSICON Solo Instrumental Competition, therefore, is creating an annual provincial platform for musicians and for social cohesion. Many of the past winners have gone on to Europe and America.

The Department supported five independent Free State theatre productions that applied to the National Arts Festival in Makhanda and were accepted as part of the 2022 National Arts Festival. They include: The Cracked Vase (Bloemfontein), Guluva (Sasolburg), 437 Coalbrook Mine Disaster Production (Sasolburg), Johnny Motsamai (Parys), Molaotheo (Phuthaditjhaba) and Hidden in the Dark (Bloemfontein). Two of these productions received standing ovation awards from the National Arts Festival 2022.

Visual Arts is a much-specialised discipline and not many artists attempt this challenging art form. Our Visual Arts Unit has made huge strides in this financial year with workshops in all five Free State districts as well as mentoring classes. Various young visual artists are now doing face sketches as well as sketches of busts under our mentorship.

The Basotho cultural heritage continued to be showcase through the celebration of the Basotho New Year at the Basotho Cultural Village in Qwaqwa. On 6 August 2022, Basotho and cultural enthusiasts descended on the Basotho Cultural Village near Qwaqwa, for the annual Basotho New Year celebration.

Against all odds, the Mangaung African Cultural Festival (MACUFE) was successful in several areas: Local artists' participation in the festival continued on an upward trajectory with a total of 34 out of 65 artists participating in the festival. This means that over 50% of artists were Free State based artists.

In our quest to develop previously marginalized languages and to honour our legends in African literature, the Department, in partnership with the University of the Free State, launched the annual Dr Maphalla lecture in 2022. The second annual lecture was held on 24 February 2023, still in partnership with the University of the Free State.

As part of the process towards the establishment of a Film Commission, progress has been made in this regard, as the name of the commission was secured and will be known as the Free State Film Commission. The existence of this commission will expedite the process towards ensuring a thriving film industry in the province, with an expected greater economic spin-off.

Through the Extended Public Works Programme, the Department appointed 130 Arts and Culture Fieldworkers and in the next financial year the targeted number for these programmes is expected to increase to 200. Support to cultural events, structures and initiatives that include women and youth were provided.

Library and Archive Services

In the 2022/23 financial year, an allocation of R183 761 million was received from the conditional grant. The conditional grant funding is limited for implementation in relation to items indicated in the framework, which are: the appointment of staff, procurement of library collection in the form of books, e-books, educational toys as well as on promotion of reading and literacy.

In 2022 during the week of 20-26 March 2023, Library Week was celebrated across libraries with a theme:

“Libraries: telling powerful stories”. The celebrations are held annually to highlight the valuable role that libraries play in communities.

The Library Services spent more than R3, 589 million, which was allocated to ensure that libraries receive e-books. The ICT infrastructure was maintained in 169 libraries.

Equipment for the visually impaired was procured and installed in three (3) libraries, which are Phiritona, Morojaneng and Smithfield.

As part of the support to emerging authors, a total of 21 968 books were procured. R1, 1 million was spent on books from local authors and book sellers and R2 million was spent on women book suppliers.

15 Reading clubs were established in 7 libraries. 10 reading/book clubs participated in the final Funda Mzansi championships in George.

Finals for the Spelling Bee competition were held on the 8 September at Ilanga Estate for grade 5 only. The Reading Festival will be re-introduced at a larger scale in 2023.

Sport and Recreation

Financial Support to Sport Tournaments and Structures was provided through the Free State Sport Confederation.

Sport equipment and attire continued to be provided to community sport clubs and sport hubs as well as to schools, as part of the broader efforts to promote sport in the province. On 10 December 2022, a ceremonial handover of sport equipment to the total value of R1 336 723 was conducted in Sasolburg for the handover of equipment to 75 schools from disadvantaged backgrounds, quintile 1 to 3.

13 Provincial Sport Federations have been provided with financial and scientific support through the Free State Sport Academy.

The Provincial Rural Sport Development Programme finals were staged in partnership with the Thabo Mofutsanyana District and Maluti a Phofung Local Municipalities, the Free State House of Traditional Leaders and Sport Federations on 16 June 2022, as part of celebrating Youth Day and on 22 October 2022. This programme is aimed at developing sport in rural areas, in response to the District Development Model.

269 learners from the Free State participated in the Summer National School Sport Championships, which was held in Pretoria from 9 to 14 December 2022. The learners were selected in collaboration with the Free State Department of Education as part of the Memorandum of Cooperation signed between the two (2) departments to promote sport in schools.

A Provincial Indigenous Games programme was held in Thaba Nchu on 3 September 2022, as part of a quest to promote indigenous knowledge and heritage as well as active participation in sport amongst communities.

The Sport Awards, which aim to reward Free State sport stars in various sporting codes and keeping the passion in sport, were held in August with the Media Launch on 19 August 2022. Awards were awarded to athletes who distinguished themselves in various categories.

A youth camp was held for 120 youth from across the province, as part of efforts to promote social cohesion and nation building.

4.1.2 Overview of the financial results of the department

Departmental receipts

Departmental receipts	2022/2023			2021/2022		
	Estimate	Actual Amount Collected	(Over)/ Under Collection	Estimate	Actual Amount Collected	(Over)/ Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Tax Receipts						
Casino taxes						
Horse racing taxes						
Liquor licences						
Motor vehicle licences						
Sale of goods and services other than capital assets	4 161	4 630	469	922	1467	545
Transfers received						
Fines, penalties and forfeits	3	16	13	20	17	3
Interest, dividends and rent on land	80	34	(46)	77	55	22
Sale of capital assets						
Financial transactions in assets and liabilities	770	576	(194)	162	7 096	6 934
Total	5 014	5 256	242	1 181	8 640	7 459

In order to determine revenue tariff, inputs are requested from relevant units or sub programmes. If all the contents are supported by the revenue unit, the unit will write the submission/s for consideration/ recommendation/ approval to the following role players:

- a) Deputy Director: Budgeting and Revenue (who is also the Principal Receiver of Revenue), for recommendation,
- b) Director: Financial Administration, for recommendation
- c) Chief Financial Officer, for recommendation,
- d) Accounting Officer, for recommendation,
- e) Chief Executive Officer: Provincial Treasury, for approval.

The relevant unit or sub-programme will then be notified of the new approved tariffs and implementation date.

Revenue collection point	Tariffs for good and services not changed	Free services rendered by the Department that would have yielded significant revenue
Administration	Sales: Tender documents	Sales of Tender documents less than R500 000.00
Cultural Affairs	- Sale of goods: meals, curios, - Course fees: Registration and course fees - Day care fees: Registration and course fees - Entrance fees - Photocopies and faxes - Sport & Club facilities - Rental: Capital assets (Rental of building and equipment)	Parking fees (R200 per vehicle). The Department does not keep the record of officials with vehicles at this collection points, therefore no costs could be determined
Library and Information Technology Services	- Sale of goods: wastepaper and books - Photocopies and faxes - Rental: Capital assets (Rental of building and equipment)	Parking fees (R200 per vehicle). The Department does not keep the record of officials with vehicles at this collection points, therefore no costs could be determined
Sport & Recreation	- Entrance fees - Sport & Club facilities	Parking fees (R200 per vehicle). The Department does not keep the record of officials with vehicles at this collection points, therefore no costs could be determined

- MACUFE, as a ticketing event and as the biggest revenue collection point of the Department has returned this year after it was stopped in 2020 after the outbreak of COVID-19. The Department received revenue from the sales of tickets of the MACUFE events, including the soccer tournament.
- Revenue from public libraries also increased (photocopies, faxes and internet services), because they are fully operational after the lifting of Covid 19 regulations.

Programme Expenditure

Programme Name	2022/2023			2021/2022		
	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	113 955	112 296	1 659	106 117	104 654	1 463
Cultural Affairs	145 060	130 107	14 953	129 660	121 720	7 940
Library and Archive Services	249 741	244 900	4 841	243 311	239 006	4 305
Sport and Recreation	130 854	130 496	358	144 414	137 800	6 614
Total	639 610	617 799	21 811	623 502	603 180	20 322

The final adjusted budget allocation to the Department of Sport, Arts, Culture and Recreation was R639 610 000. The allocation decreased during the 1st Adjustment Budget by R26 123 000.

Spending trends

The budget allocation was utilised as follows:

	2022/23	2021/22
	R'000	R'000
Amount appropriated excluding roll-overs	665 733	638 523
Plus: Adjustment estimates	(23 123)	(15 021)
Sub-total	639 610	623 502
Less: Total Expenditure	617 799	603 180
Surplus/deficit per appropriation account	21 811	20 322

	Budget	Payments	Underspent
	R'000	R'000	R'000
Provincial Infrastructure Grant	40 840	34 069	6 771
Library Service Conditional Grant	183 761	183 760	1
Sport and Recreation Conditional Grant	41 695	41 694	1
EPWP	2 106	2 106	-
Artists	4 000	3 999	1
MACUFE	18 000	15 144	2 856
Community Media	3 000	3 000	-
Total of earmarked and conditional grants	293 402	283 772	9 630
Equitable share	346 208	334 027	12 181
TOTAL	639 610	617 779	21 811

CATHSETA: AID ASSISTANCE

The total Departmental allocation exclude an amount of R436 000.00 related to CATHSETA.

Virement

None

Unauthorised expenditure

No new unauthorised expenditure was incurred during the year under review.

Irregular expenditure

New irregular expenditure of R58.567 million was identified this financial year, mainly as a result of non-compliance with SCM regulations. Possible irregular expenditure amounting to R1.000 million was also added to the register. The closing balance of irregular expenditure is R59.567 million.

Fruitless expenditure

The amount of R11 million was incurred this financial year, mainly as a result of late cancellation of event and accommodation. However, there is also an amount of R10.668 million which is included in the fruitless expenditure and it emanated between 2014 and 2021 financial years.

Public Private Partnerships

The department does not have any Public Private Partnerships.

Supply chain management

- No unsolicited bid proposals were received nor concluded for the year under review
- No ex-post facto approval was granted during the year under review
- SCM policies and procedure manuals were adhered to and are going to be reviewed and updated
- SCM processes and systems are in place so to eliminate or minimise irregular expenditure
- Irregular expenditures which were detected were reported and handled in terms of the new irregular framework
- Problems of maintenance of certain buildings leased were still experienced especially and Business Partners and Zana Bulding

Gifts and Donations received in kind from non-related parties

The department did not receive any gifts and donation for the period under review.

Gifts and Donations made in kind from non-related parties

No gifts and donations were made for the period under review.

Exemptions and deviations received from the National Treasury

None.

Events after the reporting date

There were no events (adjusting and non-adjusting), favourable and unfavourable that occurred after the reporting date.

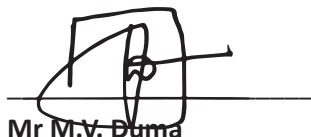
Financial Sustainability

The Department had a Cash and Cash Equivalent of R25 241 million at 31 March 2023. Funds still to be surrendered (including Accruals and payables) exceeded the cash and cash equivalent. Unless additional funding is made available via Adjustment Budget, the Department will not be able to pay the total outstanding amount from the 2023/24 available budget.

Conclusion:

As we continue to build on the efforts of the previous Financial Years, we are convinced that the performance targets and goals set in this Annual Performance Plan will be fully implemented. The administrative capacity of the department continues to be enhanced to ensure that the necessary support exists towards the realisation of the set targets. The organisational review process that has been undertaken has enabled us to identify areas where consolidation needs to be effected.

We are confident that with the continued support of our stakeholders and partners the goals we have set for the 2023/2024 Financial Year will be realised. We will continue to roll up our sleeves in our quest to ensure effective and efficient execution of our mandate and implementation of programmes. We take this opportunity to extend our sincere appreciation to all the role players in the sector, from governance to service delivery partners and stakeholders. We look forward to continuous collaborations and partnerships as we continue to deliver on our mandate.



Mr M.V. Duma

Acting Accounting Officer

Department of Sport, Arts, Culture and Recreation

Free State

Date: 31 July 2023

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 F) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.

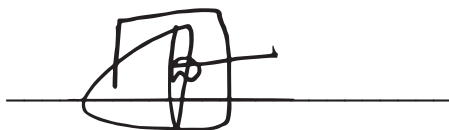
The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

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 2023.

Yours faithfully



Mr M.V. Duma

Acting Accounting Officer

Department of Sport, Arts, Culture and Recreation

Free State

Date: 31 July 2023

6. STRATEGIC OVERVIEW

6.1 Vision

An active, creative, winning and socially cohesive nation.

6.2 Mission

Creation of an enabling environment for social cohesion and nation building through civil society structures and cooperative governance.

Promoting inclusive sport, arts, culture and recreation programmes that enhance excellence and talent towards a healthy lifestyle.

6.3 Values

Our values are aligned to the Basic values and principles governing public administration as outlined in Chapter 10, section 195 of the Constitution of the Republic. Which are:

- a) A high standard of professional ethics must be promoted and maintained.
- b) Efficient, economic and effective use of resources must be promoted.
- c) Public administration must be development-oriented.
- d) Services must be provided impartially, fairly, equitably and without bias.
- e) People's needs must be responded to, and the public must be encouraged to participate in policy-making.
- f) Public administration must be accountable.
- g) Transparency must be fostered by providing the public with timely, accessible and accurate information.
- h) Good human-resource management and career-development practices, to maximise human potential, must be cultivated.
- i) Public administration must be broadly representative of the South African people, with employment and personnel management practices based on ability, objectivity, fairness, and the need to redress the imbalances of the past to achieve broad representation."

The Department subscribes to the “*Batho-Pele principles*”:

Principle	Responsibility
Consultation	Citizens should be consulted about the level and quality of the Public Services they receive and, wherever possible, should be given a choice about the services that are offered
Service Standards	Citizens should be told what level and quality of Public Services they would receive so that they are aware of what to expect
Access	All citizens should have equal access to the services to which they are entitled.
Courtesy	Citizens should be treated with courtesy and consideration
Information	Citizens should be given full, accurate information about the Public Services they are entitled to receive
Openness and Transparency	Citizens should be told how national and provincial departments are run, how much they cost, and who is in charge
Redress	If the promised standard of service is not delivered, citizens should be offered an apology, a full explanation, and a speedy and effective remedy; and when complaints are made, citizens should receive a sympathetic, positive response
Value for money	Public services should be provided economically and efficiently to give citizens the best possible Value for Money.
Innovation and Rewarding Excellence	Innovation can be new ways of providing better service, cutting costs, improving conditions, streamlining, and generally making changes which tie in with the spirit of Batho Pele. It is also about rewarding the staff who “go the extra mile” in making it all happen.
Customer Impact	Impact means looking at the benefits we have provided for our customers both internal and external – it is how the nine principles link together to show how we have improved our overall service delivery and customer satisfaction. It is also about making sure that all our customers are aware of and exercising their rights in terms of the Batho Pele principles.
Leadership and Strategic Direction	Good leadership is one of the most critical ingredients for successful organisations. Organisations who do well in serving their customers can demonstrate that they have leaders who lead by example, who set the vision, and ensure that the strategy for achieving the vision is owned by all and properly deployed throughout the organisation. They take an active role in the organisation’s success.

7. LEGISLATIVE AND OTHER MANDATES

1. Constitutional mandate

The mandate of the Department of Sport, Arts, Culture and Recreation is derived from the Constitution of the Republic of South Africa, Act 108 of 1996 hereafter referred to as the Constitution, including the Preamble and Founding Provisions, and in particular sections:

‘16(1) **Freedom of expression** - Everyone has the right to freedom of expression, which includes –

- (a) freedom of the press and other media;
- (b) freedom to receive or impart information or ideas;
- (c) freedom of artistic creativity; and
- (d) academic freedom and freedom of scientific research;

‘30. **Language and culture** - Everyone has the right to use the language and to participate in the cultural life of their choice, but no one exercising these rights may do so in a manner inconsistent with any provision of the Bill of Rights.’ and

‘32. **Access to information** - (1) Everyone has the right of access to –

- (a) any information held by the state; and
- (b) any information that is held by another person and that is required for the exercise or protection of any rights.

Further, the Constitution affirms the democratic values of human dignity and equality. In line with these Constitutional imperatives, the Department has been assigned the powers and functions to develop and implement policies and programmes regarding sport, arts, culture, heritage and recreation which includes the following as informed by Schedule 5, Part A of the Constitution:

- Archives other than National Archives
- Libraries other than National Libraries
- Museums other than National Museums
- Provincial Cultural matters
- Provincial Recreation and amenities
- Provincial Sport

Relevant sections and responsibility of FS DSACR are described in the table below.

Relevant section of the Constitution	Responsibility
Constitution of the Republic of South Africa, No. 108 of 1996	
Languages [Section 6(2), 6(3) and (4)]	Section 6(2) states that – “recognising the historically diminished use and status of the indigenous languages of our people, the state must take practical and positive measures to elevate the status and advance the use of these languages.” According to section 6(4), the Free State Provincial Government (FSPG) must, by legislative and other measures, regulate and monitor its use of official languages. Without detracting from the provisions of section 6(2) indicated above, all official languages must enjoy parity of esteem and must be treated equitably. According to section 6(3), FSPG may use any particular official languages for the purposes of government, taking into account usage, practicality, expense, regional circumstances all the balance of the needs and preferences of the population as a whole or in the province concerned; but the FSPG must use at least two official languages. The DSACR, in collaboration with DSAC and other provincial departments, has a responsibility to provide for the regulation and monitoring of the Use of official languages by Provincial government, through the Use of Free State Official Languages Act 1 of 2017, and must report to the Free State Provincial Parliament on this mandate at least once a year.
Language and culture (Section 30)	DSACR facilitates opportunities for the people of the Free State to exercise their language and cultural rights through the programmes and projects that it presents and supports.
Cultural, religious and linguistic communities (Section 31)	DSACR must ensure that its programmes and projects respect the cultural, religious and linguistic diversity of the Free State communities.
Principles of cooperative government and intergovernmental relations (Section 41)	DSACR cooperates with all spheres of government. In terms of its specific mandates, DSACR works in close cooperation with the national Department of Sports, Arts and Culture; national and provincial public entities; and municipalities in the Free State.
Accountability and responsibilities (Section 133)	Section 133 provides that MECs of a province are accountable collectively and individually to the provincial legislature for the exercise of their powers and the performance of their functions assigned to them by the Premier, and that they must provide the legislature with full and regular reports on matters under their control.
Assignment of powers [Section 156(4)]	DSACR must assign or delegate to a municipality, by agreement and subject to any relevant conditions, the administration of a matter listed in Part A of Schedule 4 or Part A of Schedule 5 which necessarily relates to local government, if— • that matter would most effectively be administered locally; and • the municipality has the capacity to administer it. DSACR is facilitating the rendering of public library services, which local government considers to be an unfunded mandate. These services are being rendered in cooperation with the National Treasury and the national Department of Sports, Arts and Culture through the Conditional Grant for Community Libraries, with further support from Provincial Treasury transfers to local government.

Relevant section of the Constitution	Responsibility
Constitution of the Republic of South Africa, No. 108 of 1996	
Public Administration - Basic values and principles governing public administration (Section 195) - Public Service (Section 197)	Section 195 (1) provides that “public administration must be governed by the democratic values and principles enshrined in the Constitution, including the following principles: a) A high standard of professional ethics must be promoted and maintained. b) Efficient, economic and effective use of resources must be promoted. c) Public administration must be development-oriented. d) Services must be provided impartially, fairly, equitably and without bias. e) People’s needs must be responded to, and the public must be encouraged to participate in policy-making. f) Public administration must be accountable. g) Transparency must be fostered by providing the public with timely, accessible and accurate information. h) Good human-resource management and career-development practices, to maximise human potential, must be cultivated. i) Public administration must be broadly representative of the South African people, with employment and personnel management practices based on ability, objectivity, fairness, and the need to redress the imbalances of the past to achieve broad representation.” Section 195 (2) provides that the principles in section 195 (1) apply to all spheres of government. Section 197 (1) provides that within public administration there is a public service for the Republic, which must function, and be structured, in terms of national legislation, and which must loyally execute the lawful policies of the government of the day. Section 197 (2) provides that the terms and conditions of employment in the public service must be regulated by national legislation. Employees are entitled to a fair pension as regulated by national legislation. Section 197 (3) provides that No employee of the public service may be favoured or prejudiced only because that person supports a particular political party or cause. Section 197 (4) provides that Provincial governments are responsible for the recruitment, appointment, promotion, transfer and dismissal of members of the public service in their administrations within a framework of uniform norms and standards applying to the public service.
	Cultural Matters: DSACR works closely with DSAC and associated organs of the state regarding concurrent arts, culture and heritage matters.
	Language policy and the regulation of official languages to the extent that the provisions of section 6 of the Constitution expressly confer upon the provincial legislatures legislative competence: DSACR works closely with DSAC and associated organs of state regarding language policy matters.
Functional Areas of Concurrent National and Provincial Legislative Competence (Schedule 4 – Part A)	

Relevant section of the Constitution	Responsibility
Constitution of the Republic of South Africa, No. 108 of 1996	
Functional areas of exclusive provincial legislative Competence (Schedule 5 - Part A)	Archives other than national archives: DSACR is mandated to draft provincial legislation regarding archives other than national archives and to manage its implementation. The Department is responsible for the Free State Archives and Records Management Centre. Libraries other than national libraries: DSACR is mandated to draft provincial legislation regarding libraries other than national libraries and to manage its implementation. The Department is responsible for rendering the Free State Library Service and for working closely with municipalities to render a public library and information service. Museums other than national museums: DSACR is mandated to draft exclusive provincial legislation regarding museums other than national museums and to manage its implementation. The Department is responsible for rendering the provincial Museum Service. Provincial cultural matters: • DSACR provides Provincial Heritage Resource Authority (PRHA) – the provincial heritage resources authority appointed in terms of the National Heritage Resources Act, 1999 (NHRA) – with financial and administrative support to execute and administer its legal mandate. The MEC appoints the Council of PRHA and is the appointed heritage appeals authority for the Free State. • DSACR provides professional and other support to the Free State Provincial Geographical Names Committee (PGNC) in order to facilitate public consultation regarding the standardisation of, and changes to, geographical names. Once consultation is complete, the provincial Committee makes recommendations to the South African Geographical Names Council. Provincial Sport: • DSACR is mandated to help to create an enabling environment for provincial sport and recreational activities.

1. Legislative and policy mandates

Relevant section of the Legislation and policy mandates	Responsibility
Basic Conditions of Employment Act 75 of 1997	This Act gives effect to the right to fair labour practices referred to in section 23(1) of the Constitution by establishing and making provision for the regulation of basic conditions of employment; and thereby to comply with the obligations of the Republic as a member state of the International Labour Organisation; and to provide for matters connected therewith.

Relevant section of the Legislation and policy mandates	Responsibility
Compensation of Occupational Injuries and Disease Act 130 of 1993	This Act makes provision for: • disablement caused by occupational injuries or diseases sustained or contracted by employees in the course of their employment, or for death resulting from such injuries or diseases; and • for matters connected therewith.
Electronic Communication and Transactions Act, 2002, Act 25 Of 2002	DSACR to ensure security of information and systems and safeguard the ICT resources.
Employment Equity Act 55 of 1998	This Act makes provision for employment equity; and to provide for matters connected thereto.
Framework for Managing Programme Performance (2007)	This Framework aims to: • Clarify definitions and standards for performance information in support of regular audits of such information where appropriate • Improve integrated structures, systems and processes required to manage performance information • Define roles and responsibilities for managing performance information • Promote accountability and transparency by providing Parliament, provincial legislatures, municipal councils and the public with timely, accessible and accurate performance information.
Free State Growth and Development Strategy (FSGDS) 2013	The Free State Growth and Development Strategy (FSGDS) is an ambitious and elaborate framework to profoundly redefine the long-term provincial inclusive growth and development landscape. It is intended to serve as a catalytic and practical instrument to direct, inform and shape the intentions and practices of mapping the provincial future development trajectory. The objectives of the FSGDS, among others, is: • to serve an overarching planning instrument articulating the development agenda and providing strategic direction for the province. • To build uniformity of application of planning processes and methodologies. • To formulate development plans and priorities for the province. • To ensure inclusivity of planning processes.
FSPG e-mail Policy and Guidelines	DSACR to ensure proper usage of the e-mail system to Prevent misuse and security risks
Government-Wide Monitoring and Evaluation System (GWM&E) (2007)	The aim of the Government-wide Monitoring and Evaluation (GWM&E) System is to contribute to improved governance and to enhance the effectiveness of public sector organisations and institutions. This document provides the overarching policy framework for monitoring and evaluation (M&E) in South Africa. It promotes results-based management.

Relevant section of the Legislation and policy mandates	Responsibility
Medium-Term Strategic Framework (MTSF) 2019-2024	The MTSF 2019-2024 aims to address the challenges of unemployment, inequality and poverty through three pillars of the NDP: • Driving a strong and inclusive economy; • Building and strengthening the capabilities of South Africans; and • Achieving a more capable State. The MTSF 2019-2024 is the translation of the Government Priorities outlined by the President at the State of the Nation Address (SONA) which are derived from the electoral mandate for the next five-year period. The seven priorities of this strategic framework are embedded into the three pillars. The priorities, which will be achieved through more focused implementation, coordination and integration by the various levels of government including state owned enterprises, the private sector and civil society, are as follows: Priority 1: Economic transformation and job creation Priority 2: Education, skills and health Priority 3: Consolidating the social wage through reliable and quality basic services Priority 4: Spatial integration, human settlements and local government Priority 5: Social cohesion and safe communities Priority 6: A capable, ethical and developmental state Priority 7: A better Africa and world
Labour Relations Act 6 of 2014	This Act makes provision to the following: • amend the Labour Relations Act, 1995, so as to facilitate the granting of organisational rights to trade unions that are sufficiently representative; • strengthen the status of picketing rules and agreements; to amend the operation, functions and composition of the essential services committee and to provide for minimum service determinations; • provide for the Labour Court to order that a suitable person be appointed to administer a trade union or employers' organisation; • enable judges of the Labour Court to serve as a judge on the Labour Appeal Court; • further regulate enquiries by arbitrators; • provide greater protection for workers placed in temporary employment services; • regulate the employment of fixed term contracts and part-time employees earning below the earnings threshold determined by the Minister; • further specify the liability for employer's obligations; and to substitute certain definitions; and • provide for matters connected therewith.

Relevant section of the Legislation and policy mandates	Responsibility
National Development Plan (Vision 2030)	The National Development Plan aims to eliminate poverty and reduce inequality by 2030 and provides a broad strategic framework to guide key choices and actions. It sets out a coherent and holistic approach to confronting poverty and inequality based on the six focused, interlinked priorities summarised below: • Uniting all South Africans around a common programme to achieve prosperity and equity. • Promoting active citizenry to strengthen development, democracy and accountability. • Bringing about faster economic growth, higher investment and greater labour absorption. • Focusing on key capabilities of people and state. • Building a capable and developmental state. • Encouraging strong leadership through society to work together to solve problems. NDP states that “arts and culture open powerful spaces for debate about where a society finds itself and where it is going. Promoted effectively, the creative and cultural industries can contribute substantially to small business development, job creation, and urban development and renewal”. NDP states that “sport plays an important role in promoting wellness and social cohesion”. Sport is considered to be a cross-cutting issue in the NDP, contributing to education, health, and nation building. The National Development Plan Vision 2030 also states that “arts, culture and heritage provide opportunities to address outcomes that speak to social cohesion/inclusion and nation building.”
National Evaluation Policy (2012)	This Framework aims to: • Foreground the importance of evaluation in policy-making and management; • Promote, facilitate and institutionalise the use of evaluation in government; • Strengthen linkages between evaluation, policy-making, planning and budgeting; • Develop a common language and conceptual base for evaluation in government; • Clarify the role of evaluations in relation to other performance management instruments; • Frame the evaluation function in terms of its scope, institutionalization, standards, process requirements, skill requirements, governance, financing and oversight; • Clarify distinctions in the roles and responsibilities of public institutions in relation to evaluation; • Improve the quality of evaluations undertaken in public institutions; • Increase the utilisation of evaluation findings to improve performance.
National South African Qualification Authority Act 58 of 1995	This Act makes provision for the development and implementation of a National Qualifications Framework and for this purpose to establish the South African Qualifications Authority; and for matters connected therewith.
National Youth Policy 2015 - 2020	This policy responds to the social and economic forces that shape global and regional development in the 21st Century, in particular the aftermath of the global financial crisis. It seeks to align the development of young people with government’s approach to addressing poverty and underdevelopment, as diagnosed in the NDP.

Relevant section of the Legislation and policy mandates	Responsibility
Occupational Health and Safety Act 85 of 1993	This Act makes provision for: - the health and safety of persons at work and for the health and safety of persons in connection with the use of plant and machinery; - the protection of persons other than persons at work against hazards to health and safety arising out of or in connection with the activities of persons at work; - the establishment of an advisory council for occupational health and safety; and - for matters connected therewith.
Promotion of Access to Information Act 2 of 2000	This Act gives effect to the constitutional right of access to any information held by the State and any information that is held by another person and that is required for the exercise or protection of any rights; and to provide for matters connected therewith.
Public Finance Management Act 1 of 1999	This Act aims to: - regulate financial management in the national government and provincial governments; - ensure that all revenue, expenditure, assets and liabilities of those governments are managed efficiently and effectively; - provide for the responsibilities of persons entrusted with financial management in those governments; and - provide for matters connected therewith.
Public Service Corporate Governance of ICT Policy Framework FSPG IT Governance Framework International Standards Organisation IS FUNCTION 27002 Code of Practice for Information Security Management and the South African SABS 27002. King Code of Cooperative Governance COBIT	These ICT policy frameworks provide direction in terms of the ICT governance and security compliance requirements. The department has established, formulated and implemented the following ICT policies to give effect to the policy frameworks: - ICT Governance Strategy Framework - ICT Security Policy - Electronic Communication Policy - Pool Equipment Policy - IT Strategic Plan 2020-2025

Relevant section of the Legislation and policy mandates	Responsibility
Public Service Act, 1994 as amended by Public Service Amendment Act 30 of 2007	This Act makes provision for the organisation and administration of the public service of DSACR, the regulation of the conditions of employment, terms of office, discipline, retirement and discharge of members of the public service, and matters connected therewith.
Promotion of Administrative Justice Act 3 of 2000	This Act aims to give effect to the right of administrative action that is lawful, reasonable and procedurally fair and to the right to written reasons for administrative action contemplated
Protection of Personal Information Act 4 of 2013	This Act aims to: • promote the protection of personal information processed by public and private bodies; • introduce certain conditions so as to establish minimum requirements for processing of personal information; • provide for an establishment on an Information Regulator to exercise certain powers and perform certain duties and functions in terms of this Act and Promotion of Access to Information Act, 2000; • provide for the issuing of code of conduct; • provide for the rights of persons regarding unsolicited electronic communications and automated decision making; • regulate the flow of personal information across the borders of the Republic; and • for matters connected therewith.
Regulation of Interception of Communication and Provision of Communication-Related Information Act, 2003, Act 122 of 2003	This act prescribes on the security measures that needs to be instituted as requirements to ensure security of information.
Revised Framework for Strategic Plans and Annual Performance Plans (2019)	The purpose of the Revised Framework is to provide the principles for short and medium-term planning for government institutions; and to describe how institutional plans are to align with high level government medium and long-term plans, and the institutional processes for the different types of plans. The Revised Framework also aims to: • Institutionalise government's national development planning agenda through institutional plans. • Institutionalise planning for women, youth and people with disabilities in line with the relevant frameworks. • Provide information about the legislation which informs government planning. • Institutionalise the Results-Based Approach. • Provide planning tools which can be used for the different types of plans. • Describe the alignment between the planning, budgeting, reporting, monitoring and evaluation processes. • Give the definitions of the various planning, reporting, monitoring and evaluation concepts. • Outline the roles and responsibilities of the stakeholders and institutions that participate in the planning processes. • Encourage evidence-based policy making, planning and implementation.

Relevant section of the Legislation and policy mandates	Responsibility
Skills Development Act 97 of 1998	This Act makes provision for: - an institutional framework to devise and implement national, sector and workplace strategies to develop and improve the skills of the South African work force; - integration of those strategies within the National Qualifications Framework contemplated in the South African Qualifications Authority Act, 1995; - Learnerships that lead to recognised occupational qualifications; - The financing of skills development by means of a levy-grant scheme and a National Skills Fund; - Provision and regulation of employment services; and - For matters connected therewith.
State Information Technology Act 88 of 1998	This Act makes provision for the establishment of a company that will provide information technology, information systems and related services to, or on behalf of, participating departments and in regard to these services, act as an agent of the South African Government; and to provide for matters connected therewith. DSACR to ensure security of information and systems and safeguard the ICT resources.
The South African National Policy Framework for Women's Empowerment and Gender Equality of 2000	The main purpose of this Gender Policy Framework is to establish a clear vision and framework to guide the process of developing laws, policies, procedures and practices which will serve to ensure equal rights and opportunities for women and men in all spheres and structures of government as well as in the workplace, the community and the family.
White Paper on the Rights for Persons with Disabilities	This WPRPD updates the 1997 INDS, integrates obligations in the UNCRPD and responds to the Continental Plan of Action for the African Decade of Persons with Disabilities.
Cultural Institutions Act, 119, 1998	DSACR must liaise and cooperate with nationally declared cultural institutions regarding arts, culture and heritage matters.
Cultural Promotions Act, 35, 1983	This legislation was assigned to the Free State and DSACR is responsible for complying with the provisions of the Act.
Free State Provincial Government Language Policy, 2014	The aims of the FSPG Language Policy are, amongst others: - To designate the official languages which must be used for purpose of government; - To promote the equitable use of the designated official languages of the Free State Provincial Government; The FSPG designates Sesotho, Afrikaans, IsiXhosa, Setswana, Isizulu and English as official languages of the Free State province. The aforesaid languages will be utilized taking into account usage, practicality, expense, regional circumstances and the needs and preferences of the communities in the Free State. Therefore, depending on aforesaid circumstances, it might not be necessary to use all designated languages in every instance. DSACR is responsible for the nomination of a Free State provincial representative to sit on the National Arts Council (NAC), for cooperating and coordinating with NAC, and for administering NAC funding for the development of arts and culture in the Free State.
National Film and Video Foundation Act, 73, 1997	This Act seeks to establish a juristic person to be known as the National Film and Video Foundation; to determine its objects, functions and method of work; to prescribe the manner in which it is to be managed and governed; to regulate its staff matters and financial affairs; and to provide for matters connected therewith.
National Heritage Council Act, 11, 1999	DSACR is responsible for the nomination of a Free State provincial representative to sit on the National Heritage Council (NHC), and for cooperating with and coordinating activities related to funding and projects that the NHC is conducting in the Free State.

Relevant section of the Legislation and policy mandates	Responsibility
National Heritage Resources Act 11 of 1999	DSACR ensures compliance with the NHRA by overseeing the nomination of a Free State provincial representative, preferably a member of the Free State Provincial Heritage Resources Authority, to sit on the Council of the South African Heritage Resources Agency (SAHRA). DSACR also ensures compliance with the requirement that the MEC must appoint a Council for PRHA – the provincial heritage resources authority is appointed in terms of the NHRA. The Department is responsible for liaising and cooperating with SAHRA, PRHA and municipalities regarding the management of heritage resources. DSACR also assists the MEC when appeals have been lodged with him or her against decisions of PRHA.
National Language Policy Framework, 2003	The language policy takes cognisance of the constitutional provisions on multilingualism and is in concert with government's goals for economic, socio political and educational growth. Its aims are to: • promote the equitable use of the 11 official languages; • facilitate equitable access to government services, knowledge and information; • ensure redress for the previously marginalised official indigenous languages; • initiate and sustain a vibrant discourse on multilingualism with all language communities; • encourage the learning of other official indigenous languages to promote national unity, and linguistic and cultural diversity; and • promote good language management for efficient public service administration to meet client expectations and needs.
Pan South African Language Board Act, 1995	Amongst other things, this Act requires the Pan South African Language Board (PansALB) to establish a provincial language committee (PLC) in every province. A Free State PansALB PLC was established in August 2019. The Free State Language Services Unit is recognised by the Pan South African Language Board.
South African Geographic Names Council Act, 1998	DSACR is responsible: • For complying with the provisions in this Act to nominate a Free State provincial representative to sit on the South African Geographical Names Council; • To research geographical names in the Free State; • to ensure standardisation; and, • where necessary, to facilitate public consultation regarding proposed changes to these names. The Department provides professional and other support to the Free State Provincial Geographical Names Committee. Once consultation is complete, the FS PGNC makes recommendations to the South African Geographical Names Council.
Use of Free State Official Languages Act, 2017 (No 1 of 2017)	• This Act set parameters for language use in the Free State based on the demographics and statistics • Provides for the regulation and monitoring of the Use of official languages by Provincial government for government purposes; • Require the adoption of a provincial language policy by the Executive Council; • Provide for the establishment and functions of a provincial language unit; • Provide for the monitoring of and reporting on use of official languages by Provincial Government; and • To provide for matters connected therewith. The MEC for DSACR must, each year, no later than the last day of March, table a report in the Provincial Legislature on the status and the use of official languages by Provincial Government for government purposes.

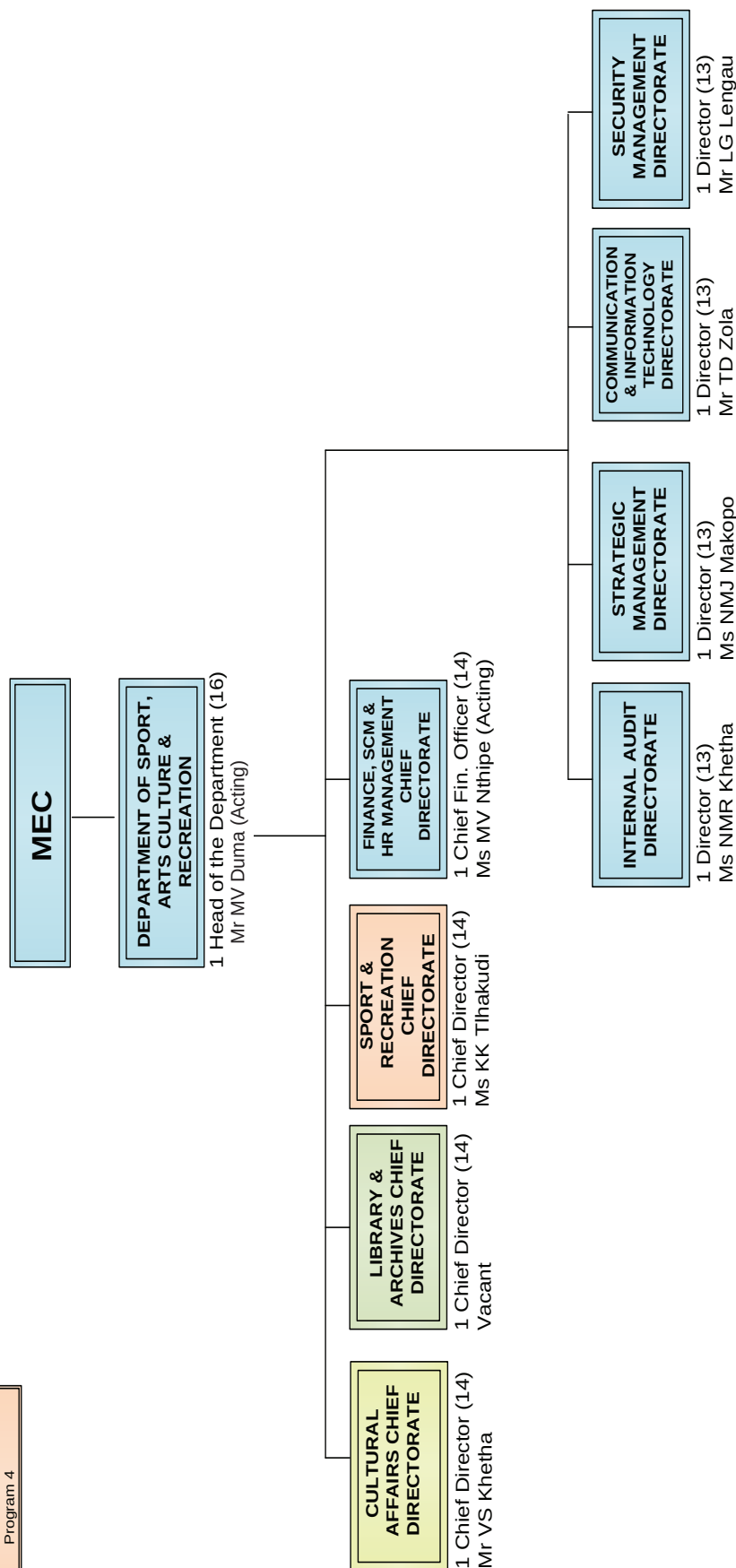
Relevant section of the Legislation and policy mandates	Responsibility
Collection Development Policy	DSACR is responsible for implementation of this policy and its objectives are: - to provide a framework for consistent approach to collection development; - to provide an evaluation and selection criteria which will ensure a responsive, needs-based and well-balance collection of library material; - to confirm the Directorate's (Library Services) to intellectual freedom and equitable and unrestricted access to information; and - to inform stakeholders to the guidelines according to which library collections are developed and maintained.
Free State Library and Information Services Act, 5, 1999	This Act makes provision for the establishment, administration and control of library and information services in the Province and for matters incidental thereto.
Free State Provincial Archives Act, 4, 1999	The aims of this Act are: - to provide for a Provincial Archives; - The proper management and care of the records of governmental bodies; and - the preservation and use of a provincial archival heritage for all the people of the province; and for matters connected therewith.
National Archives Act, 43, 1996	DSACR is responsible for the nomination of a Free State provincial representative to sit on the National Archives Advisory Council. The Department is also responsible for meeting the national norms and standards established under this Act.
South African Public Library and Information Services Bill - 2019 (Draft)	The objects of this Act are to: (a) provide for essential national minimum norms and standards for the rendering of public library and information services; (b) promote public access to public library and information services; (c) provide for the determination of national policy and principles for public library and information services; (d) promote co-operative governance and the co-ordination of responsibilities for public library and information services; (e) provide measures to redress the inequality in the provision of public library and information services; (f) promote transformation in the provision of public library and information services; and (g) encourage a culture of reading to create a nation of readers.
Free State White Paper for Sport and Recreation	The Free State White Paper for Sport & Recreation clarifies the roles and responsibilities of the Free State Sport Confederation and other stakeholders within organised sport. The White Paper also clarifies the mandate of the Free State Academy of Sport as the only High-Performance Body in the Province.
National Sport and Recreation Act, 110, 1998	The Act provides for the promotion and development of sport and recreation and coordination of relationships between SRSA, SASCO (the South African Sports Confederation and Olympic Committee) sport federations, sport councils and other agencies. The Act further provides measures aimed at correcting imbalances in sport and recreation; promoting equity and democracy in sport and recreation; and providing dispute resolution mechanisms in sport and recreation.

Relevant section of the Legislation and policy mandates	Responsibility
Safety at Sport and Recreational Events Act, 2010 (Act No 2 of 2010)	- To provide for measures to safeguard the physical well-being and safety of persons and property at sports, recreational, religious, cultural, exhibition, organisational or similar events held at stadiums, venues or along a route; - to provide for the accountability of event role-players; - to provide for certain prohibitions; - to provide for the risk categorisation of events; - to provide for the establishment of measures to deal with safety and security at events; - to provide for accreditation of role-players at events; - to provide for event ticketing; - to provide for the control of access of spectators and vehicles at events; - to provide for the issuing of safety certificates for planned or existing stadiums or venues; - to provide for the contents of safety certificates and amendments to safety certificates; - to provide for appointment of inspectors and their powers of entry and inspection; - to provide for the deployment of security services; - to provide for spectator exclusion notices; to provide for prohibition notices; - to provide for the establishment of an Appeal Board and for appeals; - to provide for public liability insurance for events; - to provide for payment of fees; - to provide for offences and penalties; and - to provide for matters connected therewith.
South African Sport Academies Strategic Framework and Policy guidelines of 2013	The Framework clarifies the roles and responsibilities of all stakeholders. Key areas of the Framework (i) Responsibly of the Department to provide Financial & Human Resources, (ii) Functions and Governance of Academies and (iii) The role of the FSSC in providing oversight on good governance. The Department should support Provincial Federations via the Academies.
Integrated School Sport Framework: MoU between DBE and SRSA according to the Inter-governmental Framework Act, 2005 (Act No 13 of 2005)	The Department of Basic Education (DBE) and Sport and Recreation South Africa (SRSA) signed "An Integrated School Sport Framework" where the parties commit that they shall implement programmes of cooperation in the field of school sport on the basis of reciprocity and mutual benefit. The parties also commit that they shall encourage and facilitate the advancement of contact and cooperation between the recognised sport institutions of the respective Departments.
Other prescripts governing the Department	- Circulars and guidance issued by the National Treasury, Department of Public Service and Administration (DPSA) and supported by Department of Planning Monitoring and Evaluation (DPME) regarding the planning, management, monitoring and reporting of performance against predetermined objectives - State of the Nation Address - State of the Province Address - MEC's Budget Vote Speech - National Policy Document on Arts and Culture Centres - SADEC Protocols - SASCOC Strategic plan and National Academy Strategy - Memorandum of Agreement between SACR and South African National Defence Force - Framework for collaboration with the National Department of Basic Education and National Department of Sport and Recreation

8. ORGANISATIONAL STRUCTURE

Programs

Program 1
Program 2
Program 3
Program 4



9. ENTITIES REPORTING TO THE MEC

The information furnished in this section should correlate with information provided elsewhere in the annual report, for example, in the related party transactions disclosure note to the financial statements and the information on the entities.

The table below indicates the entities that report to the MEC.

Name of Entity	Legislative Mandate	Financial Relationship	Nature of Operations
Provincial Geographical Names Committee	PGNC Act	Transfer payment of R1.250 million	Consultation and renaming of Provincial Geographic Names
Provincial Heritage Resource Agency/Council	PHRA Act	Transfer payment of R500 000	Preservation of Free State Heritage
Provincial Arts and Culture Council	PACC Act	Transfer payment of R9 million	Promotion of Arts and Culture
Free State Sport Confederation	National Sport and Recreation Act,	Transfer payment of R8.310 million	Controlling body of Sport in the Province
Free state Academy of Sport	National Sport and Recreation Act.	Transfer payment of R7.753 million	Coordination of major Sport in the Province

PART

B

PERFORMANCE
INFORMATION

1. AUDITOR GENERAL'S REPORT: PREDETERMINED OBJECTIVES

The AGSA currently performs certain audit procedures on the performance information to provide reasonable assurance in the form of an audit 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 158 - 169 of the Report of the Auditor General, published as Part F: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

Political Environment

The Constitution of the country requires intergovernmental relations of interdependence. Thus, the working relationship with the national department serves as an opportunity for the Provincial Department of FS DSACR to achieve its goals.

The political framework, guidance and support provided by the Department from the Free State Executive Council (EXCO), the Free State Legislature, Portfolio Committees in the Legislature, EXCO Clusters and the Minister of Sport, Arts and Culture is an opportunity that the Department should continue to embrace and tap into as a reservoir for strength in its quest to deliver on its mandate.

Lack of understanding of the mandate of the Department generally, and the purpose of services such as Library Services in particular, by some community structures and some sections of the public often poses political threats to the Department's mandate itself and the rendering of these services. During civil strife or "service delivery protests" the Department's service centres such as libraries tend to be under siege as they become targeted as part of the general protests issues that have no bearing on the service rendered by these institutions. High expectations and pressure are often placed on the Department by external political and social interest groups as the Department is expected to deliver on some services in a particular way which is of interest to one such group or another.

Political instability in municipalities where Records Managers are not permanently appointed due to political instability and transfer of A20 records delays the Department's agenda towards ensuring Efficient, Sound Documentation Management.

While Intergovernmental Relations are a backbone in service delivery, the capacity challenges in the municipalities to render or collaborate with the Department in rendering services, particularly sport, arts and culture services, to communities poses a threat to the Department. The Department becomes a target of political and social upheavals caused by lack of delivery of such services at the local municipality level. The non-spending of Municipal Infrastructure Grant (MIG) on sport facilities, for example, causes enormous consternation in the communities. Also, an expectation for the Department to build recreational facilities whilst the budget is with municipalities.

Instability in municipalities, for example Maluti-A-Phofung municipality, results in delays towards completion of the process for take-over (provincialisation) of libraries under the municipality; a process which should have been completed in 2016.

One of the continued interventions to be further explored is the further strengthening of the relationships with the municipalities. This is especially with regards to accessibility (patrons are being asked to pay for access by the municipalities) and maintenance of the facilities located within the function of the municipality. These facilities are strategic enablers for the Department to be able to roll-out Departmental programmes (community games, recreation, sport, etc.).

Economic Environment

For the Department to be able to render services to the communities and to also contribute to the economic priority of government, the Department has to be well positioned financially to be able to do so. Availability of funding for programmes and Human Resources from the fiscus as well as access to Conditional Grants for Earmarked Programmes serves as an opportunity for the realisation of the economic priorities and service delivery. External funding for Arts and Culture programmes, from such bodies as National Lottery Fund, albeit limited, also comes as a positive development. Budget adjustment process provides further opportunities for extra funds request when needed and when possible.

Collaboration and partnership with external donors, such as the Melinda and Bill Gates Foundation who support the Mzansi Online (MLO) project in libraries and other funders have generously contributed equipment and reading as well as other materials; assisting the sector to survive under difficult economic challenges.

There is also an opportunity to generate revenue from the Arts and Culture Festivals, Open-air Museums, etc. Conditional Grants will, to a huge extent, assist the creative sector as it has been noted with the EPWP Grant which creates job opportunities through seasonal employment, skills, and experience.

Limited budget allocation which is followed by continuous budget cuts by the National and Provincial Treasuries due to COVID 19 pandemic as well as inadequate cash allocation during the financial year by Provincial Treasury affect the proper functioning of the Department in the following ways:

- Budget cuts poses difficulties in rolling out programmes, leading to non-achievement and non-compliance with target indicators.
- Threaten the ability of the Department to fund ICT operations which include upgrading of I.T infrastructure, procurement of ICT resources and services.
- Maintenance of services that contribute to economic emancipation of the communities, e.g., photocopying and printing services, reduced number of books procured, etc.
- Prevents the efficiency in preservation and maintenance of the buildings.
- The functioning of Provincial Archives Council and/or implementation Records Managers Forum Workshops.
- Inability to have or accommodate the large number of people that would take part in sport and recreation activities due to the continued budget cuts. Most of the funds which are meant for sport facilities are redirected to help municipalities in fighting service delivery backlogs and those that are built are not build to the standard and/or are not maintained.

The financial position of the Department is threatened by several other factors with potential devastating consequences - hence the financial well-being of the Department is placed as first top strategic risk in its Risk Register.

Theft, burglaries, damages, looting, arson, and all other criminal activities targeted at the facilities and emanating from in and outside the facilities places a financial burden on the Department's limited resources.

Expensive and inadequate transversal contracts place a burden on the budget of the Department as the Department cannot afford the prices set within these contracts. The nature and character of the services rendered by the Department are not accommodated in the structure and operation of the existing transversal contracts.

Over inflation of prices as well as late submission of invoices by suppliers also need to be addressed as potential threats to the financial well-being of the department. Late submission of invoices, amongst other things, leads to non-payments and ultimately lack of expenditure and accruals.

Insufficient economic power of Rural Communities also contributes towards the threat of making the programmes self-sustainable in view of the constant budget allocations facing the sector.

Social Environment

There is a huge appetite for sport, arts and culture services in communities. This appetite should be rekindled where it is dormant and tapped on where it is thriving. This has been seen by the initiatives, by individuals and structures in communities who should be supported and/or partnered with as opportunities for advancement of the Department's Vision and Mission. Partnerships with civil society structures enables the Department to deliver services to the benefit of communities.

There is an increasing demand to be involved and contribute to other celebrations such as Reconciliation Day, Human Rights Day, International Museums Day, International Mother Tongue Day and Youth Day.

The sector enjoys huge support for its programmes by the communities. The Department also makes a huge contribution to the increase in the level of education of communities through its various outreach programmes.

External funding opportunities for training and development such as SETA Funding are available and these opportunities should be exploited to advance skills development in the department.

Some external stakeholders tend not to cooperate with the department in the delivery of services. Sectional and competing interests tend to impede community participation in programmes. The expectation of rewards for volunteering inhibits the spirit of volunteering and thus lack of interest in programmes. Because of competing personal and societal needs or pressures and priorities amongst citizens, participations and interest in some activities which are perceived as not "bread and butter" activities are neglected despite the awareness and marketing efforts. The priorities of nation-building and social cohesion tend to be inhibited by non-participation in these activities.

More needs to be done as there is lack of publicity in the mainstream media and awareness programmes pertaining to the developmental role of Cultural Affairs in Society. The sector also allows for networking opportunities through the social conversations/dialogues gatherings. Also, there is a need to be flexible and adjust to the demand of locals and/or tourist by making our facilities accessible and/or extend the visitation hours and opening facilities such as Museums on weekends.

Instabilities at Institutions of Higher Learning destabilises the skills development initiatives as funded officials are not able to complete their studies or completion is delayed.

Maximum participation in sport programmes is hindered by such external factors as:

- Building of inappropriate sport facilities by contractors;
- Lack of recreational facilities;
- Lack of MIG funding to build more facilities;
- School curriculum that has been extended beyond school hours to extramural activities periods and weekends thus making it difficult for learners to participate in sport and recreational activities; and
- Non-participation of Grade 12s in sport which limits their opportunities for tertiary sport bursaries.

- Psychological impact the virus had with lots of young people due to non-activeness, most already finding themselves into drugs as a form of escape and loss of jobs amongst young people which was already so high.

Technological Environment

The Fourth Industrial Revolution (4IR) development provides an opportunity for planning and implementation of ICT in a much more advanced and efficient manner. The department will document its 4IR processes building on what is already in place in terms of ICT Systems developed.

Continued to offer e-services through partnerships with Overdrive, Britannica and Sabinet. Also, continued to offer the research on National Archives website to identify the location and name of records.

Utilization of 4IR to facilitate information and awareness sessions for vulnerable groups also played a pivotal role towards broadening the reach of services so needed by all community members.

A strong partnership has been established with the private sector entities such as Vodacom who have assisted the Department with ICT projects such as the rollout of Free Wi-Fi in the libraries as part of the RT-15 Transversal contract. Over the counter programmes are available in the market for procurement in the event the Department is unable to develop programmes/systems from scratch. Open-Source Software that is cheaper or free in the market is an opportunity to be exploited to circumvent the constrained fiscal environment.

There is a challenge of lack of physical activities amongst many young people who tend to be engaged more in non-physical or athletic activities such as computer games than in sporting activities. The opportunity need to be created in the form of free home exercise applications for people to do most physical activities at home in the event of situations where physical training outside the home environment is not possible.

Compliance environment around ICT is complex and intricate given the various legislative requirements and auditing standards. The ever-escalating prices for ICT equipment and services remains a challenge. The fluctuating Rand/Dollar exchange rate impacts negatively on procurement of ICT goods and services as these are usually imported by service providers. SITA Contract also place challenges on the procurement of ICT services.

There is inadequate or lack of security around I.T equipment particularly in the libraries while this equipment is vulnerable to theft, damage, or destruction. I.T Security and cyber threats have become intense and pronounced globally. I.C.T security risk are growing daily, and it is therefore necessary to have an adequate security policy and enforce it to its full extent. In the current situation it is not possible to monitor the implementation with the capacity available.

Our e-library has contributed immensely towards ensuring remote access to library and information services during the COVID-19 lockdown restrictions.

Providing services online or virtually presents its own challenges which poses a threat to business continuity. Confidential internal discussions of government or the state could easily be exposed to uninvited external persons who are not supposed to be in the know of those discussions. Hacking of meetings and posting of anti-social materials on platforms hosted through which the meetings are hosted became a concern.

The threat of exposure of financial systems to external forces due to remote operations was a formidable threat though or hence National Treasury issued a directive for the systems not to be accessed remotely. The challenge posed by the directive, though essential, is then the interruption of services in the event that officials who are authorized to access these systems are self-isolating as required by the COVID-19

regulations in an event of exposure to the virus.

Legal Environment

The available resource and expertise in the form of State Law Advisors at the Department of the Premier serves as an opportunity for the Department to be able to address the gaps in the interpretation and implementation of legal prescripts. The process of converting the Whitepaper on Arts and Culture into an Act will assist in guiding the implementation of this function. Law (Frameworks) in support of promoting and mainstreaming of special groups give a clear direction of Strategic Objectives to be implemented by the Department. Preferential Procurement Frameworks also exists to advance women's empowerment through the supply chain management processes.

While there is a legal advice resource at the State Law Advisors, the challenge of turnaround time of resolving legal issues is too long and affects the finances and operations of the Department.

There is also a challenge of rigidity in the application of Legislation as well as complex legal and policy environment which makes procurement of goods and services a tedious process and makes compliance a delicate balancing act. This could be seen with the Department's non-compliance to regulated mandate and policy directives by higher authority such as CGE, DPSA, Labour.

Lack of reforms of changing laws to allow the Department to own land for sport stadiums and facilities like it's happening with libraries on municipal land, prevents it from providing for better care and also have office space for officials to work at municipalities. Delays in completing the constitutional mandate to take over libraries due to instabilities in municipalities and budget cuts. Delays in review the National Archives Act in enforcing client's offices to appoint Records Managers.

Environment

Limited creative sector funding restricts the development and promotion of cultural affairs. The establishment of the Free State Arts and Culture Council (FSACC) partially addresses this funding challenge, notwithstanding the fact that the funding to the Council itself is inadequate to enable it to meet the increasing demand from the creative sector and fulfil its mandate.

The unexpected outbreak of the COVID-19 virus dictated that we conform to the new normal according to the set regulations. A lot of pressure was exerted to the sector by artists, athletes, technical personnel, coaches, etc. who expected the Department to provide relief fund following the cancelation of events where they used to earn income.

While there are external and internal factors that affects the efficient functioning of the Department, opportunities exist still. Support and guidelines from DPSA, Department of the Premier as well as other entities assist the Department to navigate the threats and weaknesses. DPSA Guidelines on the management of COVID-19 have assisted the Department to deal with the potential disruptions posed by the pandemic.

The flagship programme of the Department and of the Province, the Mangaung African Cultural Festival (MACUFE), tends to be one such programme which draws maximum negative attention from some quarters with specific interests. Sadly, this has not taken place in the 2020/21 and 2021/22 financial years due to the COVID-19 restrictions on mass gatherings. However, in the 2022 SOPA of the Free State Province, it was indicated that the programme should come back and the possibility of returning in the 2022-23 financial year is great. Of course, bearing in mind, the COVID-19 regulations and its management thereof.

Lack of sport activities due to Covid-19 pandemic hindered and or stopped 90% of sport activities except for professional sport of course which has the budget to comply with the high safety demands but sadly not for the majority of the millions of amateur sports.

There has been a large number of people craving for participation in sports activities after the lockdown. Sport equipment and sport structures readily were available to organise activities. There is also sound partnership with immediate stakeholders such as local federations and local sport councils to maximise the opportunity of having active participants at various sport and recreation event.

Youth Empowerment has been a success during this financial as seen through the Youth Patriots Programme successfully implemented in collaboration with the National Department of Sport, Arts and Culture. Also, the programme on women managers to promote the creation of a leadership pipeline of young middle managers for empowerment of women has progressed well across the Department.

The available digitizing processes and creation of paperless environment in the context of 4IR as well as global trend of promoting green surroundings are being taken on board by the Department. The availability of other public/state buildings for office accommodation is an opportunity for the Department to ameliorate its office accommodation challenge.

Climate change will place pressure in terms of office accommodation to ensure proper ventilation for officials thus increasing the burden on financial resources of the Department.

The following factors also affect the success of the sector:

- Fear or phobia of people still not wanting to take part in sport due to the novel corona virus.
- Inability to have or accommodate the large number of people that would take part in sport and recreation activities due to the continued budget cuts
- The red tape of using sport facilities from municipality and further lack of maintenance thereof.
- Most of funds which are meant for sport facilities are redirected to help municipalities fight service delivery backlogs and those that are built are not build to standard and are further not maintained.
- Approval by the Department of Education on sporting activities.
- Availability of Educators and Volunteers.
- Availability of Federations Technical Personnel
- Availability of required facilities with ventilations.
- Facilities that allow Social Distancing
- Availability of Sanitisers

Delays in providing space for communities to advance their literacy obligations due to non-performance of appointed contractors.

The negative effects of the pandemic have also meant that working hours had to be reduced in administration as well as service delivery centres while other service centres remained closed from the public. This has resulted in disharmony amongst members of the public which was directed to officials in these centres.

Also, delays in collecting more oral information in our communities due to social distancing and unfamiliar approach of practising social distancing protocols. This hampered on the collection of oral history interviews on relevant societal matters.

2.2 Service Delivery Improvement Plan

According to the service delivery improvement plan circular no1 of 2020/21, The Department of Public Service Administration was in the process of consulting various stakeholders in order to review the SDIP directive (2008). This view is subsequent to amongst others, a need to align the SDIP with the 5-year MTEF period.

The services to be improved will therefore be implemented over the 2 years period for realignment of 2024/2025

SDIP with the 5-year MTEF period.

a) Main services and standards

The table below describes the main services which have been identified for effective and efficient service delivery. The standards are used as a means to improve services on a continuous basis and are responsive to the needs of the service recipients.

Main services	Key Service to be improved	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
Provide high performance Sports Science services to District, Provincial and National athletes	Redesign Sport Science Services and Programs	All Athletes that are registered on the Free State Academy of Sport Science Network	comprehensive in-house LAN (Local Area Network)	utilization of automation and data exchange and processes which include cyber-physical systems (CPS), industrial internet of things, cloud computing, cognitive computing, and artificial intelligence.	"Centralized Booking Application" on In-house LAN to improve effective utilization of staff and to ensure equal distribution of work.

b) Batho Pele arrangements with beneficiaries (Consultation, access etc.)

The table below describes various principles of engaging our public and beneficiaries by infusing and reinforcing values, norms and beliefs that are strongly focused on the public. This culture ensures the concerns of the public and their needs are the heart of all key decisions in the department.

Current/actual arrangements	Desired arrangements	Actual achievements
1.Written correspondence	All service beneficiaries as indicated as service recipients are consulted by means of written correspondence and other relevant consultation methods to improve service delivery within the Free State Province.	Sesotho, Xhosa, Afrikaans & Setswana are the predominant Languages used to communicate with the community. English, Afrikaans
2.Telephonically	Districts within the FSPG	Relevant numbers displayed within the departmental service charter
3.Electronic Media	Public	Website available www.sacr.fs.gov.za Social Media: Tweeter: @fssacr Facebook Page: Free State of Sport, Arts, Culture and Recreation Instagram: @freestatedsacr
4.Workshops, Learning Networks	Directorate (including Districts) workshops within the Department	Batho Pele workshops were not conducted due to financial constraints

Current/actual arrangements	Desired arrangements	Actual achievements
5. Sign language and Braille	Visually and hearing-impaired members of the public	Sign language for Departments is available on request. Braille machine is available.
6. Questionnaires	Public	Use questionnaires to determine satisfaction of clients during Khaedu deployment and unannounced visits
7. Media	Public	Regular adverts in newspapers to inform clients of events. Social Media: www.sacr.fs.gov.za Social Media: Tweeter: @fssacr Facebook Page: Free State Department of Sport, Arts, Culture and Recreation Instagram: @freestatedsacr
8. Radio	Public	Interview with different radio stations during the significant day celebrations
9. Summits	Public	International Museum day
10. Conferences		None
11. Pamphlets	Public	Career in Museums and heritage sector
12. Information brochures	Public	Career in Museums and heritage sector
13. Exhibitions	Public	Literature Festivals International Museum Day Africa Day Celebrations
14. Work-In Centre	All Customers	Arts centres at 4 Districts Museums All Provincial Libraries

c) Service delivery information tool

The department enables communication and linkage with the beneficiaries using various tools. The tools listed below are amongst others, the various communication mediums that the recipients can reach the department.

Current/actual information tools	Actual achievements
1. Telephonically as available per telephone directory	Telephone numbers available on the service charter

Current/actual information tools	Actual achievements
2. Physically at government offices	Available at all our libraries, Arts Centers and Museums
3. Correspondence to physical and postal address	Private Bag X20606, BFN 9300 C/o President Brand and Victoria Road
4. Internet as per Web Site	www.sacr.fs.gov.za
5. Help desks/information lines/Free Post Box	At different service points
6. Arts Centres	There are four (4) Centres.

Complaints Mechanism

Current/ actual complaints mechanism	Actual Achievements
1. Help desk	Available at departmental service delivery points
2. Toll free lines	None
3. Telephonically/ facsimile as per telephone directory	None
4. Electronically via Departmental Website/ Intranet/ E-mail	Website available at www.fssacr.gov.za or mess.lv@sacr.fs.gov.za

2.3. Organisational environment

Political Environment

The Executive Authority as an elected public representative is legislatively mandated to provide a vision to the department. The service delivery programmes should be positioned to provide the technical and human resource capital to provide services to the wider and diverse communities of the province in line with the mandate of the department and as informed by the current electoral cycle and MTSF priorities.

The Department continuously ensures that it creates and maintains a positive relationship with the political arena by upholding values in service delivery that aim to improve the lives of communities served. Implementation of services is aligned to the ruling party's manifesto which finds expression in the government policy framework and programme of action.

We are also encouraged by the good working relations with National Departments as our oversight department(s). Lack of influence to, and commitment from Local Government is a challenge in terms of execution of sport, arts and culture as well as library services functions where municipalities are mandated to fulfil these functions. However, these spheres present opportunities to networking and collaborating.

Economic Environment

Revenue collection is an imperative to augment the other mainstream sources of funding for the state. The revenue streams of the Department have been adversely affected by the closure of some of our facilities

such as museums as well as the cancellation of events such as MACUFE due to COVID-19. With the easing of Lockdown restrictions, we expect our revenue collection to improve as these facilities with tourism value and events are opened and allowed to operate.

The EPWP Arts and Culture Programme continues to be a flagship programme for job creation. This programme provides 130 job opportunities for Free State artists as fieldworkers in the various arts and culture programmes. The implementation of this programmes depends on the effectiveness of the process to appoint the artists on time. Often this is hampered by the lack of criteria standards for the procurement of Artist Services.

This Department is also able to contribute significantly towards the job creation through:

- Newly built infrastructure projects, upgrades and maintenance of the buildings and facilities of the department;
- The appointment and/or maintenance of the 444 officials appointed in libraries, 20 at head office and across the five (5) districts in the province.

The Department is also able to offer printing and photocopying services at lowest rates contributing to alleviation of poverty while also contributing to revenue fiscus of the province.

Through the larger Cultural Affairs programmes thousands of Free State artists benefit annually, and there is a need to expand on these programmes and ensure that they also include a talent search programme that will assist in identifying new talent that can be groomed for future audiences.

Follow-up workshops for artists include stage craft, skills and product development, funding, and administration. These workshops then kick-on to performances and exhibitions at local, district, provincial, national, and international platforms.

The sector is also unfortunate not to attract private sector funding from big corporates to come on board to assist with the development and harnessing of the young talent.

There is also common challenge experienced throughout the department and relates to the inadequacy of the budget allocation for the department. This has a negative effect on the following:

- Maintenance of infrastructure-related assets on the arts and culture centres, museum buildings,
- Establishment of new arts centres (currently Xhariep District is without an Arts Centre), museum buildings;
- Plans to elevate Language Services Unit in terms of the EXCO Resolution of 26 March 2014.
- Purchasing of new machinery and equipment;
- Installation/building of enabling facilities (lifts, ramp rails) for persons with disabilities in order to provide access these arts and culture centres, museum buildings, etc.;
- Digitalization of Museums and resources in order to respond to 4IR environment and consumers of this space;
- Maintenance of museum exhibitions, upgrades to the exhibitions, as well as the development of new exhibitions;

Inadequate funding to support the Provincial Heritage Resource Authority (PHRA) to execute on its mandates, that is, to transform the heritage landscape also remains a challenge.

Other matters which could have significant implications for the Department include the Improved Qualifications agreement approved by DPSA, which is currently awaiting submission from DPSA with a way forward. Its approval would create a financial implication for the Department for those officials in the Department that paid for their studies out of their own pockets, the implication is that they would have to

be reimbursed. This applies retrospectively from previous financial years.

Social Environment

The Cultural Affairs programme addresses diversity of cultural services offered through arts and culture, museums and heritage services, and language services. The programme aims to address issues of social cohesion, nation building and to promote national identity. It also plays a leading role in organising and managing major provincial projects and events such as the celebration of national days of significance, which include Africa Day, Freedom Day and Heritage Day. There is an increasing demand to be involved and contribute to other celebrations such as Reconciliation Day, Human Rights Day, International Museums Day, International Mother Tongue Day, and Youth Day.

Selemo sa Basotho celebration during the August month of each year has grown from attracting 1500 to attracting more than 2500 people. This is done amid financial constraints, through the outreach build-up activities and the main event celebration. The event attracts audience from all over the Free State, including, but not limited to Lesotho and KwaZulu-Natal and it created temporary jobs, especially for youth and persons living with disabilities.

Issues of re-orientation of themes and new generation collections are being looked into to infuse the dictates of the revised departmental mission.

Museums Services is still committed to creating awareness and have undertaken a number of promotional interventions on promotion of National symbols and orders. Furthermore, museums still attract a high number of visitors and continue to be a preferred destination for domestic and international tourists.

The Language Services, in collaboration with the Free State Writers Forum, continues to identify, nurture and showcase literary talent at both the Eastern Cape LitFest and MACUFE Wordfest.

The Mangaung String Programme is one of the largest music development programmes in South Africa which provides over 400 learners daily with practical tuition and music theory. Beneficiaries of this programme also resource many local, national, and international orchestras such as the Johannesburg Philharmonic Orchestra, the Kwa-Zulu Natal Philharmonic Orchestra, and various European orchestras with cadets.

Library services are provided to the broader Free State community. Identifiable client segments are school children, tertiary students, youth, inmates and business persons, especially SMMEs, literacy learners, and people with disabilities. Institutions considered as stakeholders are municipalities, government departments, educational institutions including nursing colleges, correctional centres. The services rendered enable communities to gain access to information and knowledge that will improve their social awareness, empower them to participate meaningfully in a democratic society and meet the demands of a modern economy and knowledge society.

Training of library staff contributes immensely to staff's knowledge economy and the environment in which they operate in. Learners and adult communities also benefit from the Reading festivals organised in quest for their life-long learning and improvement of reading skills in general.

The provision of services is based on communities needs for free and equitable access to free basic information services, reading and learning resources. The services rendered enable communities to gain access to information and knowledge that will improve their social, economic and political situation, empower them to participate meaningfully in a democratic society and meet the demands of a modern economy and knowledge society.

There is a challenge of training not being implemented although training needs are identified and submitted as required. This leads to officials not been capacitated and demoralised.

To imprint the Departmental plans, programmes and milestones into the minds of society at large, Communication section will be entrusted to say more and noise about what the Department is doing/



achieving. The strategy needs to change in how we make the message clear. The Department will also explore the need for an official dedicated to monitor social platforms on a regular basis, and we will also visit community radio stations to obtain assistance with the marketing and promotion of departmental programmes and services.

Technological Environment

The programme has an effective ICT infrastructure. The backbone is the Provincial Library Management System (Prolib). The system handles all library management functions and management information.

A roll-out programme to provide libraries with computer equipment and link them to provincial library network and World Wide Web has been completed during 2009/10 and 208 libraries are linked to the Internet. This network provides online public access to the internet and other digital information resources to even the remotest community in the province.

The ever-changing technology environment and accompanying global trends offer numerous opportunities to strengthen and improve service delivery in libraries. Access to the internet is further enhanced with subscriptions to electronic publications, whilst the potential for social networks to promote reading and libraries are investigated. A programme to establish Wi-Fi in libraries continues, broadband was installed in 43 libraries.

To an extent provide ICT infrastructure and technological advances in line with the National Development Plan and the ANC Manifesto's objective to increase use of and access to ICT and broadband in line with 4IR:

- VoIP: PABX – wi-fi, voice, internet
- E-books
- E-Britannica
- SABINET (for research)

Although the global economic downturn has a negative effect on budget allocations, libraries are still regarded as centres of significance for provision of information and reading materials which they can no longer afford to buy. An increase in the use of newspapers and periodicals as well as the internet at libraries is observed globally. The need for ICT has increased. The usage has decreased due to the slowness of internet lines, however with the introduction of communication strategies with several service providers will allow for unlimited Wi-Fi. The usage and services will improve during the next financial year. In 2022/23 the plan was to make newspapers and periodicals available in digital format at libraries, however due to delays in finalisation of tender the plan couldn't be effected.

The issue where the directorate is not allowed to develop social media platforms that aim to promote libraries due to internal policies is a challenge because vigorous marketing of libraries through social media would improve services.

IT infrastructure enhancement is also necessary to allow for more online interaction and training on sporting programmes.

There is a need to allocate sufficient funding for the upkeep and maintenance of the Mobile-Stage Truck as if fitted with hi-tech equipment and could save the Department a lot of money instead of hiring stage and sound from outside suppliers.

Unfortunately, the Arts Centres are not equipped with equipment to implement certain genres and further exacerbated by the low SITA Bandwidth to carry-out quality productions or streaming of relative productions. Also, most of the equipment in place is behind in terms of the technological developments and progress.

Electronic Media provides a huge opportunity for the department to market its services/programmes, whilst at the same time attract sponsors. Thus, the department to explore the need for an official dedicated to monitor social media platforms on a regular basis to function under the Communication Section, also the section will be entrusted to visit community radio stations to promote and market the Departmental programmes and services.

Legal Environment

Through the libraries the department is able to create and promote awareness around the countries various pieces of legislations, acts and regulations. Access to the legal framework of the country is facilitated through various materials in the libraries. Awareness of the Constitution of the country is also promoted through the National Symbols campaign staged through Library Services and Museum and Heritage Services directorates. This is also in adherence to the Library and Information Services Transformation Charter & Draft LIS Bill.

There is also sufficient legislative framework for Heritage, Museums and Language Services, Arts and Culture to guide the work being carried out by the sector. However, there is still Insufficient Legislative Policy Framework for Arts and Culture sector. As such, there is a need to structure and organise the arts sector as with Sport where there are federations and confederations. A Policy needs to be in place on how to interact and service the artists.

The Use of Free State Official Languages Act has been passed by the Free State Legislature on 22 March 2017. The passing of the Act has come with various challenges as far as monitoring of departments for compliance is concerned. The EXCO Resolution of 2014 (to centralize language services in the province to the Department of Sport, Arts, Culture and Recreation and to upgrade the Sub-Directorate: Language Services to a full directorate) has not been implemented.

Legal ICT policies that do not allow library services to design own social media platforms to market libraries needs to be reviewed. This hampers on the number of users of the Library and Information services that could have been reached had otherwise the programme be allowed to follow this route.

Environment

Through the larger Cultural Affairs programmes thousands of Free State artists benefit annually.

Follow-up workshops for artists include stage craft, skills and product development, funding and administration. These workshops then kick-on to performances and exhibitions at local, district, provincial, national and international platforms.

The Sport and Recreation sector enjoys a vast experience and majority young people with the necessary skills and expertise to service the communities.

Heritage sites, particularly museums have been audited and the system for managing collections has been revamped to prevent losses. However, restructuring has been slow due to staff vacancies and insufficient funding. Issues of re-orientation of Museum themes and new generation collections are being looked into to infuse the dictates of the revised departmental mission.

Currently, there are ten (10) Provincial museums managed by the Department comprising of six (5) themed and community museums, two (2) Literary Museums one (1) open air living museum and two (2) Liberation history museums. Museums Services intends to:

- Retain Glen Agricultural Museum. Majority of theme museum reflects only one dominating culture over the previously marginalised cultures and that is the Afrikaner history and heritage, particularly that of the Voortrekker history.
- Winnie Mandela Museum, in Brandfort, is operational in this current financial year, 2022/2023.
- To engage the nomination process for Afrikaans Literature Museum, Sesotho Literature Museum and Winnie Mandela to be national museums, as per the requirement of the Cultural Institutions Act No.119 of 1998. The Wesleyan Church and Winnie Madikizela-Mandela Museums are declared as national heritage sites as per requirements of the National Heritage Resource Act No. 25 of 1999.
- To upgrade existing exhibitions to preserve museum collections and transform exhibitions for mass community accessibility and learning.
- To relocate Sesotho Literature Museum from NALN building, to a have its own new premises. This is against the statistics of the Free State Province which determine that 64% of the population are Sesotho speaking, yet literature for this population exists in one backroom of another museum. The capacity of the small space determined at this museum and dedicated for Sesotho Literature is not sufficient to store this literature. Sesotho Literature Museum is the only museum that has collected all the material that has been published belonging to Dr KDP Maphalla – who was bestowed the Order of Ikhamanga Award, the order which is bestowed to South Africans who have excelled in the fields of arts, culture, literature, music, journalism and sport.

Currently, there are four (4) Arts and Culture Centres and one (1) Music Academy managed by the Department with limited human and capital resources. These Centres are district based and not town-based institutions which limits service delivery to other areas of the districts due to limited staff, vehicles and other related resources. An arts and culture Centre for the Xhariep district must still be identified, established and resourced accordingly. The Xhariep district is currently serviced through Performing Arts Unit in Bloemfontein

The Arts and Culture directorate also has a mobile stage truck that should be used in executing various Arts and Culture related programmes.

The Mangaung String Programme is one of the largest music development programmes in South Africa which provides over 400 learners on a daily basis with practical tuition and music theory. Beneficiaries of this programme also resource many local, national and international orchestras such as the Johannesburg Philharmonic Orchestra, the Kwa-Zulu Natal Philharmonic Orchestra and various European orchestras with cadets.

The Library Services Directorate provides library infrastructure and maintenance thereof, library materials, ICT and professional services and support to public libraries, and is now also responsible for the day-to-day management and administration of libraries after provincialisation. Institutions considered as stakeholders are municipalities, government departments, educational institutions including nursing colleges, correctional centres, infrastructure service providers, library material service providers and ICT service providers. In the 2022/23 year, services were rendered at 190 library facilities which includes 146 public/community libraries, 27 dual purposes, school- community libraries, 12 library depots such as prisons, mines and 4 departmental libraries. The service has 634 579 (approximately 26% of the Free State population) registered library users are estimated at 1.954 million – that includes visits and other library activities.

Within this context, the Department aims to provide library facilities with modern equipment which will ensure that available information resources are utilised to their fullest and the information and digital divide traditionally existing between rural and urban, and rich and poor communities is effectively bridged. The need for functional, well-equipped and maintained library facilities, up-to-date

information resources and well-trained staff informed with the development of the strategic objectives.

The programme manages a wide-ranging collection of library materials consisting of about 3 million books and resources in other formats. An average of 27 468 items is planned for procurement annually. The collection is further strengthened by access to electronic books. No periodicals were procured during 2022/23 due to non-finalisation of tender processes. To improve the usage of libraries, strategies to promote a culture of reading and learning are implemented continuously. The annual Reading Festival which included activities such as spelling competitions, was implemented at a low scale after COVID 19.

According to the South African Constitution, Schedule 5 Part A, including the Municipality Structural Act, provision of public library services to communities is a provincial competence. In 2011 EXCO Resolution 2011 – Free State resolved that the department should take over the services from municipalities throughout the province. The Department started with the provincialization of library services in 2011/12 and this process is not concluded as yet with two (2) municipalities, Dihlabeng and Maluti A Phofung municipalities where services still have to be provincialized. The 2 municipalities will be provincialised by the end of 2023.

The conditional grant funding was made available for recapitalisation of public library service and to improve facilities and services.

Although the service is now provincialized, the Department continues to work closely with municipalities to render services to their communities.

With the capital infrastructure projects it undertakes building of libraries the department strongly contributes to the transformation of the landscapes and thus contribute towards the priority on Spatial Integration, Human Settlement and Local Government. As indicated above, the Library Services covers majority of the towns in the Free State Province, libraries have a footprint of 190 library facilities which includes 146 public/community libraries, 27 dual purposes, school-community libraries, 12 library depots such as prisons, mines and 4 departmental libraries. Environmentally friendly designs of library buildings and other facilities are always promoted.

The Department is however also faced with the challenge of some libraries operating from small rooms or municipal offices, making it difficult to have the required number of visits per day. 15 public library services are rendered in buildings which do not meet the standards for functional library buildings and must be replaced with new buildings. Included in the number abovementioned, 4 community's additional buildings are required because either the current building is too small to meet the needs of the community or because the size of the population is increasing. According to the ANC Manifesto government should provide infrastructure, especially in townships and rural areas. Library services were thus far provided at 19 municipal wards. Three (3) new buildings are under construction.

Other challenges noted within the department's (organisational) environment include among others:

- High vacancies and/or delays in filling of critical posts which include amongst others, the Head of Department, Chief Financial Officer, Chief Director Library Services, Director Library Services, Director Supply Chain Management, Director Human Resource Management, etc. Vacancies also noted in other areas of the Department.
- Payments backlogs to beneficiaries.
- Lack of adequate administrative support, employees not having basic equipment e.g., laptops, printers, routers, vehicles (or opening subsidy), sport equipment.
- Lack of skills development in museum services, arts and culture related courses.
- Lack of continuous support for employees through continuous training and support provide for bursaries and or accredited short courses.
- Lack of skills retention, transferring of institutional memory and succession plans
- Compliance with Health and Safety Act.

- Imbalance on filling of administrative support posts against professional posts.
- Need for eradication of lower levels (e.g., level 2).
- No implementation on recognition of improved qualifications.
- Not acknowledging efforts of employees through having adequate appraisal systems in place e.g., budgeting for overtime. And internal job placements for all vacancies.
- Slow career path growth (upward movement).
- Security (personnel-only at daytime, alarm system, armed response and CCTV cameras are not in place and must be opted for night-time).
- Decentralisation of sport equipment and or resources, decentralise resources to districts to allow for employees to have a bigger say in how things should be applied in areas where they work. This would in turn lead to employees taking ownership and increased job satisfaction.

One of the turnarounds noted is that there has been progress made and going into the 2022/23 Year, and the following are likely to take place - from the 100 posts approved in the 2021/22 year's Recruitment Plan, 55 posts were advertised and approval for the appointment is envisaged for an effective date of 01st April 2022.

Also, the Improved Qualifications agreement approved by DPSA, is currently awaiting submission from DPSA with a way forward. Its approval would create a financial implication for the Department for those officials in the Department that paid for their studies out of their own pockets, the implication is that they would have to be reimbursed. This applies retrospectively from previous financial years.

2.4 Key policy developments and legislative changes

There have been no significant changes to the Department of Sport, Arts, Culture and Recreation legislative and other mandates as presented in the Strategic Plan 2020 - 2025.

Government has agreed on seven apex priorities as key focus of its work between the years 2020 and 2025. Each priority has a limited number of outputs with targets and each output is linked to a set of activities that will help achieve targets and contribute to the priority.

The outline below provides the key policy deliverables as pronounced by the Executive Authority during the tabling of the 2021/22 financial year's budget vote:

PROGRAMME 1: ADMINISTRATION

- The Draft Ethics plan is in place and will be finalised into a full operational plan to guide the process of promoting an ethics culture in the department. Key ethics strategies and plans have been developed and their full implementation is an imperative.
- Finalisation of the process of Organisational Structure Review is imperative. Building a capable state as a policy mandate of this government requires that we have the required personnel to carry out this mandate.
- Our process of filling vacancies is continuing to unfold as per our recruitment plan. At senior management level we should soon finalize the appointment of the Director for Human Resource Management and the Chief Financial Officer both of which were advertised and shortlists conducted. The post of Head of Department remains vacant and it is envisaged that the Premier will make this appointment in a few months.

- Training and Development has also been prioritized through provision of bursaries to officials and creating opportunities for internship and learnerships.
- Asset management function has remained a challenge for the department and has been one main area that has prevented our transition to unqualified audit opinion. The capacity and competencies in Supply Chain Management will be prioritised and consequence management will be intensified.
- The challenges relating to the non-implementation or deferment of other programmes will be addressed as a matter of urgency so that we hundred per cent implementation of our programmes.

PROGRAMME 2: CULTURAL AFFAIRS

- In the past, there was little research conducted on the black concentration camps during the South African War of 1899 to 1902. The Scorched Earth Policy also greatly affected black people, and it is therefore imperative that we narrow the knowledge gap on this phenomenon in order to bring about justice in the black sufferings and contributions. Heritage Free State has in February 2023, provisionally declared believed to be graves of black people buried during South African War. There are also alleged mass graves in Thaba Lebitla in Winburg; This will in essence expand the heritage landscape of the Free State, document the suffering and contribution of black people in the war and also give dignity to those buried. This project also aims to correct past imbalances in the narration and documenting of our collective history. This project will be implemented in our quest to expose the injustices and atrocities of the past, to bring closure and to foster reconciliation
- In terms of section 27(2) of the National Heritage Resources Act, no 25 of 1999, the Free State Provincial Heritage Resources Authority is entrusted to identify provincial heritage sites which have special qualities and make them significant in the context of the province or region in terms of the heritage assessment criteria set out in section 6(1) and (2) and must investigate the desirability of their declaration as provincial heritage sites. We therefore aim to commemorate the important historical footprints of individuals that dedicated their lives to the resistance and struggle in the Free State by erecting monuments at the following sites: Peter Swart's House in Heidedal; Lucas Majosi site in Zastron; Caleb Motshabi Banishment house in Thaba Nchu; Albert Nzula house in Rouxville and Peter Phahlane in Bloemfontein. The above sites were nominated as heritage sites. However, after research and investigations we will be erecting monuments in these respective sites in order to honour the above-mentioned heroes. The department will put aside 800 thousand rands to capacitate the research team as well as erecting monuments for our hero.
- On 21 January 1960, 437 miners perished in Clyse-Dyle Coalbrook mine. No efforts were made by apartheid government to retrieve their bodies which still remain buried 180 meters underground. The Rejuvenation Community in Sasolburg has been at the centre stage of ensuring that this massacre is recognised and the mine is declared a heritage site. This community organisation has been working with number of stakeholders including, National Mine Health and Safety Council, Chamber of Mine Research Organisation, Department of Mineral Resources, Metsimaholo Local Municipality and Fezile Dabi District Municipality. They are currently performing 437 musical Theatre, that depicts and interprets the untold true story of Coalbrook mine tragedy that happened 63 years ago. The group is in the process of creating a documentary

to educate the young people of Free State about their untold History. They are also in a process of writing a book about this tragedy. Madam Speaker, the department will play an integral part of this project and assist the group to achieve its noble objectives.

- In partnership with Central Music Awards the department will stage Arts and Culture Awards that will include all genres of the sector. These awards will go an extra mile in ensuring that our artists are recognised, acknowledged and appreciated for the work they are doing in the industry as well as putting the Free State on the map artistically. The awards will also honour our fallen heroes and heroines who will be honoured posthumously.
- The Gospel Music provides the food of the soul and it provides healing and hope to the hopeless. The department will partner with Free State Gospel Music Awards (FREESGOSMA) to honour our gospel artists who have made strides under this genre. Madam Speaker, this is the biggest genre in the Free State and it is for this reason that we will ensure that it becomes one of the flagship programme of the department. MACUFE gospel festival bears testimony to this reality.
- The department will host Free State Creative Economy Convention in July 2023. This Convention will include a number of sectors within the mandate of our department such as Film, Heritage, Literature, Arts and Culture to name but few. The Convention will expose practitioners within these sectors to funding opportunities for their products and they will be guided and assisted to access available funding from various relevant institutions.
- This year MACUFE will be unbundled not only to benefit myriad of product offerings to our provincial entrepreneurs but also to borrow from a plethora of expertise that the Free State has built over years. MACUFE auditions will comprise of developmental stage where artists will be fighting for their place in the district festival which is the intermediary level of MACUFE. The cream of the district festival will be divided into two streams: the first stream will showcase at the homebrew and the other more advanced stream will be given a platform at the main festival which is the pinnacle of MACUFE. Those who perform at main MACUFE events will be given opportunity to share stage with the best of the best in different genres of MACUFE.
- The building of the statue of Mama Winnie Madikizela-Mandela is deferred to 2023/2024 financial and will be installed in Majwemasweu/Brandfort.
- The renaming of Hoffman Square in Charlotte Maxeke Street into Charlotte Maxeke Park is deferred to 2023/2024 financial after Mangaung Metropolitan will be consulted

PROGRAMME 3: LIBRARY AND ARCHIVES SERVICES

- We will strengthen our already existing Library Online service known as e-library services. The service continues to provide access for library patrons and the public to e-books and e-encyclopaedic material.
- We will establish 15 reading clubs and one literacy programme as part of a sustained effort to promote the President's call for the nation to read.

- Services for the visually impaired in our libraries - three (3) more services will be established in Ezenzeleni, Soutpan and Morojaneng libraries in partnership with the South African Library for the Blind (SALB).
- Three (3) million was allocated for procurement of books for public and dual-purpose libraries. Focus has always been on procurement of books and other information resources produced by emerging writers or authors. R3.0 million budget will be allocated towards procurement of books and other information resources from women book entrepreneurs.
- With support from the National Library of South Africa we shall provide support to emerging writers or authors in the form of workshops to improve their writing skills as well as the packaging of their books before they are procured by the Department.
- R7.5million is budgeted for the installation of gas suppression system for the Archives repository.

PROGRAMME 4: SPORT AND RECREATION

The department will:

- Distribute sport equipment and attire for Siyadlala, Club development and School Sport Programmes.
- 75 schools will be provided with sport equipment and attire this year.
- A total of 300 educators and volunteers will be capacitated as coaches, administrators and technical officials.
- 270 people trained in coaches and technical officials
- Appointment of twelve (12) School Sport Coordinators to increase sector capacity and the roll-out of school sport will also take place in 2022/2023.
- Twenty-five (25) Coordinators appointed to implement and Club development and Siyadlala mass participation
- Ten (10) Sport Focus Schools will be supported
- One (1) Provincial Academy and three (3) District Sport Academies will be supported.
- Hosted the Sport Awards in partnership with the Free State Sport Confederation
- Hosting the Youth Camp where 120 learners receive training social cohesion, leadership and entrepreneurship

INFRASTRUCTURE PROJECTS

In the next MTEF period the following infrastructure projects, amongst others, will be completed:

- Smithfield Indoor Sport Centre
- Frankfort Indoor Sport Centre

- Dinoheng Indoor Sport Centre in Kroonstad
- Kroonstad Recording Studio
- Satellite Studios at Fezile Dabi, Lejweleputswa and Mmabana Arts Centres
- Tumahole Library
- Cornelia Library
- Bluegumbusch Library
- Van Standensrus Library
- Leister Skhosana Museum
- Clarens Library
- Wepener Library
- Charles Mopeli Stadium Phase I

3. ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

To manage and promote sport and recreation development, arts and culture and to render library, information and archive services in the province.

ADMINISTRATION

Purpose: To conduct the overall management and administrative support of the Department.

The Departmental significant achievements are:

The Auditor General of South Africa's report for 2021/2022 made no negative findings around the department's performance information thus giving the department an un-qualified opinion.

During the last Financial Year, the Department managed to achieve on 88% of its planned targets. This means that the programmes that we had planned and committed to implement as per our Annual Performance Plan and the Strategic Plan were implemented in their majority.

As part of our efforts to contribute towards building of a capable state we ensured that governance structures in the department continued to operate optimally. Risk Management Committee and Audit Committee as well as other internal departmental committees continued to carry out their responsibilities of planning, executing, monitoring and oversight on operations of the department.

With Ethics Management having become one of the key functions in the public sector, the departmental Ethics Committee has also started operating following the appointment of the Committee as well as the Assistant Director: Fraud and Anti-Corruption in the Security Management directorate. The Ethics Committee has effectively started with its function. The Draft Ethics plan is in place and will be finalised into a full operational plan to guide the process of promoting an ethics culture in the department. Key draft ethics strategies and plans have been developed and their full implementation is an imperative.

The department has finalized and submitted the reviewed organizational structure for consideration by the Office of the Premier and Department of Public Service and Administration. The objective of the structure review

was to align our structure to the available budget as well as with the strategic objectives of the department.

Our process of filling vacancies is continuing to unfold as per our recruitment plan. At Senior Management level we have in the last Financial Year managed to fill the post of the Director for Library Services after a long time of existence of this vacancy.

Training and Development has also been prioritized through provision of bursaries to officials and creating opportunities for internship and learnerships.

With the reintroduction of MACUFE revenue projection has been reviewed upwards to R5 million. It is anticipated that following the lifting of COVID19 restrictions and thus the opening up of our tourist attraction facilities, our revenue streams will now improve our revenue collection capacity.

Asset management function has remained a challenge for the department and has been one main area that has prevented our transition from qualification outcome. Although asset management has resulted in the qualification outcome of the department in the last Financial Year, the audit performance on assets has actually improved as the department was qualified with only one (1) asset. We have taken concrete steps to ensure that we move out of this situation by ensuring proper management of assets:

- We appointed the Deputy Director for Asset Management.
- The vacant post of Assets Practitioner was filled with effect 01 October 2022
- Asset Disposal Plan developed and submitted to Provincial Treasury.
- Asset Disposal Committee appointed and a schedule for disposals is being implemented.
- Internal audit of assets function was undertaken through our Internal Audit Unit and Provincial Treasury verification of assets is also undertaken.
- Assets Roadshows was undertaken jointly by Supply Chain Management and Internal Audit.
- Assets verifications are currently being undertaken.
- Management of losses has been identified as an emerging risk and Security Management unit has been charged with the responsibility of playing a key role in asset loss management in line with the Loss Control policy.

CULTURAL AFFAIRS

Purpose: To transform, develop, and manage arts, culture, museums and heritage and language services in the province.

The significant achievements for the programme are:

2022 Mangaung African Cultural Festival, including its developmental programme, Homebrew 2022 were successfully staged within the Mangaung Metro Municipality from 30 September 2022 until 08 October 2022. This afforded the Free State artists another platform to showcase their skills and talent and be remunerated accordingly.

Freedom Dialogue in Arts and Culture was presented both physical and virtual and was presented throughout the Free State province to enable artists to have an additional platform to discuss its Free State issues and Arts and Culture.

Free State Film Summit was successfully presented. At this summit, a working committee comprising of delegated from all five districts were elected by the delegates, to commence work and research in establishing a Free State Film Commission. This committee will report their findings and work at the next Free State Film Commission.

Choral Music Eisteddfod was successfully presented during October 2022 at the Boet Troskie Hall, CUT campus in Bloemfontein in collaboration with the Lengau Choral Music Association (LECMA). The Department also supported the Free State Choral Music Awards in the Bloemfontein Civic Theatre.

Free State Community Radio Stations were all supported, each with an amount of one hundred thousand rand.

Serumula Youth Showcase was successfully staged in Paul Roux and created numerous job opportunities in the area and provided a platform for performances for Thabo Mofutsanyana artists.

Community Arts Centre Development Programme, second edition was successfully presented in collaboration with the National Department of Sport, Arts and Culture and assisted artists with numerous technical workshops relating to stage, sound, and lighting services.

Community Arts Centre Indaba was presented as part of the above-mentioned Community Arts Centre Development programme, where delegates from all over the Free State were invited to share their inputs and ideas in ongoing attempts to better organise / structure the Free State Creative sector.

Integrated EPWP Arts and Culture Programme was presented, where the Department employed 130 artists as part of the National Department of Public Roads and Infrastructure programme of job creation within the environmental and culture sector.

Mangaung String Programme continues to go from strength to strength, as is continues to produce orchestral musicians for the Free State Symphony Orchestra, other national orchestras like the Kwa-Zulu Natal Philharmonic Orchestra, the Johannesburg Philharmonic Orchestra, and the Cape Town Symphony Orchestra. Its alumni studies or works in Britain, Europe and in the USA.

The Department collaborated with the Angel Foundation, Boabab Entertainment, Mountain Free Producers, the Mangaung Drama and Dance Group, the Free State Performing Arts and Transport for People with Disabilities, the Free State Arts Council (Welkom), the Mashayeng Cultural Festival, the Mangaung String Programme Trust, the Free State Symphony Orchestra and the Lengau Choral Music Association to create more opportunities for Free State artists among various cultural communities throughout the Free State and to promote social cohesion.

The Five DSACR Arts and Culture Institutions present sustainable arts and culture programmes in the various Free State districts and that also include events, projects, and related workshops in performing arts and in visual arts and crafts. They include the Thabo Mofutsanyana Arts and Culture Centre, the Fezile Dabi Arts and Culture Centre, the Mmabana Arts and Culture Centre, the Free State MUSICON as well as the Lejweleputswa Arts and Culture Centre

Free State MUSICON presented its National Soloist Singing Competition. Many of the past winners are currently studying or performing in Germany, Turkey, and Italy. The Free State MUSICON Solo Instrumental Competition therefor creating an annual provincial platform for musicians and for social cohesion. Many of the past winners have gone on to Europe and America.

National Arts Festival in Makhanda invited five independent Free State theatre productions who applied to the National Arts Festival in Makhanda and who were accepted as part of the 2022 National Arts Festival. DSACR supported the following five productions: The Cracked Vase (Bloemfontein), Guluva (Sasolburg), 437 Coalbrook Mine Disaster Production (Sasolburg), Johnny Motsamai (Parys), Molao Theo (Phuthaditjhaba) and Hidden in the Dark (Bloemfontein). Two of these productions received standing ovation awards from the National Arts Festival 2022.

Visual Arts is a very specialised discipline, and few artists attempt this challenging art form. Our Visual Arts Unit has made huge strides in this financial year with workshops in all five Free State districts as well as mentoring classes. Various young visual artists are now doing face sketches as well as sketches of busts under our mentorship.

The Winnie Madikizela-Mandela Museum was officially handed over to SACR by national Department of Sport, Arts and Culture in 2022 with artefacts installed in the museum.

Wesleyan Church process for declaration as the World Heritage Site is well underway and public participations as well as the establishment of site management team has been completed as required by UNESCO's World Heritage Convention Committee.

Freedom Day Celebration was hosted in Bloemfontein in a form of virtual which linked all the districts of province for artists to participate and dialogue on transformation and challenges which are facing the sector post-1944.

Promotion of National Symbols took place and over 50 000 people were reached through this programme which sought to ensure that social cohesion, national building, and patriotism are promoted so that the goal of National Development Plan Vision 2030 is achieved.

Dr KPD Maphalla Memorial Lecture took place in March 2023 in partnership with the University of the Free State, and this programme is intended to promote multilingualism and transformation of linguistic imbalances in the country.

LIBRARY AND ARCHIVES SERVICES

Purpose: To develop, transform and promote sustainable library and archive services.

The Departmental significant achievements are:

During the week of 20 - 26 March 2023 the Department celebrated the South African Library Week which is an annual celebration highlighting the valuable role libraries and librarians contribute to communities. It also aims to promote the use and support of libraries. The South African Library Week was celebrated under the theme "Libraries: telling powerful stories" Libraries developed various activities of significance to encourage community members to understand the role of the library in their communities.

World book day was celebrated with officials engaging in a door-to-door campaign within the Xhariep district, encouraging community members to read while also gifting them with books in their own languages.

Libraries across the province engaged in a number of activities which included: Library Tours; Story Time and Play On; Colouring Activities; Poetry Readings and several other activities.

Library Services continue to make online (e-services) to library members available. e-Services are implemented in all the libraries through SITA data lines, 3G and Wi-Fi. E-reading resources are accessed by library patrons through Prolib automated Library System.

Soutpan and Van Stadensrus libraries are due for final completion by end of May and planned for official opening and handing over to communities in June and August respectively

15 reading clubs were established in 7 libraries across the various towns.

Services for the visually impaired have been established at three (3) libraries namely: Tikwane, Ezenzeleni and Soutpan in May 2023

As part of support to emerging authors, 27 468 books were procured from local authors and women book sellers.

SPORT AND RECREATION

Purpose: To National Sport and Recreation Plan (NSRP) was approved by Cabinet and must be implemented by all stakeholders. The Chief Directorate: Sport and Recreation does not operate in isolation but needs to ensure that its functions also support the NSRP, that is, to support “An Active and Winning Sporting Nation”. The NSRP is based on three core pillars being:

- (1) active nation
- (2) winning nation
- (3) enabling environment. These pillars are underpinned by transversal issues and utilizing sport as a tool to achieve national and global priorities.

The significant achievements are:

- The Department hosted the Free State Sport Awards during which Free State sports stars were honoured in 20 different Awards categories. MEC honoured Nthabiseng Majiya of Banyana Banyana with an MEC Excellence Award and she received an amount of R150 000.
- Delivered Softball Team Free State for male and female to the Annual National Tournament in Cape Town where Sinda Pelea was selected into National Senior Women’s squad for the African qualifiers and World Cup.
- Maleho Sehloho was also selected into the U/23 Men’s squad participating in the World Cup in New Zealand.
- Itumeleng Matlhakwane was selected as the deputy head of delegation for U/23 Team SA which participates at the U/23 Softball World Cup in Argentina.
- Raymond Choane came out 1st at the National Duathlon Championships.
- Louzanne Coetzee qualified for the 2024 Paralympics
- Karabo Morapedi who won the Sportsman of the Year with Disability at the Free State Sport Awards was selected for the SA Boccia Team taking part in Rio, Brazil
- Bohlokwa Khitsane won 2 gold medals at the Commonwealth Championship (7-8 Sept 22) Cadet Boys Kumite U/57 kg’s and Commonwealth Cup (9-11 Sept 2022): Cadet boys Kumite U/57 kg’s
- Sonopo Tshilwane, who works for the Department, won silver medal in the TGE Category National Championship and 2 Silver medals at the Rope skipping African Champs
- Our boxing team from the Academy won gold at the Youth & Elite Provincial Boxing Championships
- Carlos Laranga, Stefan Meintjies and Aiden Leeb finished as winners in 3 different Golf Tournaments.

- Attended the National and Provincial Indigenous Games in Margate in KZN
- Hosted the Volleyball Inter Provincial Games in Bloemfontein.
- As the only Sport Science Institute in the country that is funded by government, we conducted scientific testing of athletes from provinces for the National Ministerial Bursary Programme
- As South Africa is hosting the Netball World in 2023, we launched Netball Friday on 14 October 2022.
- Gabby Venter won the Nomads SA Girls Golf, St. Andrews Junior Ladies Golf Qualifier and St Andrews Junior Match play in Scotland.
- The province participated in the National School Sport Championships in Pretoria. The team finished position 4 which is an improvement from the last Summer Games.
- The province hosted the Swimming Provincial Championships in Bloemfontein
- The province also hosted Athletics High Schools Championships in Sasolburg
- 75 schools, 200 clubs and 12 hubs were provided with Sport Equipment and Attire.
- Through the Free State Sport Confederation, Ba2Cada Soccer Tournament, Kasi World Cup and Mangaung Unite Football Club were assisted to the total tune of R900 000 as part of support to football development.
- The Department supported 10 Sport Focus Schools, 1 Provincial Academy, and 4 Districts supported with day-tot-day operations in line with signed and approved agreements.

4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

4.1 Programme 1: Administration

Purpose of the Programme

This programme provides the Department with strategic leadership from the Office of the MEC, management as well as administrative services from the office of the HOD.

The purpose of this programme is to conduct the overall management and support of the Department. The structure of this programme is still under review. The review is in line with the study undertaken to re-organise business operations with the strategic intent of maximising limited resources but increasing social impacts. The structure and functions are summarised below:

Programme Outcome

The programme consists of two sub-programmes which are supporting to the line-function programmes and therefore its purposes, strategic objectives and performance indicators are outlined below with annual and quarterly targets provided:

- Office of the MEC
- Corporate Services

Sub-programme 1.1: Office of the MEC

The purpose of this sub-programme is to provide administrative, client liaison and support services to the Member of Executive Council. To enable compliance with different legislative requirements, the following functions are also included:

- Accountability by the Head of Department;
- Implementation of special programmes for youth, women and the disabled;
- Strategic Management;
- Communication and marketing services;
- Information management and IT support services;
- Internal audit services; and
- Security services.

Sub-programme 1.2: Corporate Services

The purpose of this sub-programme is to manage the overall administration of the Department which includes financial management, human resource management and development, registry, messenger services and transport services. Functions included in this sub-programme are:

- Compliance with all applicable legislative frameworks;
- Introduce sound financial accounting processes;
- Asset Management;
- Supply Chain Management;
- Loss Control;
- Infrastructure;
- Human Resource Management and Development;
- Employee and Labour Relations; and
- Risk Management

Outcomes, Outputs, Output indicators targets and actual achievements

PROGRAMME 1: ADMINISTRATION								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/23	Reasons for deviations
			2020/2021	2021/2022				
Proper governance, compliance, performance, and financial management systems	Vacant posts filled	1.2.1 Number of vacant posts filled within 6 months of the advertisement	20	20	20	0	- 20	Delay in approving the appointment functionality to activate persal. Appointments of 32 posts done only in April/ May 2022.
	Supplier's valid invoices paid	1.2.2 Percentage of supplier's valid invoices paid within 30 days	100%	100%	100%	100%		None
	Quarterly Performance Reports	1.2.3 Number of quarterly performance monitoring reports compiled	New Indicator	4	4	4	-	None
	Annual Report to Citizens; Annual Report on the Service Delivery Improvement Plan	1.2.4 Number of Batho Pele/service delivery improvement documents compiled	New Indicator	2	2	2	-	None
	Percentage of compliance with policies on women, youth, and persons with disabilities	1.2.5 Number and Type of Interventions in place for the vulnerable groups	New Indicator	14	16	16	-	None

Strategy to overcome areas of under performance

Interviews were conducted for the posts to be filled and appointments to be effected in the new financial year.

Changes to planned targets

No changes were made to planned indicators and targets during the year.

Linking performance with budgets

Sub-programme expenditure

Sub- Programme Name	2022/2023			2021/2022		
	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	47 457	46 505	952	45 457	44 688	769
Corporate Services	66 498	65 791	707	60 660	59 966	694
Total	113 955	112 296	1 659	106 117	104 654	1 463

4.2 Programme 2: Cultural Affairs

Purpose of the Programme

The programme's main focus is to transform, develop, and manage arts, culture, museums and heritage and language services in the province through:

- Promotion and coordination of performing arts services to ensure cultural diversity and the advancement of artistic disciplines into viable industries;
- Promotion and coordination of visual and creative arts to ensure creation of jobs and sustainable livelihood;
- Facilitation and administration of declared provincial heritage sites;
- Rendering museum and heritage services to promote public awareness and create opportunities for learning;
- Supporting the Provincial Geographic Names Committee, Provincial Arts and Culture Council, Provincial Heritage Resources Authority to drive the agenda of social cohesion and nation building and Provincial Language Committee of PanSALB; and
- Rendering language development services to ensure that language profiles and constitutional rights of the previously marginalised languages are entrenched.

Programme Outcomes

This programme consists of five sub-programmes to enable delivery of the purpose:

- Management
- Arts and Culture
- Museum Services
- Heritage Resource Services
- Language Services

Sub-programme 2.1 Management

The purpose of this sub-programme is to provide strategic management and leadership of Programme 2: Cultural Affairs.

Sub-programme 2.2 Arts and Culture

The purpose of this sub-programme is to promote respect for cultural diversity and the advancement of the artistic disciplines into viable industries by promoting and coordinating performing, visual and creative arts services for people development and job creation.

Sub-programme 2.3 Museum Services

The purpose of this sub-programme is to render provincial and local museum services in terms of National

Heritage Resources Act, No. 25 of 1999.

Sub-programme 2.4 Heritage Resource Services

The purpose of this sub-programme is to standardise geographical names and to protect and preserve heritage resources of the province.

Sub-programme 2.5: Language Services

The purpose of this programme is to ensure development and promotion of previously marginalised languages and to meet the constitutional rights of the people of the Free State are met through the utilisation of the main languages in the province.

Outcomes, outputs, output indicators, targets, and actual achievements

SUB-PROGRAMME: 2.2 ARTS AND CULTURE								
Outcome	Output	Output Indicator	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
			2020/2021	2021/2022				
A cohesive society with a common identity	National and historical days celebrated	2.2.1 Number of national and historical days celebrated	0	1	2	1	- 1	Heritage Day celebration could not be celebrated due to inadequate funds to organise this provincial event. Next financial year the budget for this event will be rein fenced to avoid non-achievement of this performance indicator.
Job opportunities created within the sport, arts, culture, and recreation sector	EPWP job opportunities created	2.2.2 Number of EPWP job opportunities created	248	130	130	130		None
Advanced artistic disciplines and viable sustainable industries	Community structures supported	2.2.3 Number of community structures supported	2	2	3	1	2	The following structures that we had planned to support that are CCIFSA and SACCYF did not submit compliance documents, as a result department could not transfer funds without supporting documentation.
Advanced artistic disciplines and viable sustainable industries	Arts and culture programmes presented	2.2.4 Number of arts and culture programmes presented	2	2	2	2		None

Outcomes, outputs, output indicators, targets, and actual achievements

SUB-PROGRAMME 2.3: MUSEUM SERVICES								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
			2020/2021	2021/2022				
A cohesive society with a common identity	Promotional interventions on promotions of National Symbols and orders	2.3.1 Number of promotional interventions on promotions of National Symbols and orders	10	10	16	16	-	None
	Community outreach programmes in libraries, museums and archives conducted	2.3.2 Number of community outreach programmes in libraries, museums and archives conducted	10	10	16	16		None
	Brochures and publications distributed	2.3.3 Number of brochures and publications distributed	14 504	23623	12000	13 446	1446	More brochures were available, and more requests for distribution were made to the department
Transformed heritage landscape	Museums fitted with Audio Visual equipment	2.3.4 Number of museum exhibitions upgraded	New Indicator	4	4	4		None
Transformed heritage landscape	Research projects completed	2.3.5 Number of research projects completed	2	2	4	4		None

Outcomes, outputs, output indicators, targets, and actual achievements

SUB-PROGRAMME: 2.4 HERITAGE RESOURCE SERVICES								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achieve- ment 2022/2023	Deviation from planned target to Actual Achievement 2022/23	Reasons for deviations
			2020/2021	2021/2022				
A cohesive society with a common identity	Community conversations/ dialogues conducted	2.4.1 Number of community conversations/ Dialogues conducted	2	2	3	2	- 1	One community dialogue could not be done due to inadequate funds and next financial year efforts will be made to refinance the budget for this indicator to be achieved
A cohesive society with a common identity	Provincial social cohesion summits hosted	2.4.2 Number of provincial social cohesion summits hosted	1	1	1	2	1	The provincial disability community had requested the department to organise provincial social cohesion for them during disability month in December 2022 and adjustment budget was used for this event
Transformed heritage landscape	Permit applications processed	2.4.3 Number of permit applications processed	30	28	30	23	- 7	Less permit applications were received from developers than anticipated and next financial year the target will be reduced taking into consideration the current trend in terms of this performance indicator
Transformed heritage landscape	Awareness campaigns conducted	2.4.4 Number of awareness campaigns conducted	8	6	6	6		None

Outcomes, outputs, output indicators, targets, and actual achievements

SUB-PROGRAMME: 2.5 LANGUAGE SERVICES								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
			2020/2021	2021/2022				
A multilingual society	Language Coordinating structures support	2.5.1 Number of language coordinating structures supported	1	1	1	1		None
	Practitioners benefiting from capacity building opportunities	2.5.2 Number of practitioners benefiting from capacity building opportunities	53	116	60	332	272	Many language practitioners attended Macufe Literature Festival in a higher number than expected and they had to be accommodated without extra expenditure
	Terminology collaboration sessions held	2.5.3 Number of terminology collaboration sessions held	3	6	10	10		None
A multilingual society	FSPG departments and public entities monitored for the implementation of the Use of Free State Official Languages Act	2.5.4 Number of FSPG departments and public entities monitored for the implementation of the Use of Free State Official Languages Act	3	4	8	8		None
	Translation and interpreting services rendered to departments and entities	2.5.5 Number of translation and interpreting intervention sessions held	0	0	10	10		None

Strategy to overcome areas of under performance

For the number of FSPG departments and public entities monitored for the implementation of the Use of Free State Official Languages Act, the Department is depended on the Department of Health to come on board on the pertinent matters

The advertisement of MACUFE happened later, and in 2023 the advertisement will be published on time so that we circumvent the challenges which were experienced in 2022

Changes to planned targets

No changes were made to planned indicators and targets during the year.

Linking performance with budgets

Sub-programme expenditure

Sub- Programme Name	2022/2023			2021/2022		
	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
Management	3 434	3 273	161	3 431	3 407	24
Arts and Culture	95 806	82 184	13 622	80 792	73 668	7 124
Museum Services	35 036	34 603	433	34 464	33 911	553
Heritage Resource Services	4 352	3 879	473	4 071	3 832	239
Language Services	6 432	6 168	264	6 902	6 902	0
Total	145 060	130 107	14 953	129 660	121 720	6 940



1.3 Programme 3: Library and Archive Services

Purpose of the Programme

The purpose of the programme is the development, transformation and promotion of sustainable library and archive services through:

- The provision of library and information services to communities
- The provision of technical and professional support services to community libraries
- The promotion of a culture of reading and lifelong learning
- Rendering of records management services to governmental bodies; and
- Management of archival records at archive repositories

Sub-programmes

The programme consists of three sub-programmes with the following functions:

Sub-programme 3.1: Management

The purpose of this sub-programme is to provide strategic management and leadership to the programme through:

- Coordination of strategic planning;
- Management and coordination of programmes;
- Monitoring and evaluation of and reporting on programmes;
- Development and implementation of policies and standards; and
- Provision of administrative support services.

Sub-programme 3.2: Library Services

The purpose of this sub-programme is to provide library services which provide access to information, reading and learning resources and promote a culture of reading and lifelong learning through:

- Provision of technical and professional support services to district offices and affiliated libraries, namely collection management services, specialised information services, and development services;
- Provision, management and maintenance of library services through building and ICT infrastructure programmes; monitoring of services and capacity building programmes.

Sub-programme 3.3: Archive Services

The purpose of the sub-programme is to provide records management and archive services which will ensure:

- Proper records management practices at government offices; and
- Accountable management of archival records at archives repositories.

Outcomes, outputs, output indicators, targets and actual achievements

PROGRAMME 3: LIBRARY AND ARCHIVE SERVICES								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2022	Actual Achievement 2022/2022	Deviation from planned target to Actual Achievement	Reasons for deviations
			2020/21	2021/2021				
Free, accessible and equitable library information services aimed at promoting a culture of reading and lifelong learning	Libraries provided and managed	3.1.1 Number of libraries provided and managed	185	186	190	190		None
Efficient, sound documentation management and care of archival records	Governmental bodies serviced	3.1.2 Number of governmental bodies serviced	15	34	34	34		None

Outcomes, outputs, output indicators, targets and actual achievements

SUB-PROGRAMME 3.2: LIBRARY SERVICES								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement	Reasons for deviations
			2020/21	2021/2022				
Free, accessible and equitable library information services aimed at promoting a culture of reading and lifelong learning	Library materials procured	3.2.1 Number of new library materials procured	1 391	2021	1000	4797	3797	Due to non-advertisement of tender for e-periodicals, funds were shifted and used for procurement of books
	Community outreach programmes in libraries	3.2.2 Number of capacity building programmes implemented	1	1	1	1		
	Municipalities refunded for the administration of public libraries	3.2.3. Number of municipalities refunded for the administration of public libraries	1	1	1	1		

Outcomes, outputs, output indicators, targets and actual achievements

SUB-PROGRAMME 3.2: LIBRARY SERVICES – CONDITIONAL GRANT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement
			2020/2021	2021/22			
Free, accessible and equitable library information services aimed at promoting a culture of reading and lifelong learning	New libraries built	3.4.1 Number of new libraries established	1	0	2	2	
	Library materials procured: public libraries	3.4.2a) Number of new library materials procured: public libraries	3 594	23 331	13000	13194	Over-achievement was due to the lower cost of children's books.
	Library materials procured: Dual purpose (school) libraries	3.4.2b) Number of new library materials procured: Dual purpose (school) libraries	3 186	9 871	9000	9477	Over-achievement was due to the purchasing of light foundation phase fiction books used for introducing children to reading, their cost was less.
	Municipalities refunded for the administration of public library services	3.4.3 Number of municipalities refunded for the administration of public library services	0	2	2	2	
	Staff of provincialized libraries appointed	3.4.4. Number of staff appointed through provincialisation of libraries	New Indicator	262	268	268	

SUB-PROGRAMME 3.2: LIBRARY SERVICES – CONDITIONAL GRANT									
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement	Reasons for deviations	
			2020/2021	2021/22					
	Buildings where alarm systems are provided and maintained	3.4.5. Number of buildings where alarm systems are provided and maintained	141	141	138	138			
	Libraries where electronic gates are provided and maintained	3.4.6. Number of libraries where electronic gates are provided and maintained	95	95	97	97			
	Public libraries where ICT services are provided and maintained	3.4.7 Number of libraries where ICT services are provided and maintained	152	146	172	172			
	Photocopying services are provided and maintained	3.4.8. Number of libraries where photocopying services are provided and maintained	160	158	158	158			
	Capacity building programmes are presented	3.4.9. Number of training programmes presented to library staff	New Indicator	2	1	1			
Free, accessible and equitable library information services aimed at promoting a culture of reading and lifelong learning	Bursaries awarded and continued	3.4.10 Number of bursaries awarded and continued	16	16	16	11	- 5	Target of 16 could not be achieved: 2 officials couldn't receive admission at UNISA as they didn't meet admission requirements. 3 officials could not progress to next modules as they didn't meet progression requirements.	

SUB-PROGRAMME 3.2: LIBRARY SERVICES – CONDITIONAL GRANT

Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement	Reasons for deviations
			2020/2021	2021/22				
	Existing staff maintained at public libraries at public libraries	3.4.11 Number of existing staff maintained at public libraries	166	170	166	166		
	Staff appointed and maintained to ensure proper implementation of grant projects	3.4.12 Number of staff appointed and maintained to ensure proper implementation of grant projects	18	22	23	20	- 3	The underachievement was based on 3 posts that were targeted to be filled. The posts were advertised and interviews were held but unfortunately have not been filled. The 20 reported on is based on salaries of existing posts that were maintained.
	Awareness programmes implemented in libraries	3.4.13 Number of awareness programmes implemented in libraries	-	2	2	2		
	Book clubs supported	3.4.14 Number of book clubs supported	New Indicator	75	15	15		
	Literacy programmes implemented	3.4.15 Number of literacy programmes implemented	New Indicator	2	1	1		
	Toy library services established	3.4.16 Number of toy library services established	5	8	8	8		

SUB-PROGRAMME 3.2: LIBRARY SERVICES – CONDITIONAL GRANT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement
			2020/2021	2021/22			
	Dual-purpose (school) library services established and maintained at schools	3.4.17. Number of dual-purpose (school) library services established and maintained at schools	17	18	18	18	
	Visually disabled services established and maintained	3.4.18 Number of visually disabled services established and maintained	25	25	27	27	

Outcomes, outputs, output indicators, targets and actual achievements

SUB-PROGRAMME 3.3: ARCHIVE SERVICES							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement
			2020/21	2021/2022			
Efficient, sound documentation management and care of archival records	Community outreach programmes in libraries, museums and archives conducted	3.3.1 Number of community outreach programmes in libraries, museums and archives conducted	0	2	1	1	
Efficient, sound documentation management and care of archival records	Oral history projects undertaken	3.3.2 Number of oral history projects undertaken	2	3	2	2	

SUB-PROGRAMME 3.3: ARCHIVE SERVICES							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement
			2020/21	2021/2022			
Efficient, sound documentation management and care of archival records	Governmental bodies inspected	3.3.3 Number of governmental bodies inspected	7	10	10	12	2
Efficient, sound documentation management and care of archival records	Records staff trained	3.3.4 Number of records staffs trained	46	82	50	61	11
Efficient, sound documentation management and care of archival records	Records appraisals done and disposal authorities issued	3.3.5 Number of records appraisals done and disposal authorities issued	6	9	5	5	
Efficient, sound documentation management and care of archival records	Records data coded	3.3.6 Number of records data coded	4 000	6 500	6500	6500	
Efficient, sound documentation management and care of archival records	Record classification systems	3.3.7 Number of record classification systems assessed	6	10	10	11	1
Efficient, sound documentation management and care of archival records	Inventories compiled or updated	3.3.8 Number of inventories compiled or updated	3	6	6	6	
							Additional record classification systems were assessed at Mohokare Local Municipality on request.
							Training intervention was implemented to more staff members than planned.

Strategy to overcome areas of under performance

Construction of Soutpan and Van Stadensrus libraries reached practical completion. Final completion will be reached by the end of June 2023.

To continue engaging SCM to speed up the tender processes to appoint a service provider for physical security and burglar alarms. It was envisaged that burglar alarms would have been installed in the following libraries, but the delays with appointment of new service provider still has not been achieved.

- Smithfield
- Luckhoff
- Soutpan
- Wepener
- Van Stadensrus
- Zamdela
- Sasolburg
- Deneysville
- Adelaide Tambo
- BP Leinaeng

Lastly, on the provincialisation of libraries, the Department could not achieve provincialisation of Maluti-A-Phofung, however discussions and negotiations will continue for take-over of the 6 libraries under the municipalities. The process will be completed by end of 2023/24 year. The hiccups are experienced with the Local Labour forums.

Changes to planned targets

There were no changes made to planned targets, however revision of the conditional grant business plan were administered to make corrections on the way the funds were allocated on the BAS report.

Linking performance with budgets

Sub-programme expenditure

Sub- Programme Name	2022/2023			2021/2022		
	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
Management	11 500	8 646	2 854	11 548	11 548	0
Library Services	230 279	228 780	1 499	224 377	220 230	4 147
Archives Services	7 962	7 474	488	7 386	7 228	158
Total	249 741	244 900	4 841	243 311	239 006	4 305



1.4 Programme 4: Sport and Recreation

Purpose of the Programme

The National Sport and Recreation Plan (NSRP) was approved by Cabinet and must be implemented by all stakeholders. The Chief Directorate: Sport and Recreation does not operate in isolation but needs to ensure that its functions also support the NSRP, that is to support “An Active and Winning Sporting Nation”.

The NSRP is based on three core pillars being: (1) active nation (2) winning nation (3) enabling environment. These pillars are underpinned by transversal issues and utilizing sport as a tool to achieve national and global priorities.

The following functions aim to achieve this:

- To oversee effective management, coordination and efficient delivery of sport and recreation in the province.
- To render high performance sport science and medical support services to: (1) improve provincial athletes' performance, and (2) empower elite coaches with sport specific skills, technical as well as administrative knowledge.
- To facilitate the development of multi-purpose sport and recreation facilities, provide sustainable recreation/ mass participation programmes, assist with the establishment of structure thereby creating opportunities to all sport communities across the age spectra in order to live a healthy and physically active lifestyle.
- To facilitate proper team delivery to inter-provincial school's competitions as well as promote active mass participation of all learners that will lead to the identification of talented athletes for a sustainable sport and recreation environment.
- Support the Free State Sport Confederation as the controlling body for organised sport in the Free State.

Strategic Objectives

The programme consists of four sub-programmes with the following functions:

- Management (Office of the Chief Directorate: Sport and Recreation)
- Sport (Free State Sport Science Institute and Free State Sport Confederation)
- Recreation (Community Sport)
- School Sport (Sport and Talent Development)

Sub-programme 4.1: Management

The purpose of this sub-programme is to provide operational support to all service delivery components of the programme. The functions are:

- Manage and control all administrative activities in the Office of the Chief Director;
- Manage monitoring, evaluation and reporting;
- Manage and maintain the Chief Directorate: Sport and Recreation facility;
- Manage sport infrastructure projects;
- Audit community sport and recreation facilities and maintain a data-base thereof.

Sub-programme 4.2: Sport

The purpose of this sub-programme is to provide high performance sport science services and capacity building programmes that support performance of athletes and empower coaches' sport specific skills, technical and administrative knowledge within the sport development continuum to achieve excellence in sport.

The functions are:

- To implement the Sport Science Outreach Programme – 'Taking Sport Science to Community';
- To provide specialised sport science, sport nutritional, conditional and injury rehabilitation support programme to elite athletes;
- To provide high performance capacity building and training programmes to athletes and coaches;
- To support the Free State Sport Confederation.

Sub-programme 4.3: Recreation

The purpose of this programme is to deliver provincial mass participation and recreational sport programmes. The functions are:

- Management and Implementation of Siyadlala and Club Development MPP
- Provincial Civil Society Structures Support Programmes
- Provincial Facilities Monitoring Programme
- Support communities with delivery of festivals and tournaments programmes at various levels
- Delivery of equipment and attire

Sub-programme 4.4: School Sport

The purpose of this sub-programme is to assist with the development of sport talent and successful delivery of provincial school sport teams to inter-provincial school sport competitions. The functions are:

- Support the roll-out of school sport leagues;
- Support school sport structures;
- Support the capacity building programmes for educators;
- Facilitate talent identification and development, including the management of district talent development centres;
- Ensure successful delivery of school sport teams to all national and international school sport competitions;
- Support to sport focus schools.

Outcomes, Outputs, Output indicators targets and actual achievements

SUB-PROGRAMME 4.1: MANAGEMENT – CONDITIONAL GRANT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023
			2020/21	2021/2022			
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	Staff appointed and/or maintained on a long-term or permanent basis	4.1.1 Number of staff appointed and/or maintained on a long-term or permanent basis	9	9	9	9	None
Proper governance, compliance, performance and financial management systems	Administration standards met	4.1.2 Percentage of administration standards met	100%	100%	100%	100%	None

Outcomes, outputs, output indicators, targets and actual achievements

SUB-PROGRAMME 4.2: SPORT (FSSSI)							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023
			2020/21	2021/2022			
Support the Development of the South African Coordinated Academy System	Financial and management support provided to the FS Academy of Sport in the development of sporting talent at different levels of the Sport Continuum in line with the SA Sport Academies and Strategic Framework and Policy Guidelines, 2013	4.2.1 Support to the FS Academy of Sport	1	1	1	1	None

SUB-PROGRAMME 4.2: SPORT (FSSI)								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
			2020/21	2021/2022				
	High Performance Sport Science Services provided to District, Provincial and National athletes	4.2.2 Number of high-performance sport science services rendered	4	2	1	1		None
	High Performance Capacity Building support to Sport Coaches	4.2.3 Number of high-performance capacity building material made available	4	4	4	4		None

Outcomes, outputs, output indicators, targets and actual achievements

SUB-PROGRAMME 4.2: SPORT (FSSI) – CONDITIONAL GRANT								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
			2020/21	2021/2022				
Support the Development of the South African Coordinated Academy System	Athletes supported by the sport academies	4.7.1 Number of athletes supported by the sport academies	393	2 186	1 500	2 289	789	The services we offer are provided by a team of our officials and in this instance more athletes were supported due to high demand for our services.
	Sport academies supported	4.7.2 Number of sport academies supported	5	5	5	5		None
	People trained to deliver the sport academy programme	4.7.3 Number of people trained to deliver the sport academy programme	New Indicator	300	300	238	62	Delivering our services is done working together with various codes due to their expertise, some trainings were cancelled by the federations and couldn't be done within this timeframe.

SUB-PROGRAMME 4.2: SPORT (FSSSI) – CONDITIONAL GRANT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023
			2020/21	2021/2022			
	Sport focus schools supported	4.7.4 Number of sport focus schools supported	10	10	10	10	None

Outcomes, outputs, output indicators, targets and actual achievements

SUB-PROGRAMME 4.3: COMMUNITY SPORT – CONDITIONAL GRANT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023
			2020/21	2021/2022			
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	People actively participating in organised sport and active recreation events	4.5.1 Number of people actively participating in organised sport and active recreation events	3 457	11 414	75 000	76 226	1226
							The services we offer are provided by a team of our officials and in this instance more athletes were supported due to high demand for our services.

SUB-PROGRAMME 4.3: COMMUNITY SPORT – CONDITIONAL GRANT								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
			2020/21	2021/2022				
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	Hubs provided with equipment and/ or attire	4.5.2 Number of hubs provided with equipment and/ or attire	6	6	12	12		None
	Clubs provided with equipment and/ or attire	4.5.3 Number of clubs provided with equipment and/ or attire	38	40	200	200		Delivering our services is done working together with various codes due to their expertise, some trainings were cancelled by the federations and couldn't be done within this timeframe.
	Youth participating at the National Youth Camp	4.5.4 Number of youths participating at the National Youth Camp	0	100	200	120	- 80	The services we offer are provided by a team of our officials and in this instance more athletes were supported due to high demand for our services.
	Active recreation events organised and implemented	4.5.5 Number of active recreation events organised and implemented	2	2	10	4	- 6	None
	Indigenous Games clubs participating in Indigenous Games Tournaments	4.5.6 Number of Indigenous Games clubs participating in Indigenous Games Tournaments	0	20	200	200		Delivering our services is done working together with various codes due to their expertise, some trainings were cancelled by the federations and couldn't be done within this timeframe.
	Local leagues supported	4.5.7 Number of local leagues supported	0	3	25	26	1	The services we offer are provided by a team of our officials and in this instance more athletes were supported due to high demand for our services.

SUB-PROGRAMME 4.3: COMMUNITY SPORT – CONDITIONAL GRANT								
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
			2020/21	2021/2022				
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	People trained to deliver the Club Development Programme	4.5.8 Number of people trained to deliver the Club Development Programme	89	150	350	309	- 41	None
	Clubs participating in the Rural Sport Development Programme	4.5.9 Number of clubs participating in the Rural Sport Development Programme	20	30	120	120		Delivering our services is done working together with various codes due to their expertise, some trainings were cancelled by the federations and couldn't be done within this timeframe.
	Clubs participating in the Rural Sport Development Programme	4.5.10 Number of Active Recreation Coordinators Remunerated	8	4	17	17		The services we offer are provided by a team of our officials and in this instance more athletes were supported due to high demand for our services.
	Clubs participating in the Rural Sport Development Programme	4.5.11 Number of Club Coordinators Remunerated	5	8	8	8		None
Effective management, coordination efficient delivery of sport and recreation in the Free State	Sport and active recreation projects implemented by the provincial sports confederation	4.5.12 Number of sport and active recreation projects implemented by the provincial sports confederation	1	2	2	3	1	Delivering our services is done working together with various codes due to their expertise, some trainings were cancelled by the federations and couldn't be done within this timeframe.

Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
			2020/21	2021/2022				
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	People trained to deliver the Club Development Programme	4.5.8 Number of people trained to deliver the Club Development Programme	89	150	350	309	- 41	None
	Clubs participating in the Rural Sport Development Programme	4.5.9 Number of clubs participating in the Rural Sport Development Programme	20	30	120	120		Delivering our services is done working together with various codes due to their expertise, some trainings were cancelled by the federations and couldn't be done within this timeframe.
	Clubs participating in the Rural Sport Development Programme	4.5.10 Number of Active Recreation Coordinators Remunerated	8	4	17	17		The services we offer are provided by a team of our officials and in this instance more athletes were supported due to high demand for our services.
	Clubs participating in the Rural Sport Development Programme	4.5.11 Number of Club Coordinators Remunerated	5	8	8	8		None
Effective management, coordination efficient delivery of sport and recreation in the Free State	Sport and active recreation projects implemented by the provincial sports confederation	4.5.12 Number of sport and active recreation projects implemented by the provincial sports confederation	1	2	2	3	1	Delivering our services is done working together with various codes due to their expertise, some trainings were cancelled by the federations and couldn't be done within this timeframe.

SUB-PROGRAMME 4.3: COMMUNITY SPORT – CONDITIONAL GRANT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023
			2020/21	2021/2022			
Effective management, coordination efficient delivery of sport and recreation in the Free State	Provincial programmes implemented	4.5.13 Number of provincial programmes implemented	0	1	3	3	The services we offer are provided by a team of our officials and in this instance more athletes were supported due to high demand for our services.
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	Branding material procured	4.5.14 Branding material procured as per specifications for Sport and Recreation Programmes	1	1	1	1	None

Outcomes, outputs, output indicators, targets and actual achievements

SUB-PROGRAMME 4.4: SCHOOL SPORT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023
			2020/21	2021/2022			
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	Recent resources secured and distributed to the sport sector	4.4.1 Number of recent resources secured and distributed to the sport sector	1	1	1	1	None

Outcomes, outputs, output indicators, targets and actual achievements

SUB-PROGRAMME 4.4: SCHOOL SPORT – CONDITIONAL GRANT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023
			2020/21	2021/2022			
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	Learners participating in school sport tournaments at a district level	4.6.1 Number of learners participating in school sport tournaments at a district level	-	4 814	7 500	8 067	567
							Higher participation levels due to the launch of the Wednesday League programme by DoE. DoE must confirm that the programme is a permanent feature in their plans which would allow SACR to plan and set targets accordingly
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	Schools provided with equipment and/or attire	4.6.2 Number of schools provided with equipment and/or attire	75	75	75	75	None
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	Learners supported to participate in the National School Sport Championship	4.6.3 Number of learners supported to participate in the National School Sport Championship	-	434	621	505	116
							National Athletics and National Swimming Championships were moved to April
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	Learners participating in school sport tournaments at a provincial level	4.6.4 Number of learners participating in school sport tournaments at a provincial level	-	2 147	3 000	3048	48
							A higher number of athletes qualified for the provincial competitions than anticipated

SUB-PROGRAMME 4.4: SCHOOL SPORT – CONDITIONAL GRANT							
Outcome	Outputs	Output Indicators	Audited Actual Performance		Planned Target 2022/2023	Actual Achievement 2022/2023	Deviation from planned target to Actual Achievement 2022/2023
			2020/21	2021/2022			
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	School sport coordinators remunerated	4.6.5 Number of school sport coordinators remunerated	-	12	12	17	5
Sustained sport, recreation and mass participation programmes and opportunities created for learners, communities and athletes	School sport structures supported	4.6.6 Number of school sport structures supported	13	14	16	16	None
							Changes in conditional grant allocation made it possible to appoint additional coordinators to assist in implementing the programmes.

Strategy to overcome areas of under performance

The Department encountered under performance on areas that were not within its control. Therefore, there is no new strategy to employ going forward other than those already in place.

Changes to planned targets

There were changes made to planned indicators and targets during the year. These were outlined and tabled to the relevant legislature for consideration and approval.

Linking performance with budget

Sub-programme expenditure

Sub- Programme Name	2022/2023			2021/2022		
	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
Management	7 399	7 398	1	8 785	8 785	0
Sport	50 923	50 826	97	69 693	64 410	5 283
Recreation	36 844	36 723	121	35 112	34 238	874
School Sport	35 688	35 549	139	30 824	30 367	457
Total	130 854	130 496	358	144 414	137 800	6 614

Performance in relation to Standardised Outputs and Output Indicators for Sectors with Concurrent Functions

The Department incorporated all standardised indicators in the Annual Performance Report and has reported on all planned indicators.

5. TRANSFER PAYMENTS

5.1. Transfer payments to public entities

The table below reflects the transfer payments made for the period 1 April 2022 to 31 March 2023

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
Provincial Heritage Resource Authority	Departmental Agency	Preservation of FS Heritage	Yes	500	500	None
TOTAL	500	500		500	500	

5.2. Transfer payments to all organisations other than public entities

The table below reflects the transfer payments which were budgeted for in the period 1 April 2022 to 31 March 2023.

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
FS Geographical Names Committee (PGNC)	Non-profit organisation	Consultation and renaming of Geographical Names	Yes	1 250	1 250	None
FS Provincial Arts and Culture Council (PACC)	Non-profit organisation	Promotion of Arts and Culture	Yes	9 000	9 000	None
Mashayeng Cultural Festival (Dikgeleke Cultural Activities)	Non-profit organisation	Promotion of Arts and Culture	Yes	400	400	None
FS Sport Confederation	Non-profit organisation	Controlling body of Sport in FS	Yes	8 310	8 308	None
FS Academy of Sport	Non-Profit Organisation	Coordination of Major Sport in the FS	Yes	7 753	7 753	None
Sport and Recreation Councils	Non-profit organisation	Coordination of Sport & Recreation at Districts	Yes	1 262	1 262	None
LECMA	Non-profit organisation	Promotion of Choral Music Creating opportunities for Free State artists, supporting creative industries and promoting social cohesion.	Yes	150	140	None

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
Mangaung String Programme	Non-profit organisation	Promotion of Strings Instrumental Music Creating opportunities for Free State artists, supporting creative industries and promoting social cohesion.	Yes	750	7501	None
Free State Symphony Orchestra	Non-profit organisation	Promotion of Instrumental Music Creating opportunities for Free State artists, supporting creative industries and promoting social cohesion.	Yes	100	100	None
Mangaung Drama and Dance Group	Non-profit organisation	Creating opportunities for Free State artists, supporting creative industries and promoting social cohesion.	Yes	100	100	None
FS Writers Forum	Non-Profit Organisation	Supporting of FS Writers	Yes	200	190	None
BaoBab	Non-Profit Organisation	Supporting of Local Artists	Yes	300	300	None
Angel Foundation	Non-Profit Organisation	Supporting of Local Artists	Yes	250	250	None
Mountain Free Producers	Non-Profit Organisation	Supporting of Local Artists	Yes	150	150	None
Free State Arts Councils	Non-Profit Organisation	Supporting of Local Artists	Yes	50	50	None
FS PERFORMING ARTS AND TRANSPORT	Non-Profit Organisation	Supporting of Local Disable Artists	Yes	100	100	Final narrative and financial report was not submitted
Library for the Blinds	Non-profit organisation	Creating opportunity for the blinds at the libraries	Yes	1 000	1 000	None
TOTAL TRANSFERS (EXCLUDING TRANSFERS TO MUNICIPALITIES)				31 125	31 103	

The Transfer and Subsidies Policy of the Department is being implemented in terms of Section 38(1) (j) of the PFMA to ensure that all conditions of transfers are monitored such as:

- regular reporting by the entities
- visits to the entities by the Programme

Adequate financial management systems in place.

6. CONDITIONAL GRANTS

6.1 Conditional grants and earmarked funds paid

None.

6.2 Conditional grants and earmarked funds received

The table below detail/s the conditional grants and earmarked funds received by the department.

Conditional Grant 1: Community Library Conditional Grant

Department/ Municipality to whom the grant has been transferred	<i>Free State Department of Sport, Arts, Culture and Recreation</i>
Purpose of the grant	<i>To transform rural and urban library infrastructure, facilities and services, primarily targeting previously disadvantaged communities</i>
Expected outputs of the grant	<i>See table below</i>
Actual outputs achieved	<i>See table below</i>
Amount per amended DORA	<i>183 761</i>
Amount transferred (R'000)	<i>183 761</i>
Reasons if amount as per DORA not transferred	<i>None</i>
Amount spent by the department/ municipality (R'000)	<i>183 760</i>
Reasons for the funds unspent by the entity	<i>None</i>
Monitoring mechanism by the transferring department	<i>Quarterly performance reports were submitted to Provincial Treasury and Sport and Recreation South Africa (National Department)</i>

Conditional Grant 2: Mass Sport & Recreation Participation Programme Grant

Department/ Municipality to whom the grant has been transferred	Free State Department of Sport, Arts, Culture and Recreation
Purpose of the grant	To facilitate sport participation within communities and schools through selected sport and recreation activities, empowerment of communities and schools in conjunction with stakeholders and development of communities through sport
Expected outputs of the grant	See table below
Actual outputs achieved	See table below
Amount per amended DORA	41 695
Amount transferred (R'000)	41 695
Reasons if amount as per DORA not transferred	None
Amount spent by the department/ municipality (R'000)	41 694
Reasons for the funds unspent by the entity	None
Monitoring mechanism by the transferring department	Quarterly performance reports were submitted to Provincial Treasury and Sport and Recreation South Africa (National Department)

Conditional Grant 3: EPWP

Department/ Municipality to whom the grant has been transferred	National Department of Public Works
Purpose of the grant	To create job opportunities in the Environmental and Cultural Sector
Expected outputs of the grant	130 job opportunities created
Actual outputs achieved	130 job opportunities created
Amount per amended DORA	2 106
Amount transferred (R'000)	2 106
Reasons if amount as per DORA not transferred	None

Amount spent by the department/ municipality (R'000)	2 106
Reasons for the funds unspent by the entity	None
Monitoring mechanism by the transferring department	Monthly and Quarterly performance reports

Infrastructure Enhancement Allocation

Department	Free State Department of Sport, Arts, Culture and Recreation
Purpose of the Earmarked Fund	Infrastructure project within the Province
Expected outputs of the Earmarked Fund	Maintain, Upgrades and Building of new Infrastructure project within the Province
Actual outputs achieved	Maintain, Upgrades and Building of new Infrastructure project within the Province
Amount per amended DORA (R'000)	40 840
Amount transferred (R'000)	40 840
Reasons if amount as per DORA not transferred	None
Amount spent by the department/ municipality (R'000)	34 069
Reasons for the funds unspent by the entity	Charles Mopedi contractor The Main Contractor reported cash flow constraints of which negatively impacted progress on-site including expenditure. Subsequently, an alternative contractor was appointed in January 2023 through a cession to finish off the remaining works.
Monitoring mechanism by the transferring department	Monthly performance reports (IRM) were submitted to Provincial Treasury

Earmarked Fund	Artists
Full amount of the funding (R'000)	4 000
Period of the commitment	2022/2023
Purpose of the funding	Support to local artists
Expected outputs	Support to local artists
Actual outputs achieved	Support to local artists

Amount received in current period (R'000)	4 000
Amount spent by the department (R'000)	3 999
Reasons for the funds unspent	<i>None</i>
Monitoring mechanism	<i>Performance reports were submitted to Provincial Treasury</i>

Earmarked Fund	MACUFE
Full amount of the funding (R'000)	18 000
Period of the commitment	2022/2023
Purpose of the funding	<i>Support to local Arts and Culture programmes</i>
Expected outputs	<i>Support to local Arts and Culture programmes</i>
Actual outputs achieved	<i>Support to local Arts and Culture programmes</i>
Amount received in current period (R'000)	18 000
Amount spent by the department (R'000)	15 144
Reasons for the funds unspent	<i>Underspending was due to the pending court case</i>
Monitoring mechanism	<i>Performance reports were submitted to Provincial Treasury</i>

Earmarked Fund	Community Media
Full amount of the funding (R'000)	3 000
Period of the commitment	2022/2023
Purpose of the funding	<i>Support to the local Community Radio Stations, News Papers and other media related</i>
Expected outputs	<i>Support to the local Community Radio Stations, News Papers and other media related</i>
Actual outputs achieved	<i>Support to the local Community Radio Stations, News Papers and other media related</i>
Amount received in current period (R'000)	3 000
Amount spent by the department (R'000)	3 000
Reasons for the funds unspent	<i>None</i>
Monitoring mechanism	<i>Performance reports were submitted to Provincial Treasury</i>

7 DONOR FUNDS

None

8 CAPITAL INVESTMENT

8.1. Capital investment, maintenance and asset management plan

Capital investment

- a) With regard to the construction, upgrading and maintenance of the buildings, the baseline allocation of funds for the MTEF period includes the following budgets inclusive of conditional grant:

2023/24	R 61 397 million
2024/25	R 62 300 million
2025/26	R 61 303 million

- b) The capital investment plan was developed and will be updated annually to ensure that once priorities have been determined, the funds from the conditional grant will be spent according to specific timeframes, which should minimise the rollover of funds to subsequent years.
- c) The infrastructure programme is aligned with the Free State Growth and Development Plan. The Preferential Procurement System is applicable to the Department's entire infrastructure programme and preference is given to local SMME's and HDI companies and individuals.
- d) The following processes are being implemented on building construction projects to realize the objectives of the EPWP:
- where practical, enforcing labour-intensive construction methods to provide employment opportunities to local unemployed people (e.g. manufacturing roof trusses on site);
 - providing training or skills development to the locally employed workers;
 - building cost-effective and quality assets.

The main target groups for the above will be:

- women;
- youth between the ages of 18 and 35; and
- persons with disabilities.

- e) The User Asset Management Plan (U-AMP) was completed and submitted to the Department of Public Works. This exercise highlighted the office accommodation needs and shortcomings. The U-AMP for 2024/25 will be updated during the 2023/24 financial year.
- f) See table below for the progress report on the upgrading and maintenance of the buildings in the respective programmes

Infrastructure projects	2022/2023			2021/2022		
	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	26 806	26 109	697	14 381	12 498	1 883
Existing infrastructure assets						
- Upgrades and additions	6 443	1 160	5 283	21 991	14 875	7 116
- Rehabilitation, renovations and refurbishments						
- Maintenance and repairs	17 088	16 117	971	25 415	15 268	10 147
Infrastructure transfer	0	0	0			
- Current						
- Capital						
Total	50 337	43 386	6 951	61 787	42 641	19 146

Note: The capital infrastructure include immovable assets as funded by the Library Service Conditional Grant Asset Management

- Asset Management have been progressing well in the current financial year with the implementation of EXCO resolution 06 of 2010.
- The following infrastructure projects have been completed in the current year:
 - Smithfield Museums Repairs and renovations Jun- 22
 - Sasolburg LTDC Repairs and renovations May- 22
 - Soutpan Library Jan-23
- The following Infrastructure projects are currently in progress (list projects) and are expected to be completed as follows:
 - Kroonstad Recording Studio Aug-23
 - Van Stadensrus Library May-23
 - Charles Mopeli Stadium Phase 1 Aug-23
- Plans to close down or down-grade any current facilities
 - There are no plans to close down or down scale any current facilities
- Progress made on the maintenance of infrastructure
 - Maintenance of facilities occupied by Library buildings, Arts and Culture including Sport and Recreation is handled internally through the Infrastructure Unit.
 - The Infrastructure Unit is busy with maintenance plan.
- The department had to do some major maintenance and repairs due to the delays by PW.
 - Mmabana Art Centre



- Verkeerdevlei Library
 - Meqheleng Library
 - Edenburg Library
- The current state of the department's capital assets, for example what percentage is in good, fair or bad condition
 - 30% Good, 40% Fair and 30% Bad
 - Progress made in addressing the maintenance backlog during the period under review, for example, has the backlog grown or become smaller? Is the rate of progress according to plan? If not why not, and what measures were taken to keep on track
 - Maintenance backlog has been reduced through appointment of 2X Building Inspectors.
 - Planned re-appointment of 1x funded Assistant Director - Infrastructure



PART

C

GOVERNANCE



1. INTRODUCTION

The Department is committed to maintaining the highest standards of governance which are fundamental to the management of public finances and resources. Our transparency is highlighted by our reporting compliance to various oversight bodies such as the Audit Committee, Risk Committee and the Portfolio Committee. Details of execution of the roles of the aforementioned bodies outlined on the ensuing paragraphs.

2. RISK MANAGEMENT

- The Risk Management Committee and Risk Management Unit were fully functional for the 2022-23 financial year, with the approved Risk Management Strategy and Risk Management Policy.
- Risks were identified and reviewed. Throughout the year new emerging risks were considered in the emerging risk register.
- Existing controls were assessed and mitigating strategies were formulated, recorded and monitored. The Risk Management Committee with approved Committee Charter met and evaluated and advised management on the overall system of risk management in the Department.
- The Audit Committee advise the Department on risk management and independently monitors the effectiveness of risk management.
- There is progress on the implementation of risk mitigating strategies for the 2022/2023 financial year.

3. FRAUD AND PREVENTION

The Department has an approved Fraud Prevention Policy, Fraud Prevention Plan and Fraud and Corruption Response Plan that was implemented and monitored by the Risk Management Committee as part of their responsibilities, during the 2022/2023 financial year.

The Fraud Prevention and Corruption Response Plan stipulate the mechanisms in place to report fraud and corruption which include the following:

- 1) Report to the Director within whose Directorate the possibility of fraud is identified.
- 2) Incidents may also be reported by using the following hot-lines:
 - Provincial Hotline
 - National anti-corruption Hotline
 - Public Protector RSA
 - Presidential Hotline

Reported cases are investigated by Labour Relations and where officials are found to be guilty, appropriate steps are taken.

4. MINIMISING CONFLICT OF INTEREST

When considering a request to engage in outside employment, the Department first establishes whether the outside employment would interfere with the proper performance of official duties and whether it would give rise to conflict of interest as well the general availability of persons outside the public service to undertake the work.

The Department ensures that the work should not be of such a nature that the Department of Sport, Arts, Culture and Recreation or the Free State Provincial Government might be embarrassed in any way.

To furthermore support the abovementioned, it is also required from all Supply Chain Management Practitioners to disclose their business interest, inclusive of all Bid Committee members. During every Bid Meeting, all members have to sign a declaration form whereby they indicate any conflict of interest relating to the matters to be dealt with as per the agenda and in such cases, they are expected to recuse themselves.

To ensure that no employee of the Department does business with the department, Supply Chain Management verifies the ownership of the companies against the PERSAL system through the utilisation of ID numbers to detect if owners of such companies are not employed by the state. The Department of Public Service and Administration also introduced a Verifier Tool on their Website to cross check all government employees.

In instances whereby conflict of interest is being identified, Supply Chain Management requests an approval from the Accounting/Executing Authority and advice is being sought from the Chief Financial Officer or Head of Department.

With the implementation of the new Public Service Regulations, 2016, especially Chapter 2, which refers to Conduct, Financial Disclosure, Anti-Corruption and Ethics Management, the Department identified two (2) Senior Managers to promote integrity and ethical behaviour in the Department, advise employees on ethical matters, identify and report unethical behaviour, manage the financial disclosure system and *manage* the processes and systems relating to remunerative work performed by employees outside their employment in the relevant Department.

During Auditor-General Report of 2021, four (4) officials of the Department were identified to doing business with government institutions in the Province. Of the four (4) cases two (2) officials' cases have been withdrawn during the investigation process and two (2) officials' cases are still ongoing. These cases will be dealt with during the course of 2023 as these are serious misconduct and therefore have been referred for formal hearings.

5. CODE OF CONDUCT

The Department is guided by Resolution 1 of 2003: Disciplinary Code and Procedure for the Public Service for the reporting, recording and management of misconduct cases.

Code of Conduct and ethical behavior is promoted and internalized within the Department by means of:

- Presentation on the "Code of Conduct" and the distribution of the Code of Conduct leaflets forms part of the Department's Induction and Orientation process for new employees
- Briefing Sessions are also conducted for other employees
- The performance agreements for Senior Managers and the Senior Management meetings are used to foster a culture of ethical behavior
- The Department also holds a view of zero tolerance to any misconduct, fraud or corruption.
- The Department follows guidelines during its investigations for misconduct cases where there

is a breach of work rule as well as the code of conduct for the Public Service. Where possible employees of this Department will undergo training on the code of conduct which is provided by the Department. Copies of the Code of Conduct are issued to those employees and training is also provided on the content of the Code of Conduct. Employees are fully aware of the code of conduct in the Department and are charged when breaching the rules, officials also need to sign a confirmation document of receipt of the training as well as a copy of the Code of Conduct.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

Partners and stakeholders will have to play a more strategic role in creating capacity within the organisation, specifically service providers should be contracted to ensure skills transfer whilst they deliver contracted services.

Instances where a lack of capacity exists will have a negative impact on the community in terms of service delivery.

Non-compliance of the act could result in the increase of Injury on Duty for internal staff, third party claims from external clients and the Head of Department being charged with culpable homicide. Challenges identifies is to comply and implement the act without dedicated resources.

The management team will have to take ownership of strategically considering their human resources needs instead of planning on a needs/ad-hoc basis. Employees need to support a culture of commitment, development and service delivery. Adhering/implementing recommendations to improve occupational safety in the workplace.

7. PORTFOLIO COMMITTEES

Section 42 of the Constitution mandates the Provincial Legislature to exercise oversight over the Provincial Executive by putting in place mechanisms to ensure that all provincial organs of state in the province are accountable to it.

The Portfolio Committee on Agriculture & Rural Development, Economic Development, Small Businesses and Sport, Arts and Culture held meetings with DSACR for the 2022/23 financial year to consider, amongst others, the quarterly Non-Financial Performance Reports.

The following matters were attended to during the year under review by the Portfolio Committee:

Date of meeting	Matters raised by the Portfolio Committee
05 May 2022	PORTFOLIO COMMITTEE ON PUBLIC ACCOUNTS AND FINANCE Invitation for 3rd & 4th quarterly Expenditure Reports 2021-2022 The Department was required to report the 3rd and 4th quarterly expenditure reports for consideration by the Portfolio Committee.
02 September 2022	PORTFOLIO COMMITTEE ON ECONOMIC DEVELOPMENT, AGRICULTURE, RURAL, SMALL BUSINESS DEVELOPMNET AND SPORT, ARTS AND CULTURE Consideration of APP for 2022/2023 The Department was required to present on the APP for 2022/2023
13 October 2022	PORTFOFOLIO COMMITTEE ON PUBLIC ACCOUNTS AND FINANCE Briefing on MACUFE
27 October 2022	PORTFOLIO COMMITTEE ON ECONOMIC DEVELOPMENT, AGRICULTURE, RURAL, SMALL BUSINESS DEVELOPMNET AND SPORT, ARTS AND CULTURE Consideration of Annual Report on non-financial matters for 2021/2022 The Department was required to report on Annual Report matter for 2021/2022
3 November 2022	PORTFOFOLIO COMMITTEE ON PUBLIC ACCOUNTS AND FINANCE Report of the Auditor General on Financial Statements for Year ended 31 March 2022
22 November 2022	PORTFOLIO COMMITTEE ON PUBLIC ACCOUNTS AND FINANCE Adjustment Appropriation Bill

Date of meeting	Matters raised by the Portfolio Committee
01/12/2022	PORTFOLIO COMMITTEE ON ECONOMIC DEVELOPMENT, AGRICULTURE, RURAL, SMALL BUSINESS DEVELOPMENT AND SPORT, ARTS AND CULTURE Consideration of 2nd quarter report on non-financial matters for 2022/2023 The Department was required to report on 2nd Quarter Report on non-financials for 2022/2023.
02/03/2023	PORTFOLIO COMMITTEE ON PUBLIC ACCOUNTS AND FINANCE Consideration of the 1st and 2nd Quarterly Expenditure Reports 2022/23 Financial Year The Department was required to present the 1st and 2nd Quarterly Expenditure Reports.

8. PROPAC RESOLUTIONS

14/2020 RESOLUTIONS

RESOLUTION	ACTION TAKEN BY DEPARTMENT
COMMITMENTS	
Lack of accurate and complete records of the contractual information used to determine commitments.	100% Finalised. The Commitment register is timeously updated and accurate.
ACCRUED DEPARTMENTAL REVENUE	
Lack of internal controls to ensure that all revenue for entrance fees and sponsorships for events were accounted for	100% Finalised. Accrued Revenue is properly managed.
GOOD AND SERVICES	
Lack of audit evidence that goods and services for the previous year had been received and correctly accounted for	100% Finalised. Third party invoices are filed for completeness and confirmations are requested if necessary.
EXISTENCE OF MOVABLE TANGIBLE CAPITAL ASSETS	
Inadequate asset count processes to confirm that assets were correctly accounted for.	80% completion. The process is ongoing. The misstatement is corrected. The Accounting officer has now implemented the consequences management. Department performed asset verification for all five districts during 2022/23 financial year. Asset register is updated with request for disposal form received and the recommendation of Disposal Committee. Asset register is updated with Liability Committee meeting decisions.
NATIONAL TRAINING CENTRE	
Unavailability of supporting information to confirm that professional services had been received and correctly accounted for.	100% finalised. Investigation and Reconciliation was done by PWC.
An investigation needs to be commissioned by the Accounting Officer and unearth to come to the bottom of the irregular expenditure that was undertaken, and appropriate consequence management need to be instituted to officials of the Department individually or collectively against those who flouted the SCM processes, and a report need to be forwarded to the Portfolio Committee upon completion of the investigations.	100% finalised. Investigation and Reconciliation was done by PWC.

RESOLUTION	ACTION TAKEN BY DEPARTMENT
The service provider appointed as project manager for infrastructure projects received total payments for professional services rendered of R122 646 000 (2018: R82 366 301). Some of these projects incurred significant costs but have now been discontinued by the department. Examples include the Sipho Mutsi, Zuka Baloyi, Kroonstad and Zamdela stadiums, which resulted in the community not having access to the sport and recreational facilities needed.	100% finalised. Investigation was done by PWC. Report was submitted at Portfolio Committee.
Management must obtain and reconcile all the expenditure relating to NTC to the relevant supporting documentation (invoices and payment certificates as a minimum).	100% finalised. Investigation and Reconciliation was done by PWC.
Vacancies in key positions (Infrastructure) should be filled on time.	100% Finalised. Post related to Infrastructure was filled with the transfer from another department. 2 Inspectors were also appointed during 2020

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

Nature of Qualification	Financial year in which it first arose	Progress made in clearing/resolving the matter.
Assets		
Major assets not physically verified Minor assets not physically verified Assets could not be traced to the asset register	2016/17-2020/2022	All assets' findings were attended to. During 2021/22 financial year, the department was qualified only on completeness of assets register Evidence of assets not found during audit was presented to AGSA. Restatements done where appropriate. All assets' findings were attended to.
Irregular Expenditure/Consequence Management		
Lack of consequence management on Irregular, Fruitless and wasteful expenditure identified	2017/18-2021/2022	Consequences is now implemented. New framework is being implemented. Cases of disciplinary action referred to HR.
Procurement and Contract Management		
Procurement of Covid-19 expenditure not evaluated against Local Content Requirement	2019/2020-2021/22	SCM is following local content. Advertisement and evaluate are done according to the prescripts.
Procurement - 3 Quotations not attached and no deviation letter	2019/20-2020/2022	Approval is obtained where it is unreasonable to obtain 3 quotations.
Unreasonable Deviations	2019/20-2020/2022	Expenditure identified and disclosed as irregular expenditure. Deviation to be limited to only emergencies and sole providers
Variation order was not approved by the correct official or has not been included in the project file.	2019/20-2020/2022	Irregular expenditure recognised and to be invested as it was a project of Public Works

10. INTERNAL CONTROL UNIT

Internal Control is the responsibility of every manager within the directorates as there is no specific unit dealing with internal control. Checklists have been introduced which are aligned to Supply Chain Management prescripts to serve as input documents to assist with verification of compliance matters. Issues of non-compliance are listed in deviations register and are being reported to the Accounting Officer on a quarterly basis for approval thereof and or referral to Liability Committee for further handling.

Internal control functions are performed by both sub-directorates: Financial Accounting and Budgeting. All transactions are checked before they are processed on the system. This includes journals, payments, receipts and subsistence and travel claims. There are various checklists, weekly and monthly control measures built in to prevent misallocations, fraudulent or incorrect transactions being processed. KCM is part of the control measures. Access to the system is limited to authorised personnel only; access to documents is also restricted. So far this works well in the absence of a dedicated internal control unit.

To support effective internal controls, proper HR delegations have been implemented. To further enhance compliance to HR legislation, various checklists has been developed and implemented. Compulsory leave registers to be updated regularly by managers and monthly reconciliations ensure leave management.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

INTERNAL AUDIT

Mandate

The Internal Audit Activity is an integral part of the Department and has been established in terms of section 38 (1)(ii) (a) of the PFMA Act also in accordance with the Internal Professional Practices Framework (IPPF). It functions under relevant legislation and policies applicable to the Department.

The mandate of the Internal Audit Activity is encapsulated in the definition of Internal Auditing which is to provide an independent, objective assurance and consulting service designed to add value and improve the Departments' operations. It assists the Department to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, internal control and governance.

Internal Audit Activity has adopted its formal terms of reference, namely the Internal Audit Charter as per the requirement of Standard 1000, of the International Standards for the Professional Practice of Internal Auditing. Internal Audit Charter (Charter) is a formal document that defines the Internal Audit Activity's purpose, authority and responsibility and is approved by the Audit Committee. The Charter establishes the Internal Audit Activity's position within the Department which authorizes access to record, personnel and physical properties relevant to the performance of engagement and also defines the scope of Internal Audit Activities.

According to Standard 1110, the Internal Audit Activity (IAA) has effectively achieved its Organizational Independence as illustrated by its functional reporting to the Audit Committee and administrative reporting to the Accounting Officer. To this end there has been no pressures or hindrances to functioning of the Internal Audit Activity.

All the Internal Auditors are members of the Institute of Internal Auditors, SA and subscribes to the

Code of Ethics and attempts to conduct the reviews with the guidance of the International Professional Practice Framework; and best practices in the Internal Audit profession as well as Public Finance Management Act read with related Treasury Regulations.

The Internal Audit Activity has adopted a risk-based audit approach and evaluated the adequacy and effectiveness of controls, towards contributing to the improvement or risk management, control and governance processes.

In terms of the scope of work of this Activity, a duly appointed Audit Committee approved the Annual and Three-Year Risk Based Internal Audit Coverage Plan. The plan was based on the outcome of a, duly conducted, risk validation process undertaken with management. The plan includes statutory audits, audits related to EXCO Resolutions, emerging risks identified by the Auditor-General South Africa, Provincial Treasury KCM reports, Ad-hoc Assignments and follow-up audits.

The Chief Audit Executive presented a detailed activity report, which included amongst others, progress against the approved Plan to the Audit Committee, during scheduled meetings.

The Internal Audit Activity has adopted a risk-based audit approach and evaluated the adequacy and effectiveness of controls, towards contributing to the improvement or risk management, control and governance processes.

Summary of internal audit work done

The Internal Audit Activity reviewed, raised findings and recommendations with regard to Asset Management Review 2022-23, Annual Financial (AFS) 2021/22, Performance Information Review 2022-23., IT Governance Review, PDMS, Skills Development & Training follow-up, Governance and Ethics Management, SCM 2022-23, Transfer Payments & Related Parties Transactions, Conditional grants review, Revenue and Petty Cash Management, Leave Management and Recruitment & Selection, Risk Management Review

AUDIT COMMITTEE MANDATE

The Audit Committee is shared with the of Department of Sport, Arts, Culture and Recreation and Department of Social Development. The Audit Committee is constituted in terms of sections 76(4) (d) and 77 of the Public Finance Management Act (Act 1 of 1999) as amended, read in conjunction with Treasury Regulation 3.1.

Key activities and objectives of the Audit Committee

- The Committee, comprised of five members with background knowledge of Accounting, Risk Management, Auditing as well as Legal.
- The Committee met a total of 6 times and the Chairperson attended 2 Audit Committee Chairpersons Forum meetings convened by Treasury.
- The Committee also assisted the Accounting Officer in implementing recommendations of Internal Audit reports, the Committee compiled and submitted quarterly reports to the Accounting Officer and the Executive Authority on responsibilities related to Governance, Risk and Internal Control in the Department.
- The Committee also evaluated the quarterly financial and performance reports.
- The Audit Committee is fulfilling its responsibilities according to the requirements of the PFMA and its approved Charter.

Meetings for 2022/23 financial year were held and attended as follows by members:

The tables below disclose relevant information on the Audit Committee members from 1 April 2022 to 31 March 2023.

Name	Qualifications	Internal or external	If internal, position in the department	Date appointed	Date Resigned	No. of Meetings attended
Mr. M Mohlakoana	CIA	External	-	25 October 2021	-	6
Mr. S Ngwenya	CA(SA)	External	-	25 October 2021	-	6
Ms. L Sonqishe	Bachelor – Accounting Sciences, Masters: Business Administration	External	-	25 October 2021	-	6
Adv. ST Kholong	LLB (Law), Project Management, Masters: Business Leadership	External	-	25 October 2021	-	6
Mr. ZW Ngququ	B Proc, Post graduate Diploma – Drafting and Interpretation of contracts	External	-	25 October 2021	-	6

12. AUDIT COMMITTEE REPORT

The Audit Committee is pleased to present its report for the financial year ended 31 March 2023.

THE AUDIT COMMITTEE RESPONSIBILITY

The Shared Audit Committee reports that it has complied with its roles and responsibilities arising from Section 38(1)(a) of the Public Finance Management Act and Treasury Regulation 3.1.1.1 to 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

AUDIT COMMITTEE MEMBERS AND ATTENDANCE

The The Audit Committee held six (6) meetings during this period of 26th May 2022 to 19th April 2023.

Name	2022/23					
	26 May 2022	27 Jul 2022	14 Sep 2022	30 Nov 2022	02 Mar 2023	19 Apr 2023
* Mr M Mohlakoana	✓	✓	✓	✓	✓	✗
Mr S Ngwenya	✓	✓	✓	✗	✓	✓
Mr ST Kholong	✓	✓	✓	✓	✓	✓
Mr ZW Ngququ	✓	✓	✓	✓	✓	✓
Ms L Sonqishe	✓	✓	✓	✓	✓	✓

*: *Chairperson*

✓ : *Member attended the Audit Committee meeting.*

✗ : *Member did not attend the meeting.*

⊖ : *Member deceased*

THE EFFECTIVENESS OF INTERNAL CONTROL

During the year under review, several instances of non-compliance were reported by the Internal Audit Directorate. There were areas in which internal controls were not adequately designed and there were areas where adequately designed controls were not implemented effectively. The Committee acknowledges the measures that have been put in place to ensure that the internal control environment is improved and that management has made a commitment to address internal control deficiencies reported by both the Internal Audit Unit and Office of the Auditor General.

Although the ongoing efforts to enhance internal controls are commended, the committee would also recommend the urgent implementation of the consequence management processes within the department to prevent further deterioration of the internal control environment.

The following areas of concern were brought to the attention of management and the Executive authority:

- **Slow implementation of Internal Audit findings by management:** The Audit committee noted with concern the slow progress on the implementation of the Internal Audit Recommendations, this issue was further highlighted in the report of the AGSA and reflects internal audit as being ineffective, this matter seems to not be getting the attention it requires from Management.
- **Critical vacancies in the Department not yet filled:** The committee noted that there has been a movement with regard to shortlisting done and, in some cases, interviews held however the number of critical vacancies is still of concern especially the positions of HOD, CFO and Director: HRM.

Considering that this is a crucial time for the Audit process, to have such key positions still vacant could have a negative effect on the audit outcome. The Committee is also concerned with the regular change in the Acting of the position of HOD as it has direct impact on the stability of the organization.

- **The lack of Improvement in the SCM Unit:** The committee raised concern with the lack of movement or improvement within the SCM unit regarding compliance issues and asset management and considering that the AGSA audit process is around the corner the Act. HOD and CFO should expedite matters

including consequence management

- **The On-going legal public case of MACUFE:** The committee noted with concern the legal battle regarding the MACUFE contract had little to no progress and requested to be made aware of any new developments regarding this matter as the oversight committee of the Department.
- **The cases referred to Labour relations not yet concluded:** The committee noted with concern the report of the Labour Relations unit regarding cases of employees doing business with government that was referred to them by AGSA and yet had not been dealt with to date

PREDETERMINED OBJECTIVES

The Shared Audit Committee noted the presentations done on the Predetermined Objectives and the progress on the achievement thereof by the Departmental Planning and Performance Monitoring Directorate during the financial year. The Committee is satisfied that the reports on performance information are a fair reflection of the operational status of the Department as set out in the APP.

THE EFFECTIVENESS OF INTERNAL AUDIT

The Department has established an internal audit unit which is an independent function from management, as required in terms of section 76 (4) (e) of the PFMA. During the year, the internal audit unit operated in terms of the approved Internal Audit charter, developed a risk based internal audit annual plan, and reported quarterly to the Committee against the plan.

An Executive Summary of the reports was presented to the committee. The committee noted with concern the slow response by managements on the issues raised by internal audit and encouraged management to respond swiftly to findings raised by the internal audit as this will assist in the improvement of the internal controls as well as an improved Audit Outcome.

The IAA operated effectively and addressed some of the pertinent risk areas in its audits.

IN-YEAR MANAGEMENT AND MONTHLY/QUARTERLY REPORTS

The Shared Audit Committee noted all in year management and quarterly reports submitted in terms of PFMA and Division of Revenue Act to Provincial Treasury. These reports were presented at each Shared Audit Committee meetings.

The Committee has made a request to Management to ensure that financial and performance reporting is presented in an integrated report to enable assessment of actual expenditure against actual performance.

RISK MANAGEMENT

The Department has a separate Risk Management Committee chaired by an external independent Chairperson. The Risk Management Committee (RMC) provided oversight on the development and implementation of the risk management policies, the risk assessment process, and the development of the strategic risk register. Management is ultimately responsible for maintaining an effective risk management process.

The Committee has reviewed the adequacy of the Department's risk management processes, which are guided by a risk management framework. The Committee has considered the reports of the Provincial Treasury, the Chairperson of the RMC, and Internal Audit Directorate, and noted progress made by management to implement the recommendations.

REVIEW AND EVALUATION OF INTERIM AND ANNUAL FINANCIAL STATEMENTS ANNUAL REPORT

The Shared Audit Committee noted the reports of the quarterly reviews performed by the Provincial Treasury on the Interim Financial Statements.

The Audit Committee has reviewed the following:

- Annual Financial Statements for the year ended 31 March 2023 to be included in the annual report;
- Information of the audited performance information to be included in the 2022/23 annual report; and
- The Department's compliance with legal and regulatory provisions.

AUDITOR-GENERAL SOUTH AFRICA

The Shared Audit Committee has noted with concern the stagnation in as far as the audit outcome of the department with regard to the Auditor-General South Africa's report. The committee further notes significant internal control deficiencies which were identified by the AGSA under asset management and these should be given urgent attention.

CONCLUSION

The Committee would like to thank the Executive Authority, the Accounting Officer and Management, Provincial Treasury and Internal Audit team for their professionalism and support throughout the year.



Mr. M Mohlakoana

Chairperson of the Shared Audit Committee

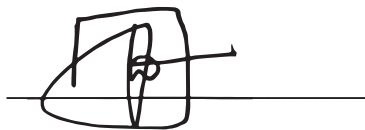
Date: 31 July 2023

13. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

The following table has been completed in accordance with the compliance to the BBBEE requirements of the BBBEE Act of 2013 and as determined by the Department of Trade, Industry and Competition.

Has the Sphere of Government / Public Entity / Organ of State applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:		
Criteria	RESPONSE YES/NO	Discussion (include a discussion on your response and indicate what measures have been taken to comply)
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law	NO	The Department is busy with the registration with the BEE Commission to ensure compliance in the future.
Developing and implementing a preferential procurement policy	NO	Preferential procurement policy is included in the Departmental SCM policy. However, the Department will develop the preferential procurement policy aside of SCM Policy.
Determining qualification criteria for the sale of state-owned enterprises	NO	The Department is busy with the registration with the BEE Commission to ensure compliance in the future.
Developing criteria for entering into partnerships with the private sector	NO	The Department is busy with the registration with the BEE Commission to ensure compliance in the future.
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment	NO	The Department is busy with the registration with the BEE Commission to ensure compliance in the future.

APPROVED BY:



ACCOUNTING OFFICER:

FREE STATE PROVINCIAL DEPARTMENT
SPORT, ARTS, CULTURE AND RECREATION

DATE: 31 July 2023



PART

D

HUMAN RESOURCE
MANAGEMENT

1. INTRODUCTION

Departments are under constant pressure to enhance their services whilst accommodating tighter budgets. The need for strategic partnerships between HRM and Managers is becoming more evident, as Human Resources Management (HRM) policies and practices play a vital role in increasing service quality, efficiency and organisational effectiveness in the Department. HRM is an important enabler for Managers to achieve the mandates and strategic objectives.

In view of that, efforts are made to ensure that the organisation is aligned with the Strategic Plan and budget whilst HR functions such as Recruitment and Selection, Performance Management and Employee Health and Wellness and Employee Relations are implemented.

2. OVERVIEW OF HUMAN RESOURCES

2.1 Status of Human Resources in the Department

For this reporting year the Department had 1189 posts of which 950 were filled with 23 being additional to the establishment.

The Department has a relatively young workforce with the majority falling between the ages of 30 to 49. The Department is reasonably aligned in terms of race targets, with 90.8% black, 6% white and 2.8% coloured. The profile of these employees was 37% Black Male, 56% Black Female, 1,5% for both Coloured males and females respectively and 1,6% White Male and 4,7% White Female.

Equity in terms of race and gender indicate that females in SMS posts has a 9% shortfall to reach 50/50 representativity, whilst overall female representation has exceeded that national target. Currently a shortfall of 0.5% is indicated for people with disabilities.

The total vacancy rate has dropped with 0.7% from the previous year to 20.1%, whilst the vacancy rate in SMS reflects 22.7%. This shall afford the Department the opportunity to perhaps address the 50/50 representativity for females in SMS positions.

The turnover rate has come down markedly from 9.5% in the previous year to 5.3% for this reporting year. This is a positive sign for workforce stability. The service terminations dropped from 96 in the previous year to 51 for this reporting year, whilst 64 appointments were made.

Having said thus, it must be mentioned that 661 employees utilised sick leave, taking 5976 days sick leave in total. It should be mentioned that 86% of these sick days were with medical certification. 512 days were taken as disability leave by 10 employees with 100% medical certification.

In the absence of the Job Evaluation system the Department had to embark on comparative studies, to determine salary levels of posts. A limited need exists for this, as 96% of all posts in the Department have been job evaluated.

2.2 Human Resources Priorities for the year under review, and the impact of these

- o A structural review and or restructuring to align the strategic plan and budget ensuring greater efficiency and effectiveness, was concluded.
- o Exit interviews and analysis of the information obtained during exit interviews was conducted

2.3 Workforce Planning and key strategies to attract and recruit a skilled and capable workforce

The purpose of strategic HR Planning is to ensure that the Department has the right people, with the right skills, all the time, the following can be considered as the HR planning strategic objectives and also priorities for the year:

- **To develop the department's organisational structure to ensure that it is aligned to the strategic requirements of the department**

The Department suffered significant budget cuts of late which ultimately rendered the approved establishment unaffordable. The approved establishment needed to achieve a cost reduction of 33% of the compensation budget to remain within the MTEF. This percentage required quite a severe reduction in the establishment, and necessitated an organisational review.

In order to obtain affordability, very few new posts were recommended as part of this review. Most of the discussions and recommendations were aimed at affordability by redesigning some jobs and forfeiting funded vacancies in favour of unfunded posts.

The adjustments to the current organisation had the intention to ensure compliance with the required standards for organisational design, in terms of alignment to the mandates, strategic plan, service delivery model and budget.

This organizational review was concluded in this reporting year, but the consultation with the Minister of Public Services and Administration, via the Office of the Premier, is still underway. Final approval and implementation, can only occur, once consultation is resolved.

- **To ensure recruitment of the right people, with the right skills, in the right place, at the right time to deliver high quality, value for money services;**

Both HR and Employee Equity Plans were developed, which priorities and targets were contained in the subsequent Recruitment Plan. To this end 64 appointments were made in the year under review.

- **To ensure a competent, productive and ethical workforce.**

In order to ensure a **competent, productive and ethical workforce**, the following measures were put in place:

- Personal Development Plans were aligned with the Workplace Skills Plan to address training needs
- Address skills gap through training
- Monitoring and evaluation of training

2.4 Employee Performance Management

Kindly note that the department does not pay cash bonus to officials due to the DPSA circular no.01 of 2019

2.5 Employee Wellness Programmes

The employee wellness unit hosted the following; this year:

Information Sessions:

- HIV/AIDS and STI and condom use
- Financial and stress management
- Mental Health

Wellness Days:

Wellness and screening in Bloemfontein

Wellness and sport in Kroonstad

Interdepartmental Sports Day**National Public Sports and Cultural Event****Employee Assistance**

The employee assistance provided counselling with referrals to 20 officials for the financial year for a variety of issues, such as stress related to work or finances, depression, alcohol abuse, physical and emotional abuse.

2.6 Human Resources achievements and challenges faced by the department, as well as future human resource plans /goals.

- **Achievements:**

Equity in terms of race indicate that department is reasonably aligned in terms targets. Although females in SMS posts indicate a 9% shortfall to reach 50/50 representativity, the overall female representation has exceeded that national target.

The turnover rate has improved markedly. Although the vacancy rate at 20.1% is markedly higher than the desired 10%, it is envisaged that this figure shall improve considerably when the proposed organisation and staff establishment is implemented, as 387 posts have been earmarked for abolishment.

HR Delegations were approved and implemented

HR Policies are current and in place

- **Challenges:**

The main challenge for the implementation of the proposed organization and staff establishment is that possible future budget cuts and or reprioritization might cause the department not to be able to fill vacant posts. This in itself could impact on services directly but delays due to possible restructuring or reorganisation of functions to accommodate this shall also impact on service delivery, meeting of objectives and set targets. This read in the context that the implementation of the new establishment might take some time and the impact on service delivery, is of concern.

• **Future human resource plans /goals**

Once the proposed organisation and staff establishment is approved, a placement exercise shall be embarked upon.

The current HR and Employment Equity Plans shall have to be reviewed to ensure proper alignment with the new organisation and staff establishment.

This in turn shall impact on the recruitment plan, which shall have to be aligned also.

The training of redesigned jobs shall have to be conducted in order to ensure employees are still fit for purpose.

3. HUMAN RESOURCES OVERSIGHT STATISTICS

3.1 Personnel related expenditure

The following tables summarises the final audited personnel related expenditure by programme and

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2022 and 31 March 2023

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Administration	112 296	85 293	433	0	14	514
Cultural Affairs	130 107	62 352	299	0	10	416
Library & Archive Services	244 900	166 346	219	0	27	321
Sport & Recreation	130 496	52 058	162	0	8	449
Total	617 799	366 049	1 113	0	59	385

Table 3.1.2 Personnel costs by salary band for the period 1 April 2022 and 31 March 2023

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (Levels 1-2)	36 570	10	177	206
Skilled (level 3-5)	96 232	26	328	293
Highly skilled production (levels 6-8)	139 308	38	335	415
Highly skilled supervision (levels 9-12)	69 203	19	92	752
Senior and Top management (levels 13-16)	24 736	7	18	1 374
Total	366 049	100	950	385

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2022 and 31 March 2023

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Administration	71 836	20	384	0	2 322	1	5 091	1
Cultural Affairs	51 516	14	143	0	2652	1	5 402	1
Library & Archive Services	136 182	37	12	0	8 672	2	15 942	4
Sport & Recreation	44 187	12	13	0	1 565	0	3 368	1
Total	303 721	83	552	0	15 211	4	29 803	8

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2022 and 31 March 2023

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)	30 515	69	0	0	2 962	8	4 779.00	13
Skilled (level 3-5)	75 200	72	70	0.1	5 580	6	11 269.00	12
Highly skilled production (levels 6-8)	116 095	77	426	0.3	5 509	4	11 366.00	8
Highly skilled supervision (levels 9-12)	59 485	84	56	0.1	1 070	2	2 263.00	3
Senior management (level 13-16)	22 426	87	0	0	90	0.4	126.00	0.5
Total	303 721	389	552	0.5	15 211	4	29 803	20.4

3.2 Employment and Vacancies

Table 3.2.1 Employment and vacancies by programme as on 31 March 2023

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration	209	166	21	8
Cultural Affairs	225	150	33	6

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Library & Archive Services	625	522	16	3
Sport & Recreation	129	112	13	6
TOTAL	1188	950	20	23

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2023

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Lower skilled (1-2)	208	177	15	1
Skilled (3-5)	409	328	20	7
Highly skilled production (6-8)	430	336	22	15
Highly skilled supervision (9-12)	118	92	22	0
Senior management (13-16)	23	17	22	0
Total	1188	950	20	23

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2023

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administrative related.	57	42	26	0
Archivists curators and related professionals.	28	19	32	0
Auxiliary and related workers.	6	5	17	0
Basic training.	21	21	0	21
Building and other property caretakers.	155	134	13	1
Cleaners in offices workshops hospitals etc..	53	45	15	0
Client informs clerks (switchb recept inform clerks).	17	16	6	0
Communication and information related.	7	4	43	0
Computer programmers.	3	3	0	0
Dieticians and nutritionists.	1	1	0	0
Finance and economics related.	1	1	0	0
Financial and related professionals.	13	10	23	0
Financial clerks and credit controllers.	14	12	14	0
Food services aids and waiters.	9	5	44	0



Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Head of department/chief executive officer.	1	0	100	0
Health sciences related.	1	1	0	0
Historians and political scientists.	4	3	25	0
Human resources & OD & relate prof.	18	15	17	0
Human resources clerks.	7	3	57	0
Human resources related.	10	10	0	0
Information technology related.	1	1	0	0
Inspectors of apprentices works and vehicles.	2	2	0	0
Language practitioners, interpreters & other commun.	21	16	24	0
Librarians and related professionals.	197	161	18	0
Library mail and related clerks.	209	181	13	0
Light vehicle drivers.	3	1	67	0
Logistical support personnel.	5	2	60	0
Material-recording and transport clerks.	9	4	56	0
Medical technicians/technologists.	12	9	25	0
Messengers, porters and deliverers.	3	2	33	0
Other administration & related clerks and organisers.	82	53	35	0
Other administrative policy and related officers.	145	109	25	1
Other information technology personnel.	12	9	25	0
Other occupations.	1	1	0	0
Quantity surveyors & related professionals not classified elsewhere.	2	1	50	0
Risk management and security services.	2	2	0	0
Safety health and quality inspectors.	1	0	100	0
Security officers.	34	29	15	0
Senior managers.	21	17	19	0
TOTAL	1188	950	20	23

3.3 Filling of SMS Posts

Table 3.3.1 SMS post information as on 31 March 2023

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Head of Department	1	0	0	1	100
Salary Level 16	1	1	100	0	0
Salary Level 15	0	0	0	0	0
Salary Level 14	4	2	50	2	50
Salary Level 13	17	15	88	2	12
Total	23	18	78	5	22

Table 3.3.2 SMS post information as on 30 September 2022

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Head of Department	1	0	0	1	100
Salary Level 16	1	1	100	0	0
Salary Level 15	0	0	0	0	0
Salary Level 14	4	2	50	2	50
Salary Level 13	17	15	82	3	18
Total	23	18	74	6	26

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2022 and 31 March 2023

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 of 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	0	0	0
Salary Level 15	0	0	0
Salary Level 14	0	0	0
Salary Level 13	0	0	0
Total	0	0	0

Table 3.3.4 Reasons for not having complied with the filling of funded vacant SMS - Advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2022 and 31 March 2023

Reasons for vacancies not advertised within six months
Budget pressure in terms of COE
One case of litigation caused post the be held in abeyance
Restructuring process was underway

Reasons for vacancies not filled within twelve months
Budget pressure in terms of COE
One case of litigation caused post the be held in abeyance
Restructuring process was underway

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 2022 and 31 March 2023

Reasons for vacancies not advertised within six months
None

Reasons for vacancies not filled within six months
None

3.4 Job Evaluation

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2022 and 31 March 2023

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower Skilled (Levels 1-2)	208	0	0	0	0	0	0
Skilled (Levels 3-5)	409	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	430	1	0.24	0	0	0	0
Highly skilled supervision (Levels 9-12)	118	2	1.75	0	0	0	0

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Senior Management Service Band A	17	0	0	0	0	0	0
Senior Management Service Band B	4	0	0	0	0	0	0
Senior Management Service Band C	0	0	0	0	0	0	0
Senior Management Service Band D	2	0	0	0	0	0	0
Total	1189	3	0.25	0	0	0	0

Table 3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2022 and 31 March 2023

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

Employees with a disability	
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Total number of employees whose positions were upgraded due to their posts being upgraded	NONE
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Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2022 and 31 March 2023

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
NONE				
Total number of employees whose salaries exceeded the level determined by job evaluation				NONE
Percentage of total employed				

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2022 and 31 March 2023

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

Employees with a disability	0	0	0	0	0
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Total number of Employees whose salaries exceeded the grades determine by job evaluation	None
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3.5 Employment Changes

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2022 and 31 March 2023

Salary band	Number of employees at beginning of period-1 April 2022	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Lower skilled (Levels 1-2)	182	7	3	2
Skilled (Levels3-5)	339	17	13	3
Highly skilled production (Levels 6-8)	330	7	17	5
Highly skilled supervision (Levels 9-12)	89	1	1	1
Senior Management Service Bands A	13	0	0	0
Senior Management Service Bands B	3	0	0	0
Senior Management Service Bands C	1	0	0	0
Total	957	64	51	5

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2022 and 31 March 2023

Critical occupation	Number of employees at beginning of period-April 2022	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Administrative related	41	0	1	2
Archivists curators and related professionals	21	0	2	10
Auxiliary and related workers	5	0	0	0
Basic training	0	22	1	0
Building and other property caretakers	137	11	8	5
Cleaners in offices workshops hospitals etc.	47	1	1	2
Client inform clerks (switchb recept inform clerks).	15	2	0	0
Communication and information related	3	0	0	0
Computer programmers. .	3	0	0	0
Dieticians and nutritionists	1	0	0	0
Finance and economics related	1	0	0	0
Financial and related professionals	9	2	0	0
Financial clerks and credit controllers.	12	1	0	0

Critical occupation	Number of employees at beginning of period-April 2022	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Food services aids and waiters.	5	1	0	0
Health sciences related	1	0	0	0
Historians and political scientists	3	0	0	0
Human resources & OD & relate prof	16	0	1	6
Human resources clerks	0	1	0	0
Human resources related	10	0	0	0
Information technology related	1	0	0	0
Inspectors of apprentices works and vehicles	2	0	0	0
Language practitioners interpreters & other commun	20	0	3	15
Librarians and related professionals	164	2	10	6
Library mail and related clerks	187	12	6	3
Light vehicle drivers	1	0	0	0
Logistical support personnel	2	0	0	0
Material-recording and transport clerks	6	0	1	17
Medical technicians/technologists	9	0	0	0
Messengers, porters and deliverers	2	1	1	50
Other administrat & related clerks and organisers	62	3	10	16
Other administrative policy and related officers	112	4	5	5
Other information technology personnel	10	0	1	10
Other occupations	1	0	0	0
Quantity surveyors & rela prof not class elsewhere	1	0	0	0
Risk management and security services	1	1	0	0
Security officers	30	0	0	0
Senior managers	16	0	0	0
TOTAL	957	64	51	5

Table 3.5.3 Reasons why staff left the department for the period 1 April 2022 and 31 March 2023

Termination Type	Number	% of Total Resignations
Death	6	13
Resignation	19	36
Expiry of contract	16	32

Termination Type	Number	% of Total Resignations
Dismissal – operational changes	0	0
Dismissal – misconduct	0	0
Dismissal – inefficiency	0	0
Discharged due to ill-health	2	4
Retirement	8	15
Transfer to other Public Service Departments	0	0
Other	0	0
Total	51	100
Total number of employees who left as a % of total employment	5	

Table 3.5.4 Promotions by critical occupation for the period 1 April 2022 and 31 March 2023

Occupation	Employees 1 April 2022	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Administrative related	41	2	5	25	59
Archivists curators and related professionals	21	0	0	15	71
Auxiliary and related workers	5	0	0	4	80
Building and other property caretakers	137	0	0	104	76
Cleaners in offices workshops hospitals etc.	47	0	0	30	64
Client inform clerks (switchboard reception inform clerks)	15	1	7	9	60
Communication and information related	3	3	100	1	33
Computer programmers.	3	0	0	3	100
Dieticians and nutritionists	1	0	0	1	100
Finance and economics related	1	0	0	0	0
Financial and related professionals	9	0	0	7	78
Financial clerks and credit controllers	12	0	0	9	75
Food services aids and waiters	5	0	0	2	40
Health sciences related	1	0	0	1	100
Historians and political scientists	3	0	0	1	33
Human resources & organisational development & related professions	16	0	0	15	94
Human resources clerks	0	2	0	0	0
Human resources related	10	0	0	7	70
Information technology related	1	0	0	0	0
Inspectors of apprentices works and vehicles	2	0	0	2	100
Language practitioners interpreters & other communication	20	0	0	12	60
Librarians and related professionals	164	12	7	124	76
Library mail and related clerks	187	1	1	163	87

Occupation	Employees 1 April 2022	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
Light vehicle drivers	1	0	0	0	0
Logistical support personnel	2	0	0	0	0
Material-recording and transport clerks	6	0	0	5	83
Medical technicians/technologists	9	0	0	9	100
Messengers, porters and deliverers	2	0	0	0	0
Other administrat & related clerks and organisers	62	1	2	33	53
Other administrative policy and related officers	112	1	1	68	61
Other information technology personnel.	10	0	0	7	70
Other occupations	1	0	0	0	0
Quantity surveyors & rela prof not class elsewhere	1	0	0	1	100
Risk management and security services	1	0	0	1	100
Security officers	30	0	0	28	93
Senior managers	16	0	0	10	63
TOTAL	957	23	2	697	73

Table 3.5.5 Promotions by salary band for the period 1 April 2022 and 31 March 2023

Salary Band	Employees 1 April 2022	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Lower skilled (Levels 1-2)	182	0	0	137	75
Skilled (Levels 3-5)	339	5	2	266	79
Highly skilled production (Levels 6-8)	330	13	4	227	69
Highly skilled supervision (Levels 9-12)	89	4	5	57	63
Senior Management (Level 13-16)	17	1	6	10	59
Total	957	23	2	697	73

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 2023

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	9	0	0	2	7	0	0	0	18
Professionals	73	6	0	6	142	3	0	24	254
Technicians and associate professionals	83	1	0	5	61	3	0	15	168
Clerks	100	3	0	1	156	4	0	5	269
Service and sales workers	21	2	0	1	27	0	0	1	52
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	2	0	0	0	0	0	0	0	2
Plant and machine operators and assemblers	1	0	0	0	0	0	0	0	1
Elementary occupations	59	1	0	0	122	4	0	0	186
Total	348	13	0	15	515	14	0	45	950
Employees with disabilities	6	0	0	1	5	0	0	2	14

Table 3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	1	0	0	0	1
Senior Management	9	0	0	2	6	0	0	0	17
Professionally qualified and experienced specialists and mid-management	38	2	0	9	25	0	0	18	92
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	121	5	0	3	176	7	0	23	335

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Semi-skilled and discretionary decision making	128	6	0	1	187	3	0	4	328
Unskilled and defined decision making	52	0	0	0	120	4	0	0	177
Total	348	13	0	15	515	14	0	45	950

Table 3.6.3 Recruitment for the period 1 April 2022 to 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	0	0	0	0	0	0	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	7	0	0	0	16	0	0	0	23
Semi-skilled and discretionary decision making	10	2	0	0	15	0	0	0	27
Unskilled and defined decision making	5	0	0	0	8	0	0	0	13
Total	23	2	0	0	39	0	0	0	64
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 3.6.4 Promotions for the period 1 April 2022 to 31 March 2023

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	6	0	0	0	5	0	0	0	11

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Professionally qualified and experienced specialists and mid-management	24	0	0	4	17	0	0	16	61
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	80	5	0	2	134	6	0	13	240
Semi-skilled and discretionary decision making	105	3	0	0	155	4	0	4	271
Unskilled and defined decision making	37	1	0	0	95	4	0	0	137
Total	252	9	0	6	406	14	0	33	720
Employees with disabilities	4	0	0	0	4	0	0	2	10

Table 3.6.5 Terminations for the period 1 April 2022 to 31 March 2023

[illegible]

Table 3.6.6 Disciplinary action for the period 1 April 2022 to 31 March 2023

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Final written warning	3	0	0	0	4	0	0	0	7
One month's suspension without salary	1	0	0	0	0	0	0	0	1
Total	4	0	0	0	4	0	0	0	8

Table 3.6.7 Skills development for the period 1 April 2022 to 31 March 2023

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	14	2	0	1	8	1	0	1	27
Professionals	76	2	0	2	163	0	0	1	244
Technicians and associate professionals	14	0	0	0	9	0	0	0	23
Clerks	16	2	0	0	43	0	0	2	63
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	1	0	0	0	9	1	0	0	11
Total	120	6	0	3	232	2	0	4	368
Employees with disabilities	1	0	0	0	1	0	0	0	2

3.7 Signing of Performance Agreements by SMS Members

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 May 2022

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/ Head of Department	1	0	0	0
Salary Level 16	1	1	1	100
Salary Level 15	0	0	0	0
Salary Level 14	4	2	1	50
Salary Level 13	17	14	9	64
Total	23	17	11	65

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 May 2022

Reasons
Non-compliance to stipulated due dates from SMS members

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 May 2022

Reasons
None, but officials who did not conclude performance agreements intime, will forfeit performance rewards for the 2022/2023 financial year

Performance Rewards

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2022 to 31 March 2023

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
Male	0	348	0	0	0
Female	0	515	0	0	0
Asian					
Male	0	0	0	0	0
Female	0	0	0	0	0
Coloured					
Male	0	13	0	0	0
Female	0	14	0	0	0
White					
Male	0	15	0	0	0
Female	0	45	0	0	0
Total	0	950	0	0	0

Number of Performance Rewards by race, gender and disability for the period 1 April 2022 to 31 March 2023	None
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Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2022 to 31 March 2023

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	0	182	0	0	0	0
Skilled (level 3-5)	0	339	0	0	0	0
Highly skilled production (level 6-8)	0	330	0	0	0	0
Highly skilled supervision (level 9-12)	0	89	0	0	0	0
Total	0	940	0	0	0	0

Number of Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2022 to 31 March 2023

None

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2022 to 31 March 2023

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
None	0	0	0	0	0
Total	0	0	0	0	0

Number of Performance Rewards by critical occupation for the period 1 April 2022 to 31 March 2023

None

Table 3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2022 to 31 March 2023

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Band A	0	15	0	0	0	0
Band B	0	2	0	0	0	0
Band C	0	0	0	0	0	0

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Band D	0	1	0	0	0	0
Total	0	18	0	0	0	0
Number of Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2022 to 31 March 2023						None

3.8 Foreign Workers

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

Employment of foreign nationals in the department in terms of salary band and major occupation	None
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Table 3.9.1 Foreign workers by salary band for the period 1 April 2022 and 31 March 2023

Salary band	01 April 2022		31 March 2023		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0	0	0	0	0	0
Highly skilled production (Lev. 6-8)	0	0	0	0	0	0
Highly skilled supervision (Lev. 9-12)	0	0	0	0	0	0
Contract (level 9-12)	0	0	0	0	0	0
Contract (level 13-16)	0	0	0	0	0	0
Total	0	0	0	0	0	0

Table 3.9.2 Foreign workers by major occupation for the period 1 April 2022 and 31 March 2023

Major occupation	01 April 2022		31 March 2023		Change	
	Number	% of total	Number	% of total	Number	% Change
None	0	0	0	0	0	0

3.9 Leave utilisation

Table 3.10.1 Sick leave for the period 1 January 2022 to 31 December 2022

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Lower Skills (Level 1-2)	1064	87	114	17	9	624
Skilled (levels 3-5)	2203	86	253	38	9	1971
Highly skilled production (levels 6-8)	2187	86	233	34	9	3185
Highly skilled supervision (levels 9-12)	443	83	53	8	8	1203
Top and Senior management (levels 13-16)	79	94	8	1	10	379
Total	5976	86	661	69	9	7362

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2022 to 31 December 2022

Salary band	Total days	% Days with Medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Lower skilled (Levels 1-2)	22	100	2	0.2	11	14
Skilled (Levels 3-5)	187	100	3	0.3	62	151
Highly skilled production (Levels 6-8)	270	100	4	0.4	68	416
Highly skilled supervision (Levels 9-12)	33	100	1	0.1	33	99
Senior management (Levels 13-16)	0	0	0	0	0	0
Total	512	100	10	1	51	680

Table 3.10.3 Annual Leave for the period 1 January 2022 to 31 December 2023

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)	3901	176	22
Skilled Levels 3-5)	7715	343	23
Highly skilled production (Levels 6-8)	7691	330	23
Highly skilled supervision (Levels 9-12)	2181	89	25
Senior management (Levels 13-16)	343	15	23
Total	21831	953	23

Table 3.10.4 Capped leave for the period 1 January 2022 to 31 December 2022

Salary band	Total days of capped leave taken	Number of Employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2023
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	0	0	0	301
Highly skilled production (Levels 6-8)	0	0	0	565
Highly skilled supervision (Levels 9-12)	0	0	0	859
Senior management (Levels 13-16)	0	0	0	38
Total	0	0	0	1763

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 2022 and 31 March 2023

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave pay-out for 2021/22 due to non-utilisation of leave for the previous cycle	920	25	37
Capped leave pay-outs on termination of service for 2022/23	28	4	7
Current leave pay-out on termination of service for 2022/23	354	14	26
Total	1302	43	28

3.10 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
The vulnerable employees: The young/youth, inters and newly appointed employees	Information session on HIV, STI and condom use as a prevention and reduce of the new infections

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

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.		No	
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.	Yes		One official and zero budget
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.	Yes		Counselling, referrals, support
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	Yes		SMS MEMBERS AS STEERING COMMITTEE: EHW COMMITTEE MEMBERS: • Paul Mosikatsana • Leslie Dibeche • Maki Matsoso • Thabiso Lichaba • Johannes Sonopo • Mantele Lesapo • Yoliswa Ma • Irene Ntuline • Baesi Ramfate • Mogorosi Tsuke • Reahile Chesane • Sibongile • Hanse Rabodinyane • Vusi Galane
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.		No	
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.		No	
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	Yes		
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.		No	

3.11 Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2022 and 31 March 2023

Subject matter	Date
Adoption of the declaration on the public service co-ordinating bargaining council summit on collective bargaining held on 28-31 March 2022 at Emperors Palace conference centre, Gauteng	22 June 2022
Amendment of resolution 2 of 2009 clause 8- Payment of pay progression	11 November 2022

Notes

- If there were no agreements, keep the heading and replace the table with the following:

Total number of Collective agreements	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 2022 and 31 March 2023

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	0	0
Verbal warning	0	0
Written warning	0	0
Final written warning	1	16.67%
Suspended without pay	1	16.67%
Fine	0	0
Demotion	0	0
Dismissal	0	0
Not guilty	3	50
Case withdrawn	1	16.67%
Total	6	100%

Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2022 and 31 March 2023

Type of misconduct	Number	% of total
Theft and dishonesty	1	25%
Breach of confidentiality	1	25%
Insubordination	1	25%
Gross negligence and contravention of Treasury Regulations	1	25%
Total	4	100%

Table 3.12.4 Grievances logged for the period 1 April 2022 and 31 March 2023

Grievances	Number	% of Total
Number of grievances resolved	4	50%
Number of grievances not resolved	4	50%
Total number of grievances lodged	8	100%

Table 3.12.5 Disputes logged with Councils for the period 1 April 2022 and 31 March 2023

Disputes	Number	% of Total
Number of disputes upheld	0	0
Number of disputes dismissed	0	0
Total number of disputes lodged	0	0
Total number of Disputes logged with Councils for the period 1 April 2022 and 31 March 2023		None

Table 3.12.6 Strike actions for the period 1 April 2022 and 31 March 2023

Total number of persons working days lost	3
Total costs working days lost	3
Amount recovered as a result of no work no pay (R'000)	1469.42

Table 3.12.7 Precautionary suspensions for the period 1 April 2022 and 31 March 2023

Number of people suspended	0
Number of people who's suspension exceeded 30 days	0
Average number of days suspended	0
Cost of suspension(R'000)	0
Total number of Precautionary suspensions for the period 1 April 2022 and 31 March 2023	None

3.12 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 2022 and 31 March 2023

Occupational category	Gender	Number of employees as at 1 April 2022	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	7	0	10	0	10
	Male	11	0	3	0	3
Professionals	Female	169	0	37	0	37
	Male	85	0	15	0	15
Technicians and associate professionals	Female	79	0	19	0	19
	Male	89	0	6	0	6
Clerks	Female	165	25	131	0	156
	Male	104	11	80	0	91

Occupational category	Gender	Number of employees as at 1 April 2022	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Service and sales workers	Female	28	0	0	0	0
	Male	24	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	3	0	3
	Male	0	0	2	0	2
Craft and related trades workers	Female	0	0	0	0	0
	Male	2	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	1	0	0	0	0
Elementary occupations	Female	126	0	2	0	2
	Male	60	0	2	0	2
Sub Total	Female	574	25	202	0	227
	Male	376	11	108	0	119
Total		950	36	310	0	346

Table 3.13.2 Training provided for the period 1 April 2022 and 31 March 2023

Occupational category	Gender	Number of employees as at 1 April 2022	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	7	0	10	0	10
	Male	11	0	17	0	17
Professionals	Female	169	0	164	0	164
	Male	85	0	80	0	80
Technicians and associate professionals	Female	79	0	9	0	9
	Male	89	0	14	0	14
Clerks	Female	165	23	22	0	22
	Male	104	11	7	0	18
Service and sales workers	Female	28	0	0	0	0
	Male	24	0	3	0	3
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	2	0	0	0	0

Occupational category	Gender	Number of employees as at 1 April 2022	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	1	0	0	0	0
Elementary occupations	Female	126	0	10	0	10
	Male	60	0	1	0	1
Sub Total	Female	574	23	215	0	238
	Male	376	11	122	0	133
Total		950	34	337	0	371

3.13 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 2022 and 31 March 2023

Nature of injury on duty	Number	% of total
Required basic medical attention only		
Temporary Total Disablement		
Permanent Disablement		
Fatal		
Total	0	0

Number of injuries on duty for the period 1 April 2022 and 31 March 2023	None
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3.14 Utilisation of Consultants

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2022 and 31 March 2023

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
NONE			

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
NONE			

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2022 and 31 March 2023

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
NONE			

Table 3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2022 and 31 March 2023

Project title	Total Number of consultants that worked on project	Duration (Work days)	Donor and contract value in Rand
NONE			

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
NONE			

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2022 and 31 March 2023

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

3.15 Severance Packages

Table 3.16.1 Granting of employee initiated severance packages for the period 1 April 2022 and 31 March 2023

Salary band	Number of applications received	Number of applications referred to the MPESA	Number of applications supported by MPESA	Number of packages approved by department
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0



Salary band	Number of applications received	Number of applications referred to the MPSA	Number of applications supported by MPSA	Number of packages approved by department
Highly skilled supervision (Levels 9-12)	0	0	0	0
Senior management (Levels 13-16)	0	0	0	0
Total	0	0	0	0
<u>Number of employee-initiated severance packages granted for the period 1 April 2022 and 31 March 2023</u>				None



PART

E

PFMA COMPLIANCE
REPORT

1. IRREGULAR, FRUITLESS AND WASTEFUL, UNAUTHORISED EXPENDITURE AND MATERIAL LOSSES

1.1. Irregular expenditure

a) Reconciliation of irregular expenditure

Description	2022/2023	2021/2022	2016-2021
	R'000	R'000	R'000
Opening balance	261 056	255 188	0
Prior Period Errors		1 133	
As Restated		256 321	
Add: Irregular expenditure confirmed	58 567	30 059	255 188
Less: Irregular expenditure condoned			
Less: Irregular expenditure not condoned and removed		(25 324)	
Less: Irregular expenditure recoverable			
Less: Irregular expenditure not recovered and written off			
Closing balance	319 623	261 056	255 188

Prior year balance has been restated with R1 083 million related to 2021/22 financial year unconfirmed irregular expenditure confirmed during 2022/23 financial year. The full extent of irregular expenditure could therefore not yet be quantified as the full population was not reviewed and will only be investigated during the next financial year, to determine the full extent thereof.

Reconciling notes

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure that was under assessment in 2022/23	1 000	14 650
Irregular expenditure that relates to 2019/20 and 2020/21 and identified in 2021/22		1 133
Irregular expenditure for the current year	58 567	30 059
Total	59 567	45 842

b) Details of current and previous year irregular expenditure (under assessment, determination, and investigation)

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure under assessment	1 000	14 650
Irregular expenditure under determination		

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure under investigation	58 567	30 059
Total	59 567	44 709

Include discussion here where deemed relevant.

c) Details of current and previous year irregular expenditure condoned

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure condoned	0.00	0.00
Total	0.00	0.00

Include discussion here where deemed relevant.

d) Details of current and previous year irregular expenditure removed - (not condoned)

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure NOT condoned and removed	0.00	25 324
Total	0.00	25 324

Include discussion here where deemed relevant.

e) Details of current and previous year irregular expenditure recovered

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure recovered	0.00	0.00
Total	0.00	0.00

Include discussion here where deemed relevant.

f) Details of current and previous year irregular expenditure written off (irrecoverable)

Description	2022/2023	2021/2022
	R'000	R'000
Irregular expenditure written off	0.00	0.00
Total	0.00	0.00

Include discussion here where deemed relevant.

g) Details of non-compliance cases where an institution is involved in an inter-institutional arrangement (where such institution is not responsible for the non-compliance)

Not applicable

h) Details of non-compliance cases where an institution is involved in an inter-institutional arrangement (where such institution is responsible for the non-compliance)

Not applicable

i) Details of current and previous year disciplinary or criminal steps taken as a result of irregular expenditure

Not applicable

1.2. Fruitless and wasteful expenditure

a) Reconciliation of fruitless and wasteful expenditure

Description	2022/2023	2021/2022	2014-2021
	R'000	R'000	R'000
Opening balance	11 249	10 668	0
Add: Fruitless and wasteful expenditure confirmed	11	581	10 668
Less: Fruitless and wasteful expenditure written off			
Less: Fruitless and wasteful expenditure recoverable			
Closing balance	11 260	11 249	10 668

Fruitless expenditure emanated from late cancellation of an event and accommodation.

Reconciling notes

Description	2022/2023	2021/2022	2014-2021
	R'000	R'000	R'000
Fruitless and wasteful expenditure for the current year	11	581	10 668
Total	11	581	10 668

b) Details of current and previous year fruitless and wasteful expenditure (under assessment, determination, and investigation)

Description	2022/2023	2021/2022
	R'000	R'000
Fruitless and wasteful expenditure under determination	0	0
Total	0	0

Fruitless expenditure emanated from late cancellation of an event and accommodation.

c) Details of current and previous year fruitless and wasteful expenditure recovered

Description	2022/2023	2021/2022
	R'000	R'000
Fruitless and wasteful expenditure recovered	0.00	0.00
Total	0.00	0.00

Include discussion here where deemed relevant.

d) Details of current and previous year fruitless and wasteful expenditure not recovered and written off

None

e) Details of current and previous year disciplinary or criminal steps taken as a result of fruitless and wasteful expenditure

None

1.3. Unauthorised expenditure

a) Reconciliation of unauthorised expenditure

Not applicable

Reconciling notes

Not applicable

b) Details of current and previous year unauthorised expenditure (under assessment, determination, and investigation)

Not applicable

1.4. Additional disclosure relating to material losses in terms of PFMA Section 40(3)(b)(i) &(iii))

None

a) Details of other material losses

Nature of other material losses	2022/2023	2021/2022
	R'000	R'000
<i>(Group major categories, but list material items)</i>		
Ex-employee overpayment	148	223
Total	148	223

Steps were taken to recover the amount through the State Attorney. However, the debt per case were minimal and irrecoverable. All cases written off were older than three years.

b) Other material losses recovered

None

c) Other material losses written off

Nature of losses	2022/2023	2021/2022
	R'000	R'000
Supplier Debt		7 042
SARS Penalties	5	
Total	5	7 042

Include discussion here where deemed relevant.

2. LATE AND/OR NON-PAYMENT OF SUPPLIERS

Description	Number of invoices	Consolidated Value
		R'000
Valid invoices received	2336	157 307
Invoices paid within 30 days or agreed period	2303	155 457
Invoices paid after 30 days or agreed period	33	1 849
Invoices older than 30 days or agreed period (<i>unpaid and without dispute</i>)	0	0.00
Invoices older than 30 days or agreed period (<i>unpaid and in dispute</i>)	4	1 548

The wrong invoice stamp dates and late disbursement impacted negative on 30 days payment and disputed invoices were based on amount invoices and not communicated with relevant authorities

3. SUPPLY CHAIN MANAGEMENT

3.1. Procurement by other means

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract R'000
3M Security System (Book detection)	CSX Customer Services	Sole Service Provider	N/A	3 206
SUBSCRIPTION TO SABINET ONLINE SERVICES (RENEWAL)	SABINET ONLINE	Sole Service Provider	N/A	4 008
SUBSCRIPTION TO OVERDRIVE DIGITAL SUBSCRIPTION	BOOKTALK	Sole Service Provider	N/A	3 249
SUBSCRIPTION FOR ONLINE BRITANNICA LIBRARY EDITION FOR ALL PUBLIC LIBRARIES	TRIDENT DIGITAL ENTERPRISES	Sole Service Provider	N/A	2 311
Total				12 774

3.2. Contract variations and expansions

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
				R'000	R'000	R'000
Conversion of existing basement into a Recording Studio in Kroonstad – Building Works	Sebedisa Group	Variation	SCM INFRA/003B/2021	3 269	0.00	445
New Van Stadensrus Library	TBF412	Variation	SCM-INFRA/007/2021	12 863	0.00	1 967
Total						2 413



REPORT OF THE AUDITOR-GENERAL

This is the auditor's report as issued by AGSA.

ANNUAL FINANCIAL STATEMENTS

Insert the department's word version of the audited annual financial statements.

Report of the auditor-general to the Free State Provincial Legislature on vote no. 12: Department of Sport, Arts, Culture and Recreation

Report on the audit of the financial statements

Qualified opinion

1. I have audited the financial statements of the Department of Sport, Arts, Culture and Recreation set out on pages 170 to 223, which comprise the appropriation statement, statement of financial position as at 31 March 2023, statement of financial performance, and cash flow statement, including a summary of significant accounting policies.
2. In my opinion, except for the effects of the matter described in the basis for qualified opinion section of this auditors report, the financial statements present fairly, in all material respects, the financial position of the Department of Sport, Arts, Culture and Recreation as at 31 March 2023 and its financial performance and cash flows for the year then ended in accordance with Modified Cash Standard (MCS) prescribed by the National Treasury and the requirements of the Public Finance Management Act 1 of 1999 (PFMA) and the Division of Revenue Act 5 of 2022 (Dora).

Basis for qualified

Movable tangible capital assets

3. The department did not account for all items of movable tangible capital assets and minor assets in accordance with the requirements of chapter 11 of the MCS, *Capital assets* due to inadequate asset count processes. I was unable to determine the full extent of the understatement of movable tangible capital assets, stated at R83 032 000 (2022: R82 665 000) in note 27 and minor assets stated at R245 120 000 (2022: R241 417 000) in note 27.2 to the financial statements, as it was impracticable to do so.

Context for opinion

4. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.
5. I am independent of the department in accordance with the International Ethics Standards Board for Accountants' *International code of ethics for professional accountants (including International Independence Standards)* (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.

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

Emphasis of matters

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

Restatement of corresponding figures

8. As disclosed in note 31 to the financial statements, the corresponding figures for 31 March 2022 were restated as a result of an error in the financial statements of the department at, and for the year ended, 31 March 2023.

Claim against the department

9. With reference to note 17 to the financial statements, the department is the defendant in a lawsuit. The department is opposing the claim, as it believes that no services were received pertaining to the claim. The ultimate outcome of the matter could not be determined and no provision for any liability that may result was made in the financial statements.

Irregular expenditure

10. As disclosed in note 23 to the financial statements, the department incurred irregular expenditure of R58 567 000 (2022: R31 142 000), due to non-compliance with supply chain management (SCM) requirements. In addition, the full extent of irregular expenditure is still in the process of being determined.

Other matter

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

National Treasury Instruction Note 4 of 2022-2023: PFMA Compliance and Reporting Framework

12. On 23 December 2022, the National Treasury issued Instruction Note 4 of 2022-23, which came into effect on 3 January 2023, in terms of section 76(1)(b), (e) and (f), 2(e) and (4)(a) and (c) of the PFMA. The instruction note deals with the PFMA compliance and reporting framework and addresses, amongst others, the disclosure of unauthorised expenditure, irregular expenditure and fruitless and wasteful expenditure. Irregular expenditure and fruitless and wasteful expenditure incurred in prior financial years and not yet addressed no longer need to be disclosed in the disclosure notes to the annual financial statements. Only the current year and prior year figures are disclosed in note 23 to the financial statements of the department. Movements in respect of irregular expenditure and fruitless and wasteful expenditure also no longer need to be disclosed in the notes to the annual financial statements. The disclosure of these movements (e.g. condoned, recoverable, removed, written off, under assessment, under determination and under investigation) is now included as part of the other information in the annual report of the department. I do not express an opinion on the disclosure of irregular expenditure and fruitless and wasteful expenditure in the annual report.

Responsibilities of the accounting officer for the financial statements

13. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the MCS and the requirements of the PFMA and Dora and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
14. In preparing the financial statements, the accounting officer is responsible for assessing the department's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the department or to cease operations, or has no realistic alternative but to do so.

Responsibilities of the auditor-general for the audit of the financial statements

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

Report on the annual performance report

17. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance information against predetermined objectives for the selected material performance indicators presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.
18. I selected the following material performance indicators related to library and archive services presented in the annual performance report for the year ended 31 March 2023. I selected those indicators that measure the department's performance on its primary mandated functions and that are of significant national, community or public interest.
 - Number of libraries provided and managed
 - Number of new library materials procured
 - Number of libraries established per year
 - Number of new library materials procured: public libraries
 - Number of new library materials procured: Dual purpose (school) libraries

- Number of buildings where alarm systems are provided and maintained
- Number of libraries where electronic gates are provided and maintained
- Number of book clubs supported
- Number of records data coded

19. I evaluated the reported performance information for the selected material performance indicators against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the department's planning and delivery on its mandate and objectives.

20. I performed procedures to test whether:

- the indicators used for planning and reporting on performance can be linked directly to the department's mandate and the achievement of its planned objectives
- the indicators are well defined and verifiable to ensure that they are easy to understand and apply consistently and that I can confirm the methods and processes to be used for measuring achievements
- the targets linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
- the indicators and targets reported on in the annual performance report are the same as what was committed to in the approved initial or revised planning documents
- the reported performance information is presented in the annual performance report in the prescribed manner
- there are adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.

21. I performed the procedures for the purpose of reporting material findings only.

22. The material findings on the performance information of the selected material performance indicators are as follows:

Number of libraries provided and managed

23. The planned target for this indicator was 190. However, the target was not specific in that it was not indicated how it would be measured or when it should be delivered. Consequently, the information might be less useful for measuring performance.

Other matters

24. I draw attention to the matters below.

Achievement of planned targets

25. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- and underachievements. This information should be considered in the context of the material findings on the reported performance information.

Material misstatements

26. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information for library and archive services. Management did not correct all of the misstatements and I reported material findings in this regard.

Report on compliance with legislation

27. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting officer is responsible for the department's compliance with legislation.
28. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.
29. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the department, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.
30. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

Annual financial statements

31. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework as required by section 40(1) (b) of the PFMA. Material misstatements identified by the auditors in the submitted financial statements were not adequately corrected, which resulted in the financial statements receiving a qualified opinion.

Strategic planning and performance management

32. Specific information systems were not implemented to enable the monitoring of progress made towards achieving targets, core objectives and service delivery as required by public service regulation 25(1)(e)(i) and (iii).

Revenue management

33. Effective and appropriate steps were not taken to collect all money due, as required by section 38(1)(c)(i) of the PFMA.

Expenditure management

34. Payments were not made within 30 days or an agreed period after receipt of an invoice, as required by treasury regulation 8.2.3.
35. Effective and appropriate steps were not taken to prevent irregular expenditure, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1. The value, as disclosed in note 23 to the financial statements, is not complete as management was still in the process of quantifying the full extent of the irregular expenditure. The majority of the irregular expenditure was caused by non-compliance with supply chain management requirements.

Asset management

36. Proper control systems were not in place at the department to ensure the safeguarding / maintenance of assets, as required by treasury regulation 10.1.1(a).

Transfer of funds

37. Appropriate measures were not maintained to ensure that transfers and subsidies to entities were applied for their intended purposes, as required by treasury regulation 8.4.1.

Consequence management

38. I was unable to obtain sufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred irregular expenditure as required by section 38(1)(h)(iii) of the PFMA. This was because investigations into irregular expenditure were not performed.

Procurement and contract management

39. Some of the 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 regulation 16A9.1(d).
40. Invitations for competitive bidding were not advertised for a required minimum period, as required by treasury regulation 16A6.3(c).
41. I was unable to obtain sufficient appropriate audit evidence that contracts were awarded to bidders in an economical manner and/or prices for the goods or services were reasonable as required by PFMA 38(1)(b). This non-compliance was identified in the procurement processes for the cultural festival.
42. Procurement by other means was not provided in the SCM policy of the institution or did not cover at least the minimum requirements as required by paragraphs 4.3 and 4.4 of National Treasury PFMA SCM Instruction 3 of 2021-22.

Other information in the annual report

- a. The accounting officer is responsible for the other information included in the annual report. The other information referred to does not include the financial statements, the auditor's report and those selected material indicators in the scoped-in programme presented in the annual performance report that have been specifically reported on in this auditor's report.
- b. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
- c. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected material indicators in the scoped-in programme presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
- d. The other information I obtained prior to the date of this auditor's report is the disclosures included in the annual report for unauthorised, irregular, fruitless and wasteful expenditure, and the other information outstanding in the annual report is expected to be made available to us after 31 July 2023.
- e. If, based on the work I have performed on the other information that I obtained prior to the date of this auditor's report, I conclude that there is a material misstatement of this other information, I am required to report that fact.
- f. When I do receive and read the annual report of outstanding information, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal control deficiencies

43. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
44. The matters reported below are limited to the significant internal control deficiencies that resulted in the basis for the qualified opinion, the material findings on the annual performance report and the material findings on compliance with legislation included in this report.
45. Management did not adequately implement appropriate follow-up actions to address the root causes of the findings reported in the previous year.
46. No consequence management was in place to hold individuals accountable for the non-performance of internal control responsibilities.

47. Management did not regularly review and monitor compliance with laws and regulations and internally designed policies and procedures. This resulted in significant compliance findings that could have been prevented. Management did not adequately prepare accurate and complete financial reports that were supported and evidenced by reliable information, as material adjustments were made to the submitted financial statements.

Other reports

48. I draw attention to the following engagements conducted by various parties. These reports did not form part of my opinion on the financial statements or my findings on the reported performance information or compliance with legislation.
49. The Directorate for Priority Crime Investigation (Hawks) was investigating allegations of fraud and corruption relating to the Macufe tender awarded during the financial year of assessment 2022-23. The investigation was still in progress at the date of this auditor's report.

Auditor-General

Bloemfontein

31 July 2023



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence



Annexure to the auditor's report

1. The annexure includes the following:
 - the auditor-general's responsibility for the audit
 - the selected legislative requirements for compliance testing.

Auditor-general's responsibility for the audit

Professional judgement and professional scepticism

2. As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected material performance indicators and on the department's compliance with selected requirements in key legislation.

Financial statements

3. In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:
 - identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control
 - obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the department's internal control
 - evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
 - conclude on the appropriateness of the use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the department to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a department to cease operating as a going concern
 - evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. I am responsible for the direction, supervision and performance of the group audit. I remain solely responsible for my audit opinion.

Communication with those charged with governance

4. I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.
5. I also provide the accounting officer with a statement that I have complied with relevant ethical requirements regarding independence and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.

Compliance with legislation – selected legislative requirements

6. The selected legislative requirements are as follows:

Legislation and regulations	Sections or regulations
Public Finance Management Act 1 of 1999	Sections 1; 38(1)(a)(iv); 38(1)(b);38(1)(c);38(1)(c)(i); 38(1)(c)(ii) Sections 38(1)(d); 38(1)(h)(iii); Section 39(1)(a); 39(2)(a); 40(1)(a);40(1)(b) Sections 40(1)(c)(i); 43(4); 44; 44 (1) & (2); 45(b); 50(3); 50(3)(a)
Treasury Regulations	Regulations 4.1.1; 4.1.3; 5.1.1; 5.2.1; 5.2.3(a); 5.2.3(d); 5.3.1 Regulations 6.3.1(a); 6.3.1(b); 6.3.1(c'); 6.3.1(d); 6.4.1(b); 7.2.1 Regulations 8.1.1; 8.2.1; 8.2.2; 8.2.3; 8.4.1; 9.1.1; 9.1.4; 10.1.1(a) Regulations 10.1.2; 11.4.1; 11.4.2; 11.5.1; 12.5.1; 15.10.1.2(c) Regulations 16A 6.1; 16A 6.2(a),(b) & (e); 16A 6.3(a) Regulations 16 A6.3(b); 16 A 6.3(c);16 A6.3(d); Regulations 16A 6.3(e); 16A 6.4; 16A 6.5; 16A 6.6; 16A 7.1 Regulations 16A 7.3; 16A 7.6; 16A 7.7; 16 A8.2(1) & (2) Regulations 16A 8.3 16A 8.3 (d); 16A 8.4; 16A 9; 16A 9.1 Regulations 16A 9.1(b)(ii);16A9.1(c); 16A 9.1(d); 16A 9.1(e) Regulations 16 A9.2; 16A 9.2(a)(ii) &(iii); 16 A9.1(f) Regulations 17.1.1; 18.2; 19.8.4
Division of Revenue Act 5 of 2022	Sections 11(6)(a); 12(5); 16(1); 16(3); 16(3)(a)(i); 16(3)(a)(ii)(bb)
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)
Public Service Regulations	Regulations 18; 18(1); 18(2); 25(1)(e)(i); 25(1)(e)(iii)
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations	Regulations 17; 25(7A)
Preferential Procurement Policy Framework Act 5 of 2000	Sections 2.1(a); 2.1(b); 2.1(f)
Preferential Procurement Regulations of 2017	Regulations 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; 6.5; 6.6; 7.1; 7.2 Regulations 7.3; 7.5; 7.6; 8.2; 8.5; 9.1; 9.2; 12.1; 12.2
Preferential Procurement Regulations of 2022	Regulations 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4
State Information Technology Agency Act 88 of 1998	Section 7(3)
National Treasury Instruction No 1 of 2015-16	Paragraph 3.1; 4.1; 4.2
National Treasury instruction note 4 of 2015-16	Paragraph 3.4
National Treasury Instruction Note 1 of 2021-22	Paragraph 4.1
Second amendment to National Treasury Instruction Note 5 of 2020-21	Paragraphs 4.8; 4.9; 5.1; 5.3
Erratum to National Treasury Instruction Note 5 of 2020-21	Paragraph 1; 2
National Treasury PFMA SCM Instruction 11 of 2020-21	Paragraph 3.1; 3.4(b); 3.9
National Treasury PFMA SCM Instruction 2 of 2021-22	Paragraph 3.2.1; 3.2.4(a); 3.3.1
National Treasury PFMA SCM Instruction 3 of 2021-22	Paragraph 4.3; 4.4; 4.4(a);4.4(c) & (d)
National Treasury Practice Note 7 of 2009-10	Paragraph 4.1.2

PART

F

FINANCIAL
INFORMATION



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

DEPARTMENT SPORT, ARTS, CULTURE AND RECREATION

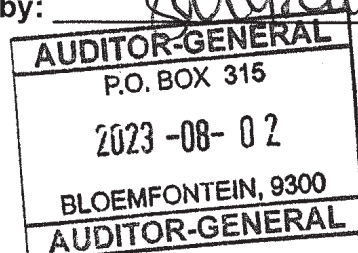
For the year ended
31 March 2023

Date authorised for issue:

02/08/2023

Authorised by:

[Signature]





**(NAME OF NATIONAL/PROVINCIAL DEPARTMENT)
VOTE**

**ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

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DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12

APPROPRIATION STATEMENT
for the year ended 31 March 2023

Appropriation per programme									
Voted funds and direct charges	2022/23					2021/22			
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Administration	113 955	-	-	113 955	112 296	1 659	98.5%	106 117	104 654
2. Cultural Affairs	145 060	-	-	145 060	130 107	14 953	89.7%	129 660	121 720
3. Library and Archives Services	249 741	-	-	249 741	244 900	4 841	98.1%	243 311	239 006
4. Sport and Recreation	130 854	-	-	130 854	130 496	358	99.7%	144 414	137 800
Subtotal	639 610	-	-	639 610	617 799	21 811	96.6%	623 502	603 180
Statutory Appropriation	-	-	-	-	-	-	-	-	-
TOTAL	639 610	-	-	639 610	617 799	21 811	96.6%	623 502	603 180

Aid assistance

420

436

Actual amounts per statement of financial performance (total revenue)

640 030

623 938

Add: Aid assistance

617 799

112

Actual amounts per statement of financial performance (total expenditure)

617 799

603 292

2023

DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12

APPROPRIATION STATEMENT
for the year ended 31 March 2023

Appropriation per economic classification		2022/23					2021/22		
Economic classification	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	554 513	(7 892)	-	546 621	532 437	14 184	97.4%	513 772	502 824
Compensation of employees	374 186	(1 333)	-	372 853	366 049	6 804	98.2%	356 501	356 499
Goods and services	180 322	(6 554)	-	173 768	166 388	7 380	95.7%	157 271	146 325
Transfers and subsidies	41 926	2 693	-	44 619	44 560	59	99.9%	52 642	52 599
Provinces and municipalities	7 500	-	-	7 500	7 500	-	100.0%	14 500	14 500
Departmental agencies and accounts	500	-	-	500	500	-	100.0%	500	500
Non-profit institutions	31 125	-	-	31 125	31 103	22	99.9%	21 249	21 219
Households	2 801	2 693	-	5 494	5 457	37	99.3%	16 393	16 380
Payments for capital assets	43 171	5 047	-	48 218	40 649	7 569	84.3%	49 823	40 492
Buildings and other fixed structures	33 250	4 447	-	37 697	31 717	5 980	84.1%	36 372	27 372
Machinery and equipment	9 921	545	-	10 466	8 877	1 589	84.8%	13 432	13 114
Software and other intangible assets	-	55	-	55	55	-	100.0%	19	6
Payments for financial assets	-	152	-	152	153	(1)	100.7%	7 265	7 265
Total	639 610	-	-	639 610	617 799	21 811	96.6%	623 502	603 180

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DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12

APPROPRIATION STATEMENT
for the year ended 31 March 2023

Programme 1: ADMINISTRATION									
	2022/23					2021/22			
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Office of the MEC	46 657	800	-	47 457	46 505	952	98.0%	45 457	44 688
2. Corporate Services	67 298	(800)	-	66 498	65 791	707	98.9%	60 660	59 966
Total for sub programmes	113 955	-	-	113 955	112 296	1 659	98.5%	106 117	104 654
Economic classification									
Current payments	111 288	(2 357)	-	108 931	107 565	1 366	98.7%	101 465	100 120
Compensation of employees	86 692	(63)	-	86 629	85 293	1 336	98.5%	81 941	81 941
Goods and services	24 591	(2 289)	-	22 302	22 272	30	99.9%	19 524	18 179
Interest and rent on land	5	(5)	-	-	-	-	-	-	-
Transfers and subsidies	159	508	-	667	667	-	100.0%	999	999
Households	159	508	-	667	667	-	100.0%	999	999
Payments for capital assets	2 508	1 815	-	4 323	4 030	293	93.2%	3 652	3 534
Machinery and equipment	2 508	1 760	-	4 268	3 975	293	93.1%	3 642	3 528
Software and other intangible assets	-	55	-	55	55	-	100.0%	10	6
Payments for financial assets	-	34	-	34	34	-	100.0%	1	1
Total	113 955	-	-	113 955	112 296	1 659	98.5%	106 117	104 654

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DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12

APPROPRIATION STATEMENT
for the year ended 31 March 2023

Programme 2: CULTURAL AFFAIRS		2022/23					2021/22		
	Approved Budget R'000	Shifting of Funds R'000	Virement R'000	Final Budget R'000	Actual Expenditure R'000	Variance R'000	Expenditure as % of final budget %	Final Budget R'000	Actual expenditure R'000
Sub programme									
1. Management	3 655	(221)	-	3 434	3 273	161	95.3%	3 431	3 407
2. Arts and Culture	95 752	54	-	95 806	82 184	13 622	85.8%	80 792	73 668
3. Museum Services	34 765	271	-	35 036	34 603	433	98.8%	34 464	33 911
4. Heritage Resource Services	4 206	146	-	4 352	3 879	473	89.1%	4 071	3 832
5. Language Services	6 682	(250)	-	6 432	6 168	264	95.9%	6 902	6 902
Total for sub programmes	145 060	-	-	145 060	130 107	14 953	89.7%	129 660	121 720
Economic classification									
Current payments	122 600	(19 19)	-	120 681	111 913	8 768	92.7%	103 603	102 196
Compensation of employees	64 677	(52)	-	64 625	62 353	2 272	96.5%	62 824	64 579
Goods and services	57 923	(1 867)	-	56 056	49 560	6 496	88.3%	40 779	37 617
Transfers and subsidies	14 231	2 192	-	16 423	16 375	48	99.7%	15 134	15 091
Departmental agencies and accounts	500	-	-	500	500	-	100.0%	500	500
Non-profit institutions	12 800	-	-	12 800	12 780	20	99.8%	7 150	7 120
Households	931	2 192	-	3 123	3 095	28	99.1%	7 484	7 471
Payments for capital assets	8 229	(302)	-	7 927	1 789	6 138	22.6%	10 733	4 243
Buildings and other fixed structures	6 444	-	-	6 444	1 161	5 283	18.0%	9 622	3 395
Machinery and equipment	1 785	(302)	-	1 483	628	855	42.3%	1 111	848
Payments for financial assets	-	29	-	29	30	(1)	103.4%	190	190
Total	145 060	-	-	145 060	130 107	14 953	89.7%	129 660	121 720

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DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12

APPROPRIATION STATEMENT
for the year ended 31 March 2023

Programme 3: LIBRARY AND ARCHIVES SERVICES									
	2022/23					2021/22			
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Management	8 617	2 883	-	11 500	8 646	2 854	75.2%	11 548	11 548
2. Library Services	233 162	(2 883)	-	230 279	228 780	1 499	99.3%	224 377	220 230
3. Archives	7 962	-	-	7 962	7 474	488	93.9%	7 386	7 228
Total for sub programmes	249 741	-	-	249 741	244 900	4 841	99.1%	243 311	239 006
Economic classification									
Current payments	226 123	(2 826)	-	223 297	219 366	3 931	98.25	213 909	210 283
Compensation of employees	170 218	(181)	-	170 037	166 346	3 691	97.8%	162 223	159 115
Goods and services	55 905	(2 645)	-	53 260	53 020	240	99.5%	51 686	51 168
Transfers and subsidies	8 568	181	-	8 749	8 740	9	99.9%	15 792	15 792
Provinces and municipalities	7 500	-	-	7 500	7 500	-	100.0%	14 500	14 500
Non-profit institutions	1 000	-	-	1 000	1 000	-	100.0%	1 000	1 000
Households	66	181	-	249	240	9	96.45	292	292
Payments for capital assets	15 050	2 625	-	17 675	16 775	900	94.9%	13 609	12 930
Buildings and other fixed structures	9 963	3 565	-	13 528	12 883	645	92.5%	5 581	4 573
Machinery and equipment	5 067	(940)	-	4 147	3 892	255	93.9%	8 019	8 357
Payments for financial assets	-	20	-	20	19	1	95.0%	1	1
Total	249 741	-	-	249 741	244 900	4 841	98.1%	243 311	239 006

DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12

APPROPRIATION STATEMENT
for the year ended 31 March 2023

Programme 4: SPORT AND RECREATION									
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	2021/22	
	R'000	R'000	R'000	R'000	R'000	R'000	%	Final Budget	Actual expenditure
Sub programme									
1. Management	9 213	(1 814)	-	7 399	7 398	1	100.0%	8 765	8 765
2. Sport	50 252	671	-	50 923	50 826	97	99.8%	69 693	64 410
3. Recreation	36 916	(72)	-	36 844	36 723	121	99.7%	35 112	34 238
4. School Sport	34 473	1 215	-	35 688	35 549	139	99.6%	30 824	30 367
Total for sub programmes	130 854	-	-	130 854	130 496	358	99.7%	144 414	137 800
Economic classification									
Current payments	94 502	(790)	-	93 712	93 593	119	99.9%	94 795	90 225
Compensation of employees	52 599	(1 037)	-	51 562	52 057	(495)	101.0%	49 513	50 884
Goods and services	41 903	247	-	42 150	41 536	614	98.5%	45 282	39 361
Transfers and subsidies	18 968	(188)	-	18 780	18 778	2	100.0%	20 717	20 717
Non-profit institutions	17 325	-	-	17 325	17 323	2	100.0%	13 099	13 099
Households	1 643	(188)	-	1 455	1 455	-	100.0%	7 618	7 618
Payments for capital assets	17 384	909	-	18 293	18 055	238	98.7%	21 829	19 785
Buildings and other fixed structures	16 843	882	-	17 725	17 673	52	99.7%	21 169	19 404
Machinery and equipment	541	27	-	568	382	186	67.3%	660	381
Payments for financial assets	-	69	-	69	70	(1)	101.4%	7 073	7 073
Total	130 854	-	-	130 854	130 496	358	99.7%	144 414	137 800

AM

**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12**

**NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2023**

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

Detail of these transactions can be viewed in the note on Transfers and Subsidies, and Annexure 1A-H of the Annual Financial Statements.

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

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

3. Detail on payments for financial assets

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

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

4.1 Per programme

	Final Budget	Actual Expenditure	Variance	Variance as a % of Final Budget
	R'000	R'000	R'000	%

Administration	113 955	112 296	1 659	1%
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Underspending is due to delay in filling vacancies.

Cultural Affairs	145 060	130 107	14 953	10%
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Underspending is due to outstanding MACUFE payment and Infrastructure spending, lapsed tender validity period and accordingly bid will be subjected to re-advertising.

Library and Archives Services	249 741	244 900	4 841	2%
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Underspending is due to delay in filling vacancies.

Sport and Recreation	130 854	130 496	358	0%
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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12**

**NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2023**

4.2 Per economic classification

Economic classification	Final Budget	Actual Expenditure	Variance	Variance as a % of Final Budget
	R'000	R'000	R'000	%
Current payments				
Compensation of employees	373 358	366 049	7 309	2%
Goods and services	173 768	166 388	7 380	4%
Transfers and subsidies				
Provinces and municipalities	7 500	7 500	-	0%
Departmental agencies and accounts	500	500	-	0%
Non-profit institutions	31 125	31 103	22	0%
Households	5 494	5 457	37	0%
Payments for capital assets				
Buildings and other fixed structures	38 385	31 717	6 668	17%
Machinery and equipment	10 368	8 877	1 491	14%
Payments for financial assets	152	153	(1)	(1%)

Underspending is due to delay in filling vacancies. Underspending is due to outstanding MACUFE payment and Infrastructure spending, lapsed tender validity period and accordingly bid will be subjected to re-advertising.

4.3 Per conditional grant

	Final Budget	Actual Expenditure	Variance	Variance as a percentage of Final Budget
	R'000	R'000	R'000	%
Mass Participatin & Sport Development Grant	41 695	41 694	1	0%
Community Library Services	183 761	183 760	1	0%
EPWP	2 106	2 106	-	0%

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12**

**STATEMENT OF FINANCIAL PERFORMANCE
for the year ended 31 March 2023**

	Note	2022/23 R'000	2021/22 R'000
REVENUE			
Annual appropriation	1	639 610	623 502
Aid assistance	3	420	436
TOTAL REVENUE		640 030	623 938
EXPENDITURE			
Current expenditure			
Compensation of employees	4	366 049	356 499
Goods and services	5	166 388	146 325
Aid assistance	3	-	112
Total current expenditure		532 437	502 936
Transfers and subsidies			
Transfers and subsidies	7	44 560	52 599
Total transfers and subsidies		44 560	52 599
Expenditure for capital assets			
Tangible assets	8	40 594	40 486
Intangible assets	8	55	6
Total expenditure for capital assets		40 649	40 492
Payments for financial assets	6	153	7 265
TOTAL EXPENDITURE		617 799	603 292
SURPLUS/(DEFICIT) FOR THE YEAR		22 231	20 646
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds		21 811	20 322
Annual appropriation		21 809	20 320
Conditional grants		2	2
Aid assistance	3	420	324
SURPLUS/(DEFICIT) FOR THE YEAR		22 231	20 646

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12**

**STATEMENT OF FINANCIAL POSITION
as at 31 March 2023**

	Note	2022/23 R'000	2021/22 R'000
ASSETS			
Current assets		25 633	33 945
Cash and cash equivalents	9	25 241	32 348
Prepayments and advances	10	-	1 289
Receivables	11	392	308
Non-current assets		274	789
Prepayments and advances	10	16	-
Receivables	11	258	789
TOTAL ASSETS		25 907	34 734
LIABILITIES			
Current liabilities		25 671	34 654
Voted funds to be surrendered to the Revenue Fund	12	24 112	26 951
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	13	885	7 204
Payables	14	254	175
Aid assistance unutilised	3	420	324
TOTAL LIABILITIES		25 671	34 654
NET ASSETS		236	80
Recoverable revenue		236	80
TOTAL		236	80

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DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12

STATEMENT OF CHANGES IN NET ASSETS
as at 31 March 2023

	Note	2022/23 R'000	2021/22 R'000
Recoverable revenue			
Opening balance		80	204
Transfers:		156	(124)
Irrecoverable amounts written off		(5)	(7 042)
Debts revised		-	(34)
Debts recovered (included in departmental revenue)		(43)	(90)
Debts raised		204	7 042
Closing balance		236	80
TOTAL		236	80

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12**

**CASH FLOW STATEMENT
for the year ended 31 March 2023**

	Note	2022/23 R'000	2021/22 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		645 286	632 578
Annual appropriation funds received	1.1	639 610	623 502
Departmental revenue received	2	5 222	8 585
Interest received	2.3	34	55
Aid assistance received	3	420	436
Net (increase)/decrease in net working capital		1 268	4 782
Surrendered to Revenue Fund		(36 225)	(56 868)
Surrendered to RDP Fund/Donor		(324)	(156)
Current payments		(532 437)	(502 936)
Payments for financial assets		(153)	(7 265)
Transfers and subsidies paid		(44 560)	(52 599)
Net cash flow available from operating activities	15	32 855	17 536
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	8	(40 649)	(40 492)
(Increase)/decrease in non-current receivables	11	531	272
Net cash flow available from investing activities		(40 118)	(40 220)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/(decrease) in net assets		156	(124)
Net cash flows from financing activities		156	(124)
Net increase/(decrease) in cash and cash equivalents		(7 107)	(22 808)
Cash and cash equivalents at beginning of period		32 348	55 156
Cash and cash equivalents at end of period	16	25 241	32 348

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12**

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

PART A: ACCOUNTING POLICIES

Summary of significant accounting policies

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

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

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

1.	Basis of preparation The financial statements have been prepared in accordance with the Modified Cash Standard.
2.	Going concern The financial statements have been prepared on a going concern basis.
3.	Presentation currency Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department
4.	Rounding Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R'000).
5.	Foreign currency translation Cash flows arising from foreign currency transactions are translated into South African Rands using the spot exchange rates prevailing at the date of payment / receipt.
6.	Comparative information
6.1	Prior period comparative information Prior period comparative information has been presented in the current year's financial statements. Where necessary figures included in the prior period financial statements have been reclassified to ensure that the format in which the information is presented is consistent with the format of the current year's financial statements.
6.2	Current year comparison with budget A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.
7.	Revenue
7.1	Appropriated funds Appropriated funds comprises of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation). Appropriated funds are recognised in the statement of financial performance on the date the



**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

	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. Appropriated funds are measured at the amounts receivable. The net amount of any appropriated funds due to / from the relevant revenue fund at the reporting date is recognised as a payable / receivable in the statement of financial position.
7.2	Departmental revenue Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the relevant revenue fund, unless stated otherwise. Departmental revenue is measured at the cash amount received. In-kind donations received are recorded in the notes to the financial statements on the date of receipt and are measured at fair value. Any amount owing to the relevant revenue fund at the reporting date is recognised as a payable in the statement of financial position.
7.3	Accrued departmental revenue Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when: - it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and - the amount of revenue can be measured reliably. The accrued revenue is measured at the fair value of the consideration receivable. Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents. Write-offs are made according to the department's debt write-off policy.
8.	Expenditure
8.1	Compensation of employees
8.1.1	Salaries and wages Salaries and wages are recognised in the statement of financial performance on the date of payment.
8.1.2	Social contributions Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment. Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.
8.2	Other expenditure Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold. Donations made in kind are recorded in the notes to the financial statements on the date of

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

	transfer and are measured at cost or fair value.
8.3	Accruals and payables not recognised Accruals and payables not recognised are recorded in the notes to the financial statements at cost or fair value at the reporting date.
8.4	Leases
8.4.1	Operating leases Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment. Operating lease payments received are recognised as departmental revenue. The operating lease commitments are recorded in the notes to the financial statements.
8.4.2	Finance leases Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment. Finance lease payments received are recognised as departmental revenue. The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions. Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of: • cost, being the fair value of the asset; or • the sum of the minimum lease payments made, including any payments made to acquire ownership at the end of the lease term, excluding interest.
9.	Aid assistance
9.1	Aid assistance received Aid assistance received in cash is recognised in the statement of financial performance when received. In-kind aid assistance is recorded in the notes to the financial statements on the date of receipt and is measured at fair value. CARA Funds are recognised when receivable and measured at the amounts receivable. Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.
9.2	Aid assistance paid Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.
10.	Cash and cash equivalents Cash and cash equivalents are stated at cost in the statement of financial position. Bank overdrafts are shown separately on the face of the statement of financial position as a current liability. For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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11.	Prepayments and advances Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash. Prepayments and advances are initially and subsequently measured at cost. Payments are expensed when the service is rendered and invoices are received.
12.	Receivables Loans and receivables are recognised in the statement of financial position at cost plus accrued interest, where interest is charged, less amounts already settled or written-off. Write-offs are made according to the department's write-off policy.
13.	Financial assets
13.1	Financial assets (not covered elsewhere) A financial asset is recognised initially at its cost plus transaction costs that are directly attributable to the acquisition or issue of the financial asset. 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.
13.2	Impairment of financial assets Where there is an indication of impairment of a financial asset, an estimation of the reduction in the recorded carrying value, to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset, is recorded in the notes to the financial statements.
14.	Payables Payables recognised in the statement of financial position are recognised at cost.
15.	Capital assets
15.1	Immovable capital assets Immovable assets reflected in the asset register of the department are recorded in the notes to the financial statements at cost or fair value where the cost cannot be determined reliably. Immovable assets acquired in a non-exchange transaction are recorded at fair value at the date of acquisition. Immovable assets are subsequently carried in the asset register at cost and are not currently subject to depreciation or impairment. Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use. Additional information on immovable assets not reflected in the assets register is provided in the notes to financial statements.
15.2	Movable capital assets Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition. Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined, the movable assets are measured at R1.

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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	All assets acquired prior to 1 April 2005 (or a later date as approved by the OAG) may be recorded at R1. Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment. Biological assets are subsequently carried at fair value. Subsequent expenditure that is of a capital nature forms part of the cost of the existing asset when ready for use.
15.3	Intangible capital assets Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition. Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project. Where the cost of intangible assets cannot be determined reliably, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1. All assets acquired prior to 1 April 2005 (or a later date as approved by the OAG) may be recorded at R1. Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.
15.4	Project costs: Work-in-progress Expenditure of a capital nature is initially recognised in the statement of financial performance at cost when paid. Amounts paid towards capital projects are separated from the amounts recognised and accumulated in work-in-progress until the underlying asset is ready for use. Once ready for use, the total accumulated payments are recorded in an asset register. Subsequent payments to complete the project are added to the capital asset in the asset register. Where the department is not the custodian of the completed project asset, the asset is transferred to the custodian subsequent to completion.
16.	Provisions and contingents
16.1	Provisions Provisions are recorded in the notes to the financial statements when there is a present legal or constructive obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.
16.2	Contingent liabilities Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department or when there is a present obligation that is not recognised because it is not probable

**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12**

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

	that an outflow of resources will be required to settle the obligation or the amount of the obligation cannot be measured reliably.
16.3	Contingent assets Contingent assets are recorded in the notes to the financial statements when a possible asset arises from past events, and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department.
16.4	Capital commitments Capital commitments are recorded at cost in the notes to the financial statements.
17.	Unauthorised expenditure Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure. Unauthorised expenditure is recognised in the statement of changes in net assets until such time as the expenditure is either: • approved by the Provincial Legislature with funding and the related funds are received; or • approved by the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or • transferred to receivables for recovery. Unauthorised expenditure recorded in the notes to the financial statements comprise of • unauthorised expenditure that was under assessment in the previous financial year; • unauthorised expenditure relating to previous financial year and identified in the current year; and • Unauthorised incurred in the current year.
18.	Fruitless and wasteful expenditure Fruitless and wasteful expenditure receivables are recognised in the statement of financial position when recoverable. The receivable is measured at the amount that is expected to be recovered and is de-recognised when settled or subsequently written-off as irrecoverable. Fruitless and wasteful expenditure is recorded in the notes to the financial statements when and at amounts confirmed, and comprises of • fruitless and wasteful expenditure that was under assessment in the previous financial year; • fruitless and wasteful expenditure relating to previous financial year and identified in the current year; and • fruitless and wasteful expenditure incurred in the current year.
19.	Irregular expenditure Losses emanating from irregular expenditure are recognised as a receivable in the statement of financial position when recoverable. The receivable is measured at the amount that is expected to be recovered and is de-recognised when settled or subsequently written-off as irrecoverable. Irregular expenditure is recorded in the notes to the financial statements when and at amounts confirmed and comprises of: • irregular expenditure that was under assessment in the previous financial year; • irregular expenditure relating to previous financial year and identified in the current year; and

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

	irregular expenditure incurred in the current year.
20.	Changes in accounting estimates and errors Changes in accounting estimates are applied prospectively in accordance with MCS requirements. Correction of errors is applied retrospectively in the period in which the error has occurred in accordance with MCS requirements, except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the error. In such cases the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.
21.	Events after the reporting date Events after the reporting date that are classified as adjusting events have been accounted for in the financial statements. The events after the reporting date that are classified as non-adjusting events after the reporting date have been disclosed in the notes to the financial statements.
22.	Principal-Agent arrangements The department is party to a principal-agent arrangement with INFINI3 and Origa. In terms of the arrangement the department is the principal and is responsible for paying the stipends to the agents (INFINI3 and Origa) who facilitates payments to the EPWP beneficiaries. The department is party to a principal arrangement with Non Profit Institution (FSSC). All related revenues, expenditure, 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 statement where appropriated.
23.	Departures from the MCS requirements Management has concluded that the financial statements present fairly the department's primary and secondary information; that the department complied with the standard, there are no instances of departure from the standard.
24.	Capitalisation reserve The capitalisation reserve comprises of financial assets and/or liabilities originating in a prior reporting period but which are recognised in the statement of financial position for the first time in the current reporting period. Amounts are 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.
25.	Recoverable revenue Amounts are recognised as recoverable revenue when a payment made in a previous financial year becomes recoverable from a debtor in the current financial year. Amounts are either transferred to the National/Provincial Revenue Fund when recovered or are transferred to the statement of financial performance when written-off.
26.	Related party transactions Related party transactions within the MEC's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length. The full compensation of key management personnel is recorded in the notes to the financial statements.

**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

27.	Inventories At the date of acquisition, inventories are recognised at cost in the statement of financial performance. Where inventories are acquired as part of a non-exchange transaction, the inventories are measured at fair value as at the date of acquisition. Inventories are subsequently measured at the lower of cost and net realisable value or where intended for distribution (or consumed in the production of goods for distribution) at no or a nominal charge, the lower of cost and current replacement value. The cost of inventories is assigned by using the weighted average cost basis.
28.	Employee benefits The value of each major class of employee benefit obligation (accruals, payables not recognised and provisions) is recorded in the Employee benefits note. Accruals and payables not recognised for employee benefits are measured at cost or fair value at the reporting date. The provision for employee benefits is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
VOTE 12**

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

PART B: EXPLANATORY NOTES

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:

	2022/23			2021/22		
	Final Budget	Actual Funds Received	Funds not requested / not received	Final Budget	Appropriation Received	Funds not requested / not received
Programmes	R'000	R'000	R'000	R'000	R'000	R'000
Administration	113 955	113 955	-	112 156	112 156	-
Cultural Affairs	145 060	145 060	-	129 660	129 660	-
Library and Archives Services	249 741	249 741	-	243 311	243 311	-
Sport and Recreation	130 854	130 854	-	138 375	138 375	-
Total	639 610	639 610	-	623 502	623 502	-

1.2. Conditional grants

	2022/23	2021/22
Note	R'000	R'000
Total grants received	33 227 562	209 926
Provincial grants included in total grants received	-	-

**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

2. Departmental revenue

		2022/23	2021/22
	Note	R'000	R'000
Sales of goods and services other than capital assets	2.1	4 630	1 472
Fines, penalties and forfeits	2.2	16	17
Interest, dividends and rent on land	2.3	34	55
Transactions in financial assets and liabilities	2.5	576	7 096
Total revenue collected		5 256	8 640
Less: Own revenue included in appropriation	13	5 256	8 640
Total		-	-

2.1. Sales of goods and services other than capital assets

		2022/23	2021/22
	Note	R'000	R'000
Sales of goods and services produced by the department		4 630	1 468
Sales by market establishment		4 630	1 468
Sales of scrap, waste and other used current goods		-	4
Total	2	4 630	1 472

Increase is due to MACUFE tickets sales

2.2. Fines, penalties and forfeits

		2022/23	2021/22
	Note	R'000	R'000
Penalties		16	17
Total	2	16	17

2.3. Interest, dividends and rent on land

		2022/23	2021/22
	Note	R'000	R'000
Interest		34	55
Total	2	34	55

**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

2.4. Transactions in financial assets and liabilities

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Receivables		61	7 078
Other receipts including Recoverable Revenue		515	18
Total	2	576	7 096

The amount disclosed include revenue of prior year received in the current year.

2.4.1. Donations received in-kind (not included in the main note or sub note)

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Mthombothi Studies		-	5
Total		-	5

3. Aid assistance

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Opening balance		324	156
As restated		324	156
Transferred from statement of financial performance		420	324
Paid during the year		(324)	(156)
Closing balance		420	324

3.1. Analysis of balance by source

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Aid assistance from other sources		420	324
Closing balance	3	420	324

3.2. Analysis of balance

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Aid assistance unutilised		420	324
Closing balance	3	420	324

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

3.3. Aid assistance expenditure per economic classification

	2022/23	2021/22
	R'000	R'000
Current	-	112
Total aid assistance expenditure	-	112

4. Compensation of employees

4.1. Analysis of balance

	2022/23	2021/22
	R'000	R'000
Basic salary	239 918	235 558
Performance award	528	1 988
Service based	1 179	1 057
Compensative/circumstantial	4 711	2 680
Other non-pensionable allowances	57 385	57 308
Total	303 721	298 591

4.2. Social contributions

	2022/23	2021/22
	R'000	R'000
Employer contributions		
Pension	32 417	29 803
Medical	29 803	27 517
Bargaining council	108	588
Total	62 328	57 908
Total compensation of employees	366 049	356 499
Average number of employee	946	975

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

5. Goods and services

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Administrative fees		1 427	2 039
Advertising		3 085	4 008
Minor assets	5.1	5 062	4 738
Bursaries (employees)		545	109
Catering		2 114	1 721
Communication		5 838	5 655
Computer services	5.2	10 127	11 703
Consultants: Business and advisory services	5.9	265	386
Legal services		497	850
Contractors		38 757	29 305
Agency and support / outsourced services		4 157	3 259
Entertainment		20	17
Audit cost - external	5.3	6 621	8 482
Fleet services		4 784	3 169
Inventories	5.4	8 212	8 417
Consumables	5.5	6 835	9 712
Operating leases		7 055	7 319
Property payments	5.6	36 881	28 922
Rental and hiring		2	16
Transport provided as part of the departmental activities		2 920	969
Travel and subsistence	5.7	17 667	10 912
Venues and facilities		385	349
Training and development		1 174	2 043
Other operating expenditure	5.8	1 958	2 225
Total		166 388	146 325

Included in Contractors are payments for MACUFE and District activations festivals during 2022/23 financial year. Travel and subsistence include Accommodation for non-employee and employee. Property payments include maintenance and security payments (169 libraries within the province).

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**DEPARTMENT OF SPORT, ARTS, CULTURE AND RECREATION
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

5.1. Minor assets

	2022/23	2021/22
<i>Note</i>	R'000	R'000
Tangible capital assets	4 649	4 229
Machinery and equipment	4 649	4 229
Intangible capital assets	413	509
Software	413	509
Total	5 062	4 738

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5.2. Computer services

	2022/23	2021/22
<i>Note</i>	R'000	R'000
SITA computer services	6 467	9 029
External computer service providers	3 660	2 674
Total	10 127	11 703

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5.3. Audit cost - external

	2022/23	2021/22
<i>Note</i>	R'000	R'000
Regularity audits	6 621	8 482
Total	6 621	8 482

5

Decrease is due to less hours that was spent on the audit.

5.4. Inventories

	2022/23	2021/22
<i>Note</i>	R'000	R'000
Clothing material and accessories	5 309	4 425
Food and food supplies	172	97
Learning, teaching and support material	209	101
Materials and supplies	2 522	3 794
Total	8 212	8 417

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5.5. Consumables

	2022/23	2021/22
	R'000	R'000
Consumable supplies	2 637	4 223
Uniform and clothing	83	143
Household supplies	2 186	3 416
Building material and supplies	254	36
Communication accessories	1	2
IT consumables	4	4
Other consumables	109	622
Stationery, printing and office supplies	4 198	5 489
Total	6 835	9 712

5

Decrease in consumables is due to ease of COVID19 restrictions.

5.6. Property payments

	2022/23	2021/22
	R'000	R'000
Municipal services	2 429	1
Property maintenance and repairs	33 926	28 440
Other	526	481
Total	36 881	28 922

5

Municipal amount disclosed is related to Mmabana Arts Centre electricity Bill that was outstanding from 2019/20 to date and paid during 2022/23 financial year. Public Works is in the process of taking over the property in order to assist the Department with the payment in the future. Property payments include maintenance and security of 169 libraries within the province.

5.7. Travel and subsistence

	2022/23	2021/22
	R'000	R'000
Local	17 667	10 912
Total	17 667	10 912

5

Increase is due to the split of the School sport championships (summer and winter sport), non-employee and employee accommodations required were more than the previous year.

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5.8. Other operating expenditure

		2022/23	2021/22
	Note	R'000	R'000
Professional bodies, membership and subscription fees		788	802
Resettlement costs		45	28
Other		1 125	1 395
Total	5	1 958	2 225

5.9. Remuneration of members of a commission or committee of inquiry (Included in Consultants: Business and advisory services)

		2022/23	2021/22
	Note	R'000	R'000
Name of Commission / Committee of Inquiry	5		
Audit Committee appointed until 31/12/2022		-	135
Audit Committee		247	86
Risk Committee		17	16
Total		264	237

6. Payments for financial assets

		2022/23	2021/22
	Note	R'000	R'000
Other material losses written off	6.2	148	223
Debts written off	6.3	5	7 042
Total		153	7 265

6.1. Other material losses

		2022/23	2021/22
	Note	R'000	R'000
Nature of other material losses			
Ex employee overpayment		148	223
Total	6	148	223

6.2. Debts written off

		2022/23	2021/22
	Note	R'000	R'000
Nature of debts written off			
Recoverable revenue written off		-	7 042
SARS Penalties		5	-
Total debt written off	6	5	7 042

Debt was written off due to prescription period as stated in the debt policy.

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7. Transfers and subsidies

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Provinces and municipalities	34	7 500	14 500
Departmental agencies and accounts	Annex 1B	500	500
Non-profit institutions	Annex 1F	31 103	21 219
Households	Annex 1G	5 457	16 380
Total		44 560	52 599

Decrease is due to reprioritisation to Goods and Services.

8. Expenditure for capital assets

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Tangible capital assets		40 594	40 486
Buildings and other fixed structures	29	31 717	27 372
Machinery and equipment	27	8 877	13 114
Intangible capital assets		55	6
Software	28	55	6
Total		40 649	40 492

3.1. Analysis of funds utilised to acquire capital assets - Current year

	2022/23		
Name of entity	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible capital assets	40 594	-	40 594
Buildings and other fixed structures	31 717	-	31 717
Machinery and equipment	8 877	-	8 877
Intangible capital assets	55	-	55
Software	55	-	55
Total	40 649	-	40 649

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8.2. Analysis of funds utilised to acquire capital assets - Prior year

Name of entity	2021/22	
	Voted funds R'000	Aid assistance R'000
Tangible capital assets	40 486	-
Buildings and other fixed structures	27 372	-
Machinery and equipment	13 114	-
Intangible capital assets	6	-
Software	6	-
Total	40 492	-

8.3. Finance lease expenditure included in Expenditure for capital assets

	2022/23 R'000	2021/22 R'000
<i>Note</i>		
Tangible capital assets		
Machinery and equipment	7 593	12 019
Total	7 593	12 019

Finance lease includes data and photocopy machines for 169 libraries and cellphones for employees.
Decrease is due to the lease contract of the photocopy machines that has expired and cellphone contract that is cost effective.

9. Cash and cash equivalents

	2022/23 R'000	2021/22 R'000
<i>Note</i>		
Consolidated Paymaster General Account	25 128	32 239
Cash receipts	-	1
Cash on hand	113	108
Total	25 241	32 348

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10. Prepayments and advances

		2022/23	2021/22
	<i>Note</i>	R'000	R'000
Prepayments (Not expensed)	10.2	-	1 273
Advances paid (Not expensed)	10.1	16	16
Total		16	1 289

Analysis of Total Prepayments and advances

Current Prepayments and advances	-	1 273
Non current Prepayments and advances	16	16
Total	16	1 289

10.1. Advances paid (Not expensed)

	2022/23				
	Amount as at 1 April 2022	Less: Amounts expensed in current year	Add / Less: Other	Add Current year advances	Amount as at 31 March 2023
<i>Note</i>	R'000	R'000	R'000	R'000	R'000
Other institutions	16	-	-	-	16
Total	16	-	-	-	16

	2021/22				
	Amount as at 1 April 2021	Less: Amounts expensed in current year	Add / Less: Other	Add Current year advances	Amount as at 31 March 2022
<i>Note</i>	R'000	R'000	R'000	R'000	R'000
Other institutions	16	-	-	-	16
Total	16	-	-	-	16

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023**

10.2. Prepayments (Not expensed)

		2022/23				
		Amount as at 1 April 2022	Less: Amounts expensed in current year	Add / Less: Other	Add Current year prepay- ments	Amount as at 31 March 2023
	Note	R'000	R'000	R'000	R'000	R'000
Transfers and subsidies		1 273	(811)	(462)	-	-
Total		1 273	(811)	(462)	-	-

		2021/22				
		Amount as at 1 April 2021	Less: Amounts expensed in current year	Add / Less: Other	Add Current year prepay- ments	Amount as at 31 March 2022
	Note	R'000	R'000	R'000	R'000	R'000
Transfers and subsidies		6 065	(5 254)	-	462	1 273
Total		6 065	(5 254)	-	462	1 273

The amount expensed are Covid19 payments to artists and athletes during 2021/22 financial year and unspent funds only paid to the department bank account back during 2022/23 financial year.

11. Receivables

		2022/23			2021/22		
		Current	Non- current	Total	Current	Non- current	Total
	Note	R'000	R'000	R'000	R'000	R'000	R'000
Claims recoverable	11.1	90	-	90	71	622	693
Staff debt	11.2	302	258	560	237	167	404
Total		392	258	650	308	789	1 097

11.1. Claims recoverable

		2022/23	2021/22
	Note	R'000	R'000
Provincial departments		90	71
Households and non-profit institutions		-	622
Total	11	90	693

Included in claims recoverable is Inter departmental claims not recovered at year end.

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11.2. Staff debt

	2022/23	2021/22
	R'000	R'000
<i>Note</i>		
Breach of Contract	170	12
Salary Overpayment	350	387
Leave discounting	38	5
Tax	2	-
Total	560	404

12. Voted funds to be surrendered to the Revenue Fund

	2022/23	2021/22
	R'000	R'000
<i>Note</i>		
Opening balance	26 951	61 948
As restated	26 951	61 948
Transferred from statement of financial performance (as restated)	21 811	20 322
Paid during the year	(24 650)	(55 319)
Closing balance	24 112	26 951

The Department received R2.3 million from Provincial Treasury for funds that were surrendered more in the prior years.

12.1 Reconciliation on unspent conditional grants

	2022/23	2021/22
	R'000	R'000
<i>Note</i>		
Total conditional grants received	227 562	209 926
Total conditional grants spent	(227 560)	(209 924)
Unspent conditional grants to be surrendered	2	2
Due by the Provincial Revenue Fund	2	2

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

	2022/23	2021/22
	R'000	R'000
Opening balance	7 204	113
As restated	7 204	113
Own revenue included in appropriation	5 256	8 640
Paid during the year	(11 575)	(1 549)
Closing balance	885	7 204

Decrease due to decrease in debt written off.

14. Payables - current

	2022/23	2021/22
	R'000	R'000
Clearing accounts	254	175
Total	254	175

14.1 Clearing accounts

	2022/23	2021/22
	R'000	R'000
Sal: GEHS Refund Account	254	175
Total	254	175

Amount emanated from the housing allowances from Persal interfaced on 29 March 2023 to be refunded to the officials during the month of April 2023 .

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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15. Net cash flow available from operating activities

	2022/23	2021/22
	R'000	R'000
<i>Note</i>		
Net surplus/(deficit) as per Statement of Financial Performance	22 231	20 646
Add back non-cash/cash movements not deemed operating activities	10 624	(3 110)
(Increase)/decrease in receivables	(84)	5
(Increase)/decrease in prepayments and advances	1 273	4 792
Increase/(decrease) in payables - current	79	(15)
Proceeds from sale of capital assets	40 649	40 492
Surrenders to Revenue Fund	(36 225)	(56 868)
Surrenders to RDP Fund/Donors	(324)	(156)
Own revenue included in appropriation	5 256	8 640
Net cash flow generating	32 855	17 536

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

	2022/23	2021/22
	R'000	R'000
<i>Note</i>		
Consolidated Paymaster General account	25 128	32 239
Cash receipts	-	1
Cash on hand	113	108
Total	25 241	32 348

17. Contingent liabilities and contingent assets

17.1 Contingent liabilities

			2022/23	2021/22
Liable to	Nature	<i>Note</i>	R'000	R'000
Claims against the department		<i>Annex 3B</i>	11 999	13 295
Intergovernmental payables		<i>Annex 5</i>	-	2 136
Total			11 999	15 431

The department and the service provider are contesting a claim where service provider is claiming to have provided services to the Department. The ultimate outcome of the matter could not be determined and no provision for any liability that may result was made in the financial statements.

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17.2 Contingent assets

Nature of contingent asset	Note	2022/23 R'000	2021/22 R'000
Amadwala Construction		19	19
Total		19	19

The amount disclosed is due to the damage of government property and the case is still with the State attorney for further handling and conclusion.

18. Capital commitments

	Note	2022/23 R'000	2021/22 R'000
Buildings and other fixed structures		31 179	55 903
Total		31 179	55 903

The capital expenditure commitments run over a period of three years. Decrease is due to the reduction in Infrastructure budget.

19. Accruals and payables not recognised

19.1 Accruals

		30 Days	2022/23 30+ Days	Total	2021/22 Total
Listed by economic classification	Note	R'000	R'000	R'000	R'000
Goods and services		215	169	384	2 232
Other		-	-	-	2 872
Total		215	169	384	5 104

	Note	2022/23 R'000	2021/22 R'000
Listed by programme level			
Programme 1: Administration		90	2 116
Programme 2: Cultural Affairs		52	442
Programme 3: Library and Archives Services		88	1 933
Programme 4: Sport and Recreation		154	613
Total		384	5 104

Accruals are invoices received after year end.

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19.2 Payables not recognised

	<i>Note</i>	2022/23			2021/22
		30 Days	30+ Days	Total	Total
Listed by economic classification		R'000	R'000	R'000	R'000
Goods and services		55	3 566	3 621	1 283
Capital assets		688	-	688	177
Other					
Total		743	3 566	4 309	1 460

	<i>Note</i>	2022/23	2021/22
Listed by programme level		R'000	R'000
Programme 1: Administration		18	111
Programme 2: Cultural Affairs		3 582	417
Programme 3: Library and Archives Services		21	44
Programme 4: Sport and Recreation		688	888
Total		4 309	1 460

Payables are invoices received before year end but not paid.

	<i>Note</i>	2022/23	2021/22
Included in the above totals are the following:		R'000	R'000
Confirmed balances with other government entities	<i>Annex 5</i>	906	1 107
Total		906	1 107

20. Employee benefits

	<i>Note</i>	2022/23	2021/22
		R'000	R'000
Leave entitlement		17 362	21 048
Service bonus		10 285	9 773
Capped leave		2 649	2 661
Other		385	475
Total		30 681	33 957

At this stage the department is not able to reliably measure the long term portion of the long service awards. Included in the leave entitlement amount are credits, which are leave taken by officials more than they are entitled to on pro-rata basis for the full leave cycle.

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21. Lease commitments

21.1 Operating leases

	2022/23				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-		3 380	3 964
Later than 1 year and not later than 5 years	-	-	-	2 199	3 201
Total lease commitments	-	-	-	5 579	7 165

	2021/22				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	2 984	2 984
Later than 1 year and not later than 5 years	-	-	-	3 696	3 696
Total lease commitments	-	-	-	6 680	6 680

Represent rental of vehicles from Government Motor Transport.

21.2 Finance leases

	2022/23				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	1 322	1 322
Later than 1 year and not later than 5 years	-	-	-	3 076	3 076
Total lease commitments	-	-	-	4 398	4 398

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	Specialised military equipment	Land	2021/22 Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	4 706	4 706
Later than 1 year and not later than 5 years	-	-	-	144	144
Total lease commitments	-	-	-	4 850	4 850

Represent cellphones, 3G and photocopiers that are leased from the service providers with which the department has 24 – 48 months contracts.

22. Accrued departmental revenue

	Note	2022/23 R'000	2021/22 R'000
Sales of goods and services other than capital assets		1 744	177
Interest, dividends and rent on land		636	594
Total		2 380	771

Increase due to the outstanding MACUFE revenue still to be paid to the department.

22.1 Analysis of accrued departmental revenue

	Note	2022/23 R'000	2021/22 R'000
Opening balance		771	1 488
Less: amounts received		177	-
Add: amounts recorded		1 786	533
Less: amounts written off/reversed as irrecoverable		-	1 250
Closing balance		2 380	771

Due to the MACUFE outstanding court case department did not receive all outstanding revenue from the service provider and additional interest earned on IDT account.

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22.2 Accrued departmental revenue written off

		2022/23	2021/22
Nature of losses	Note	R'000	R'000
PSS/Oxytone: Macufe Cup		-	1 250
Total		-	1 250

23. Unauthorised, Irregular and Fruitless and wasteful expenditure

		2022/23	2021/22
	Note	R'000	R'000
Irregular expenditure - current year		58 567	31 142
Fruitless and wasteful expenditure - current year		11	581
Total		58 578	31 723

Prior year balance has been restated with R1 083 million related to 2021/22 financial year unconfirmed irregular expenditure confirmed during 2022/23 financial year. The full extent of irregular expenditure could therefore not yet be quantified as the full population was not reviewed and will only be investigated during the next financial year, to determine the full extent thereof.

24. Related party transactions

Transfer payments, as disclosed in Annexure 1F, were made to the following entities:

Free State Heritage Council (preservative of Free State Heritage).
Free State Arts and Culture Council (promotion of arts and culture).
Free State Sport Confederation (coordination of major sport bodies).
NPI Academies.

Free State: Five (5) District Sport Councils.

There were no related party transactions between the MEC and the Department except for remuneration aid in line with the Ministerial Handbook.

There were no related party transactions between the Department and the Key Management Personnel except for remuneration paid in terms of their employment contracts.

Salaries of Key Management Personnel and their families are disclosed in Note 25 of the Annual Financial Statement.

25. Key management personnel

	2022/23	2021/22
	R'000	R'000
Political office bearers (<i>provide detail below</i>)	2 096	2 000
Levels 14 (incl CFO if at a lower level)	2 930	4 150
Level 13	5 255	4 112
Family members of key management personnel	1 274	1 327
Total	11 555	11 589

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Programme managers and those who are acting as programme managers within the department were used as a guide in determining individuals who have significant influence in the department. Furthermore, Directors that held acting positions during the current year were considered as individuals with significant influence in the department because of the acting positions.

26. Provisions

	2022/23	2021/22
	<i>Note</i> R'000	R'000
Infrastructure Retention	8 408	7 559
Legal Fees	564	
Total	8 972	7 559

Retention will be released in line with the applicable contracts. Legal fees incurred due to court case

26.1 Reconciliation of movement in provisions - Current year

	2022/23				
	Infra Retention	Legal Fees	Provision 3	Provision 4	Total provisions
	R'000	R'000	R'000	R'000	R'000
Opening balance	7 559	564	-	-	8 123
Increase in provision	849				849
Closing balance	8 408	564	-	-	8 972

Reconciliation of movement in provisions - Prior year

	2021/22			
	Infra Retention	Provision 2	Provision 3	Total provisions
	R'000	R'000	R'000	R'000
Opening balance	7 608	-	-	7 608
Settlement of provision	(49)	-	-	(49)
Closing balance	7 559	-	-	7 559

Retention will be released in line with the applicable contracts.

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27. Movable Tangible Capital Assets

**MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR
ENDED 31 MARCH 2023**

	2022/23				
	Opening balance	Value adjustments	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
HERITAGE ASSETS	217	-	-	-	217
Heritage assets	217	-	-	-	217
MACHINERY AND EQUIPMENT	82 451	-	1 295	931	82 815
Computer equipment	32 846	-	1 047	555	33 338
Furniture and office equipment	18 403	-	46	125	18 324
Other machinery and equipment	31 202	-	202	251	31 153
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	82 668	-	1 295	931	83 032

Movable Tangible Capital Assets under investigation

	Note	Number	Value R'000
Included in the above total of the movable tangible capital assets per the asset register that are under investigation:			
Machinery and equipment		834	11 798

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MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR
ENDED 31 MARCH 2022

	2021/22				
	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
HERITAGE ASSETS	268	-	-	51	217
Heritage assets	268	-	-	51	217
MACHINERY AND EQUIPMENT	87 541	1 023	1 101	7 217	82 448
Computer equipment	35 339	247	825	3 565	32 846
Furniture and office equipment	18 112	1 086	72	870	18 400
Other machinery and equipment	34 090	(310)	204	2 782	31 202
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	87 809	1 023	1 101	7 268	82 665

27.1 Prior period error

Nature of prior period error	Note	2021/22 R'000
Relating to 2020/21 (affecting the opening balance)		1 023
Computer		247
Furniture and office equipment		1 086
Other machinery		(310)
Total prior period errors		1 023

27.2 Minor assets

MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31
MARCH 2023

	2022/23					
	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	-	3 084	1 035	237 298	-	241 417
Additions	-	377	-	6 150	-	6 527
Disposals	-	-	(2)	(2 822)	-	(2 824)
Total Minor assets	-	3 461	1 033	240 626	-	245 120

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	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	15 461	-	-	15 461
Number of minor assets at cost	-	11 867	18 057	2 880 020	-	2 909 944
Total number of minor assets	-	11 867	33 518	2 880 020	-	2 925 405

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2022

	2021/22					
	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	-	2 636	1 189	234 294	-	238 119
Prior period error	-	6	(4)	(2)	-	-
Additions	-	526	-	6 489	-	7 015
Disposals	-	(84)	(150)	(3 483)	-	(3 717)
Total Minor assets	-	3 084	1 035	237 398	-	241 417

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	15 461	-	-	15 461
Number of minor assets at cost	-	10 164	17 833	2 868 122	-	2 896 119
Total number of minor assets	-	10 164	33 294	2 868 122	-	2 911 580

7.2.1 Prior period error

Nature of prior period error

Relating to 2020/21 (affecting the opening balance)

Intangible

Machinery and Equipment

Heritage Assets

Total prior period errors

Note

2021/22

R'000

-
6
(2)
(4)
-

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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27.3 Movable tangible capital assets written off

MOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2023

	2022/23					
	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
Assets written off	-	-	-	918	-	918
Total movable assets written off	-	-	-	918	-	918

Assets written off represents assets lost and approved to be removed from the asset register during period under the review.

MOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2022

	2021/22					
	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
Assets written off	-	-	-	5 311	-	5 311
Total movable assets written off	-	-	-	5 311	-	5 311

CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2022

	2021/22			
	Opening balance 1 April 2021	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2022
	R'000	R'000	R'000	R'000
Machinery and equipment	-	23 299	23 299	-
Total	-	23 299	23 299	-

Note

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28. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2023

	2022/23			
	Opening balance	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000
SOFTWARE	810	80	-	890
TOTAL INTANGIBLE CAPITAL ASSETS	810	80	-	890

28.1 MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2022

	2021/22				
	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	812	-	6	8	810
TOTAL INTANGIBLE CAPITAL ASSETS	812	-	6	8	810

29. Immovable Tangible Capital Assets

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2023

	2022/23			
	Opening balance	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	690 588	28 147	16 823	701 912
Non-residential buildings	690 588	28 147	16 823	701 912
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	690 588	28 147	16 823	701 912

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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29.1 MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2022

	2021/22				
	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	634 966	-	55 622	-	690 588
Non-residential buildings	634 966	-	55 622	-	690 588
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	634 966	-	55 622	-	690 588

**29.2 Immovable tangible capital assets: Capital Work-in-progress
CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2023**

	2022/23			
	Opening balance 1 April 2022	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2023
	R'000	R'000	R'000	R'000
Buildings and other fixed structures	131 231	31 717	28 147	134 801
Total	131 231	31 717	28 147	134 801

CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2022

			2021/22		
	Opening balance 1 April 2021	Prior period error	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2022
Note	R'000	R'000	R'000	R'000	R'000
Buildings and other fixed structures	136 181	-	27 373	32 323	131 231
Total	136 181	-	50 672	32 323	131 231

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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30. Principal-agent arrangements

30.1 Department acting as the principal

	Note	2022/23 R'000	2021/22 R'000
Infini3		1 144	787
Free State Academy		-	200
Origa		1 725	-
Free State Sport Confederation		892	-
Total		3 761	987

The department is party to a principal-agent arrangement with Origa Trading and infin3. In terms of the arrangement the department is the principal and is responsible for paying the stipends to the agents (Origa Trading and infin3) who facilitates payment to the EPWP beneficiaries. The department is also party to a principal-agent arrangement with FSSC. In terms of the arrangement the department is the principal and is responsible for paying the stipends of the NPI (FSSC) who facilitates payments to the Co-ordinators

Management fee of R210 000,00 was levied by Origa Trading which was paid by the department. Infini3 was paid management fee amounting to R214 000,00 during 2021/22 financial year. FSSC levied services of R70 000,00.

This agreement remain in force until the EPWP project and CO-ordinators payments have been concluded.

31. Prior period errors

	Note	Amount bef error correction R'000	2021/22 Prior period error R'000	Restated R'000
Assets: (E.g. Receivables, Investments, Accrued departmental revenue, Movable tangible capital assets, etc.)				
Movable Tangible assets	27	81 642	1 023	82 665
Net effect		81 642	1 023	82 665

Correction of inconsistencies identified during verification of assets.

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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		2021/22	
	Amount bef error correction	Prior period error	Restated
Note	R'000	R'000	R'000
<i>Other: (E.g. Unauthorised expenditure, Irregular expenditure, Fruitless and wasteful expenditure, etc.)</i>			
Irregular Expenditure	30	30 059	1 083
Net effect		30 059	31 142

Unconfirmed irregular for 2021/22 only confirmed in 2022/23 financial year.

32. Financial Sustainability

The Department had a Cash and Cash Equivalent of R25 241 million at 31 March 2023. Funds still to be surrendered (including Accruals and payables) exceeded the cash and cash equivalent. Unless additional funding is made available via Adjustment Budget, the Department will not be able to pay the total outstanding amount from the 2023/24 available budget.

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023

33. Statement of conditional grants received

	2022/23					2021/22					
	GRANT ALLOCATION					SPENT					
	Division of Revenue Act / Provincial grants	Roll overs	DORA Adjust-ments	Other Adjust-ments	Total Available	Amount received by depart-ment	Amount spent by depart-ment	Under- / (Overspe nding)	% of available funds spent by depart-ment	Division of Revenue Act / Provincial grants	Amount spent by depart-ment
Name of grant	R'000	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
Mass Participation & Sport Development Grant	41 695	-	-	-	41 695	41 695	41 694	1	100%	41 155	41 153
Community Library Services	183 761	-	-	-	183 761	183 761	183 760	1	100%	168 771	168 771
EPWP Integrated Grant	2 106	-	-	-	2 106	2 106	2 106		100%	-	-
TOTAL	227 562	-	-	-	227 562	227 562	227 560	2		209 926	209 924

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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34. Statement of conditional grants and other transfers paid to municipalities

	2022/23					2021/22			
	GRANT ALLOCATION					TRANSFER			
	DORA and other transfers	Roll overs	Adjust-ments	Total Available	Actual transfer	Funds withheld	Reallocations by National Treasury / National Department	DORA and other transfers	Actual transfer
Name of municipality	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Dihlabeng	4 000	-	-	4 000	4 000	-	4 000	7 500	7 500
Mangaung	3 500	-	-	3 500	3 500	-	3 500	4 000	4 000
Maluti a Phofung	-	-	-	-	-	-	-	3 000	3 000
TOTAL	7 500	-	-	7 500	7 500	-	7 500	14 500	14 500

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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35. Broad Based Black Economic Empowerment performance

Information on compliance with the B-BBEE Act is included in the annual report under the section titled B-BBEE Compliance Performance Information.

36. COVID 19 Response expenditure

	2022/23	2021/22
<i>Note</i>	R'000	R'000
Goods and services	-	624
Transfers and subsidies	-	10 164
Total	-	10 788

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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 1A
STATEMENT OF CONDITIONAL GRANTS AND OTHER TRANSFERS PAID TO MUNICIPALITIES

NAME OF MUNICIPALITY	2022/23										2021/22			
	GRANT ALLOCATION					TRANSFER					SPENT			
	DORA and Other transfers R'000	Roll overs R'000	Adjust-ments R'000	Total Available R'000	Actual transfer R'000	Funds withheld R'000	Re-allocations by National Treasury or National depart-ment %	Amount received by depart-ment R'000	Amount spent by depart-ment R'000	Unspent funds R'000	% of available funds spent by depart-ment %	DORA and other transfers R'000	Actual transfers R'000	
Dihlabeng	4 000	-	-	4 000	4 000	-	-	4 000	4 000	-	100%	7 500	7 500	
Mangaung	3 500	-	-	3 500	3 500	-	-	3 500	3 500	-	100%	4 000	4 000	
Maluti a Phofung	-	-	-	-	-	-	-	-	-	-	-	3 000	3 000	
TOTAL	7 500	-	-	7 500	7 500	-	-	7 500	7 500	-	-	14 500	14 500	

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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 1B
STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

	2022/23					2021/22	
	TRANSFER ALLOCATION			TRANSFER			
DEPARTMENTAL AGENCY OR ACCOUNT	Adjusted Budget R'000	Roll overs R'000	Adjustments R'000	Total Available R'000	Actual transfer R'000	% of available funds transferred	Final Budget R'000
Provincial Heritage Resource Agency	500	-	-	500	500	100%	500
TOTAL	500	-	-	500	500		500

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ANNEXURE 1F
STATEMENT OF TRANSFERS TO NON-PROFIT INSTITUTIONS

NON-PROFIT INSTITUTIONS	2022/23					2021/22	
	TRANSFER ALLOCATION			EXPENDITURE		Final Budget R'000	Actual transfer R'000
	Adjusted Budget R'000	Roll overs R'000	Adjustment s R'000	Total Available R'000	Actual transfer R'000	% of available funds transferred	
Transfers							
Provincial Arts and Culture Council	8 700	-	300	9 000	9 000	100%	3 150
PACC Mashayeng Cultural Festival (Dikgeleke Cu	400	-	-	400	400	100%	400
FS Writers Forum	200	-	-	200	190	95%	200
Provincial Geographical Names Committee	1 250	-	-	1 250	1 250	100%	1 000
Lecma	150	-	-	150	140	93%	150
Mangaung String Programme	750	-	-	750	750	100%	750
Angel Foundation	250	-	-	250	250	100%	250
BaoBab	300	-	-	300	300	100%	300
Free State Symphony	100	-	-	100	100	100%	100
Managaung Drama Group	100	-	-	100	100	100%	100
Mountain Free Producers	150	-	-	150	150	100%	150
Free State Arts Council	50	-	-	50	50	100%	50
CCIFSA: Creative Industry Federation	150	-	(150)	-	-	-	-
SAACYF (Youth)	150	-	(150)	-	-	-	-
THAP (Art Education)	-	-	-	-	-	-	140
FS Performing Arts & Transport	100	-	-	100	100	100%	290
Visually Disabled (Library for the blind)	1 000	-	-	1 000	1 000	100%	90
Free State sport Confederation (FSSC)	8 310	-	-	8 310	8 308	100%	1 000
Academies of Sport	7 753	-	-	7 753	7 753	100%	3 506
Sport Councils	1 262	-	-	1 262	1 262	100%	8 765
TOTAL	31 125	-	-	31 125	31 103	-	21 219

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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 1G
STATEMENT OF TRANSFERS TO HOUSEHOLDS

HOUSEHOLD	2022/23						2021/22	
	TRANSFER ALLOCATION			EXPENDITURE			Final Budget	Actual transfer
	Adjusted Budget	Roll overs	Adjustments	Total Available	Actual transfer	% of available funds transferred		
	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Transfers								
H/H Empl S/Ben: Leave Gratuity	601	-	53	654	694	106%	2 106	2 106
H/H: Donations&Gifts (Cash)	2 200	-	2 640	4 840	4 761	98%	3 626	3 613
H/H: Donations&Gifts: Artists Covid Relief	-	-	-	-	-		3 455	3 455
H/H: Donations&Gifts: Athletes Covid Relief	-	-	-	-	-		7 204	7 204
H/H: Empl S/Ben: Injury On Duty	-	-	17	17	2	12%	2	2
TOTAL	2 801	-	2 710	5 511	5 457		16 393	16 380

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ANNEXURE 1H
STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED

NAME OF ORGANISATION Received in kind	NATURE OF GIFT, DONATION OR SPONSORSHIP	2022/23	2021/22
		R'000	R'000
Mthombothi	Gift voucher: MAKRO	-	5
TOTAL		-	5

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STATEMENT OF AID ASSISTANCE RECEIVED

NAME OF DONOR	PURPOSE	Opening balance	Revenue	Expenditure	Paid back on	Closing
		R'000	R'000	R'000	/ by 31 March R'000	balance R'000
Received in cash						
Cathsseta	Learnership/Training	324	96	-	-	420
TOTAL		324	96	-	-	420

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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2023

ANNEXURE 1J
STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS MADE

NATURE OF GIFT, DONATION OR SPONSORSHIP	2022/23	2021/22
	R'000	R'000
Made in kind		
Computer Equipment	-	36
Loftie-Eaton	-	
TOTAL	36	

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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 3B

STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2023

NATURE OF LIABILITY	Opening balance 1 April 2022	Liabilities incurred during the year	Liabilities paid / cancelled / reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2023
	R'000	R'000	R'000	R'000	R'000
Claims against the department					
Etsho Civil	11 975	-	-	-	11 975
Masekoa	1 296	-	1 296	-	-
Nkamane	24	-	-	-	24
Ramabulana	-	-	-	-	-
DS Consortium	-	-	-	-	-
TOTAL	13 295		1 296		11 999

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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 4
CLAIMS RECOVERABLE

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash-in-transit at year end 2022/23	
	31/03/2023		31/03/2022		31/03/2023		Receipt date up to six (6) working days after year end	
	R'000	R'000	R'000	R'000	R'000	R'000	Amount	R'000
Other Government Entities								
FSSC	-	622	-	-	-	622		
Fleet Management	90	71	-	-	90	71		
TOTAL	90	693			90	693		

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for the year ended 31 March 2023ANNEXURE 5
INTERGOVERNMENT PAYABLES

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash-in-transit at year end 2022/23	
	31/03/2023		31/03/2022		31/03/2023		31/03/2022	
	R'000	R'000	R'000	R'000	R'000	R'000	Payment date up to six (6) working days after year end	Amount R'000
DEPARTMENTS								
Current								
Department of Justice	-	-	-	371	-	371		
Premier	-	-	-	-	-	-	2	2
Subtotal	-	-	-	371	-	371		2
OTHER GOVERNMENT ENTITIES								
Current								
Government Motor Transport	906	-	-	1 765	906	1 765		
Subtotal	906	-	-	1 765	906	1 765		
TOTAL INTERGOVERNMENT PAYABLES	906	-	-	2 136	906	2 136		-
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for the year ended 31 March 2023

ANNEXURE 6
INVENTORIES

	Inventory Clothing	Inventory Food & Food Supplies	Inventory Learning & Teaching Supplies Materials	Inventory Material & Supplies	Total
Inventories for the year ended 31 March 2023	R'000	R'000	R'000	R'000	R'000
Add: Additions/Purchases - Cash	5 308	172	209	2 522	8 212
(Less): Issues	(5 308)	(172)	(209)	(2 522)	(8 212)
Closing balance	-	-	-	-	-

	Inventory Clothing	Inventory Food & Food Supplies	Inventory Learning & Teaching Supplies Materials	Inventory Material & Supplies	Total
Inventories for the year ended 31 March 2022	R'000	R'000	R'000	R'000	R'000
Add: Additions/Purchases - Cash	4 425	97	101	3 794	8 417
(Less): Issues	(4 425)	(97)	(101)	(3 794)	(8 417)
Closing balance	-	-	-	-	-

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for the year ended 31 March 2023

ANNEXURE 7
MOVEMENT IN CAPITAL WORK IN PROGRESS

Movement in capital work in progress for the year ended 31 March 2023

	Opening balance	Current year CWIP	Ready for use (Asset Register) / Contract terminated	Closing balance
	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	131 231	31 717	28 147	134 801
Non-residential buildings	131 231	31 717	28 147	134 801
TOTAL	131 231	31 717	28 147	134 801

Movement in capital work in progress for the year ended 31 March 2022

	Opening balance	Prior period error	Current year CWIP	Ready for use (Asset Register) / Contract terminated	Closing balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	136 181	-	27 373	(32 323)	131 231
Non-residential buildings	136 181	-	27 373	(32 323)	131 231
Machinery and equipment	-	-	23 299	(23 299)	-
TOTAL	136 181	-	50 672	(55 622)	131 231

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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 8A
INTERENTITY ADVANCES PAID (Note 13)

ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL	
	31/3/2023	31/03/2022	31/3/2023	31/03/2022	31/3/2023	31/03/2022
	R'000	R'000	R'000	R'000	R'000	R'000
OTHER ENTITIES						
Independent Development Trust	16	16	-	-	16	16
TOTAL	16	16	-	-	16	16

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ANNEXURE 11
COVID 19 RESPONSE EXPENDITURE
Per quarter and in total

EXPENDITURE PER ECONOMIC CLASSIFICATION	2022/23					2021/22
	Q1	Q2	Q3	Q4	Total	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Goods and services	-	-	-	-	-	624
Consumable supplies	-	-	-	-	-	624
Transfers and subsidies	-	-	-	-	-	10 164
Relieve support for artists	-	-	-	-	-	2 704
Relieve support for athletes	-	-	-	-	-	3 460
Relieve support for sport codes	-	-	-	-	-	4 000
TOTAL COVID 19 RESPONSE EXPENDITURE	-	-	-	-	-	10 788

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[illegible]

[illegible]

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[illegible]