DEPARTMENT OF EDUCATION

PROVINCE OF THE EASTERN CAPE

VOTE NO. 6

ANNUAL REPORT

2024 /25

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PART A

GENERAL INFORMATION

1. DEPARTMENT GENERAL INFORMATION

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2. LIST OF ABBREVIATIONS/ACRONYMS

ACRONYMS	DESCRIPTION
AAC	Autism Alternative and Augmentative Communication
AET	Adult Education and Training
AIDS	Acquired Immune Deficiency Syndrome
AIP	Audit Improvement Plan
APP	Annual Performance Plan
BELA	Basic Education laws Amendments
CAPS	Curriculum and Assessment Policy Statements
CEM	Council of Education Ministers
CFO	Chief Financial Officer
CMC	Circuit Management Centre
COGTA	Department of Cooperative Governance and Traditional Affairs
CSD	Central Supplier Database
CSLP	Circuit School Landscape Plans
DBE	Department of Basic Education
DDD	Data Driven District
DRPW	Department of Roads and Public Works
EAP	Environmental Assessment Practitioners
ECD	Early Childhood Development
ECDC	Eastern Cape Development Corporation
ECDoE	Eastern Cape Department of Education
EDO	Education Development Officers
EDD	Electronic Document Delivery System
EE	Employment Equity
EFMS	Education Facilities Management System
EGRA	Early Grade Reading Assessment
EIG	Education Infrastructure Grant
EMIS	Education Management Information System
EPWP	Expanded Public Works Programme
ESTP	Education System Transformation Plan
FET	Further Education and Training
FP	Foundation Phase
GEC	General Education Certificate
GET	General Education and Training
GNU	Government of National Unity
HEI	Higher Education Institution
HIV	Human Immune-Deficiency Virus
HOD	Head of Department
HMC	Horizon Maths Competition
HR	Human Resources
HRD	Human Resources Development
ICT	Information and Communication Technology
IRM	Infrastructure Reporting Module
IA	Implementing Agent
ICU	Internal Control Unit
ICT	Information Communication Technology
IT	Information Technology
IDMS	Infrastructure Delivery Management System
IPIP	Infrastructure Programme Implementation Plans
IPMP	Infrastructure Programme Management Plan
IQMS	Integrated Quality Management System
LAIS	Learner Attainment Improvement Strategy
LAN	Local Area Network
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning), and Intersex
LSEN	Learners with Special Education Needs
LSPID	Learners with Severe to Profound Intellectual Disability
LTSM	Learning and Teaching Support Materials
MEC	Member of Executive Council
MST	Mathematics, Science and Technology
MSAP	Mental Starters Assessment Project
MTEF	Medium-Term Expenditure Framework

ACRONYMS	DESCRIPTION
MTSF	Medium Term Strategic Framework
NCS	National Curriculum Statement
NDP	National Development Plan
NEPA	National Education Policy Act
NIECD	National Integrated Early Childhood Development Policy
NGO	Non-Governmental Organisation
NPI	Non-Profit Institution
NQF	National Qualifications Framework
NSC	National Senior Certificate
NSOI	Non- Standardised Indicator
NSNP	National School Nutrition Programme
NSSF	National School Safety Framework
NSSP	Ngenelela School Support Project
OHS	Occupational Health and Safety
OSD	Occupation Specific Dispensation
PDP	Provincial Development Plan
PELRC	Provincial Education Labour Relations Council
PFMA	Public Finance Management Act
PID	Profound Intellectual Disabilities
PILIR	Policy on Incapacity Leave and Ill-Health Retirement
PIRLS	Progress in International Reading Literacy Study
PMDS	Performance Management and Development System
PYEI	Presidential Youth Employment Initiative
NSOI	Standardized Output Indicator
PPN	Post Provisioning Norms
PPP	Public Private Partnership
PSP	Professional Service Providers
PSU	Programme Support Unit
RCL	Representative Council of Learners
SACE	South African Council for Educators
SHREQ	Safety Health Risk and Environment Quality
SASAMS	South African School Administration and Management System
SASL	South African Sign Language
SEACMEQ	Southern and Eastern African Consortium for Monitoring Educational Quality
SAQA	South African Qualifications Authority
SASA	South African Schools' Act
SBA	School Based Assessments
SCM	Supply Chain Management
SDIP	Service Delivery Improvement Plan
SETA	Sector Education and Training Authority
SGB	School Governing Body
SDM	Service Delivery Model
SIAS	Screening, Identification, Assessment and Support
SID	Severely Intellectually Disabled
SITA	State Information Technology Agency
SOI	Standardised Output Indicator
SONA	State of the Nation Address
SOPA	State of the Province Address
SMT	School Management Team
SPCHD	Social Protection Community and Human Development
TICZA	Teacher Internship Collaboration South Africa
TIMSS	Trends in International Mathematics and Science Studies
U-AMP	User Asset Management Plan
WSE	Whole School Evaluation

3. FOREWORD BY THE MEC

The 2024/25 financial year marked a significant turning point in the journey of public education in the Eastern Cape, coinciding with the conclusion of the 6th Administration. As we reflect on this transitional period, it is fitting to present a candid account of how we have navigated these final stages.

This report is more than a record of expenditure and outputs, it is a narrative of perseverance, collaboration, and accountability in the face of numerous challenges.

At the heart of our efforts has been an unwavering commitment to the priorities of the 2019-2024 Medium-Term Strategic Framework (MTSF). In pursuit of these priorities, the Department has remained focused on delivering its planned outcomes as enshrined in the 2020-2025 ECDoE Strategic Plan. Each year, these outcomes have been guided by the Annual Performance Plan (APP), which has shaped our programmes and operations. Accordingly, the Department's work has been aligned to the following key outcomes:

- Outcome1: A strong and solid foundation in literacy and numeracy
- Outcome 2 :10-year-old learners enrolled in schools read for meaning
- Outcome 3: Youths better prepared for further studies and the world of work beyond Grade 9.
- Outcome 4: Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.
- Outcome 5: ICT integrated in the provision of quality basic education.
- Outcome 6: Skills for a changing world
- Outcome 7: A well-defined holistic integrated inclusive education support system
- Outcome 8: Effective social protection and creation of a school environment conducive to learning.
- Outcome 9: Effective governance for quality basic education.
- Outcome 10: School physical infrastructure and environment that inspires learners to learn and teachers to teach.

Within the confines of our allocated budget, the Department remained steadfast in implementing National priorities, ensuring that our programmes and initiatives were responsive to the broader developmental goals of both our province and the country. These efforts were further guided by the policy directives outlined in the State of the Nation Address (SONA) and the State of the Province Address (SOPA), which we carefully considered to align our implementation strategies with government-wide objectives.

The allocated budget, though not always enough, has been utilised in delivering on our mandate. Oversight and evaluation bodies like the Auditor General of South Africa (AGSA) held the Department accountable, to evaluate if indeed the public funds have been utilised for the intended purpose. We are proud to report to the citizens of the province, and the country at large, that for the first time since the advent of democracy, the Department has obtained an unqualified audit opinion. The compliance to the Public Finance Management Act 1 of 1999; the Division of Revenue Act 204 of 2024 (DORA) and the other Treasury Regulations has brought us the improved audit outcomes. We are committing to sustain the audit outcome as we implement the priorities of the 7th Administration from 2025 onwards.

Our progress has not been the result of isolated effort. We fully recognise that the challenges faced by learners, educators, and institutions are complex and interconnected. In response, the Department has strengthened its partnerships with key sister departments including Social Development, Health, Community Safety, SAPS, Transport, and COGTA. In areas requiring joint execution, such as infrastructure development, the National School Nutrition Programme, and Scholar Transport, it became evident that collaboration is not a luxury it is a necessity. Attempting to deliver these complex, cross-cutting interventions in isolation would have been counterproductive, if not detrimental.

As we prepare to usher in the 7th Administration, we do so with a firm commitment to continuity. This will require a careful balancing act one that demands diligence, coordination, and an unwavering focus on what is most urgent and impactful for the communities we serve.

The year under review presented numerous challenges that tested the resilience and adaptability of the Department. Amongst the challenges were the following:

- Inclement weather disrupted the school calendar, infrastructure development and examinations in many districts.
- Service delivery protests created sporadic interruptions in learning and teaching environments.
- Budgetary constraints tightened our ability to scale up services and impacted on certain programmes.
- Hijacking of GG Vehicles.
- The slow pace of School Rationalisation remained a critical issue, one which the Department cannot address independently.
- School safety became an increasingly pressing concern, as incidents of violence, burglaries, and vandalism put both learners and educators at risk. This heightened during the examination period wherein learners were engaged in rigorous intervention programmes that required them to be at school till late.
- Additionally, social ills, including substance abuse and youth violence, continued to spill over into school communities, undermining efforts to create safe and conducive learning environments.

Despite these challenges, the Department remained resolute in maintaining the delivery of quality education that is well deserved by the children of the Province of the Legends. Each difficulty was met with tailored interventions, community engagement, and where possible, the redirection of resources to mitigate the impact on teaching and learning.

During the year under review, we participated in the discussion processes and finally observed the enactment of the BELA Act. This was a huge milestone for the sector. The purpose of this legislation is to modernise and strengthen governance in schools, enhance learner protection, and reinforce accountability across the education sector. It addresses gaps in school admission policies, language policies, compulsory Grade R and the governance roles of School Governing Bodies (SGBs), while also providing for better regulation of homeschooling and attendance.

The impact of the BELA Act will be profound. It lays a legislative foundation for more inclusive, equitable, and accountable schooling systems. As it is implemented, we expect to see improved learner access, better governance practices at school level, and more consistent application of national education norms and standards. It is a significant step forward in ensuring that the constitutional right to education is protected and advanced in every corner of our province.

As we hand over to the next administration, we do so with a sense of pride in the ground we have covered, as well as humility in acknowledging the work that lies ahead. The legacy of the 6th Administration in the Eastern Cape Department of Education is one of resilience, responsiveness, and an unyielding commitment to the learners and educators of this province.

Let us continue building an education system that is inclusive, just, and future focused. The work continues, and we remain committed to the noble task of educating our children and building the Eastern Cape we want.

MR. F.D. GADE
(MEC)EASTERN CAPE DEPARTMENT OF EDUCATION
DATE: 29 AUGUST 2025

4. REPORT OF THE ACCOUNTING OFFICER

Overview of the Operations of the Department:

It is a privilege to share the overview of the Eastern Cape Department of Education's 2024/25 Annual Report, highlighting the progress made towards the outcomes set out in our 2024/25 Annual Performance Plan. Over the past year, the Department has reached important milestones while also encountering several challenges, each playing a role in shaping its growth and development. This report reflects our ongoing dedication to transparency, accountability, and the responsible management of public resources.

The attainment of an unqualified audit opinion by the Eastern Cape Department of Education (ECDoE) marks a historic milestone, as it was for the first time since the attainment of democracy in South Africa, that the Department achieved this level of financial reporting assurance. The achievement was more than an audit outcome, it was a clear testament to the Department's commitment to good governance, financial discipline, and accountability. Strong governance is the foundation upon which quality basic education is built; it ensures that resources are managed efficiently, transparently, and in a manner that maximises their impact in the classroom. By securing an unqualified audit, the Department sent a powerful message to learners, parents, educators, and the broader public that it was serious about clean administration and determined to create a stable, well-managed environment where teaching and learning can thrive. This milestone was not just a reflection of sound financial management, but a signal that the Department was building the institutional integrity needed to sustain improvements in educational outcomes for generations to come.

The Department achieved most of its performance targets, a significant milestone reflecting improved implementation and oversight. Most notably, was the improved performance in National Senior Certificate (NSC) examinations. In 2024, the NSC public examinations accommodated a total of 117,049 candidates, consisting of 102,085 full-time candidates who wrote at 964 centres and 15,964 part-time candidates who wrote at 135 centres. The processes of writing, marking, and resulting were executed with high levels of credibility and integrity. The examinations spanned approximately six weeks, covering 44 weekdays, and involved over 12,000 invigilators and officials across 1,099 examination centres.

The Class of 2024 achieved a notable pass rate of 84.98%, marking a 3.56 percentage point improvement from the 81.4% recorded by the Class of 2023. Over the current five-year term, the pass rate increased from 76.5% in 2019 to 84.98% in 2024, reflecting a 4.17 percentage point growth. The Eastern Cape alone contributed 352,524 passes during the 2020–2024 period.

Bachelor-level passes also saw significant growth, increasing by 6.1 percentage points, from 39.6% in 2023 to 45.7% in 2024. In practical terms, 45,662 out of 99,379 learners achieved a Bachelor pass. Over the five-year term, the province produced a total of 171,804 Bachelor passes.

Furthermore, the number of distinctions rose steadily from 29,064 in 2020 to 35,640 in 2024. The year-on-year growth rate improved from 4.2% in 2023 to 5% in 2024, reflecting an upward trend in the quality of passes achieved.

Subject performance across the board showed marked improvement in 2024. Of the 56 subjects offered, 30 recorded improved performance, while only 14 experienced marginal declines. High-enrolment subjects those with over 10,000 learners showed commendable gains. Notably, subjects such as Mathematics, Physical Sciences, and History exhibited unprecedented upward trends, further underscoring the gains in academic achievement.

A trends analysis between 2022 and 2024 revealed notable improvements in home language subjects:

- Afrikaans Home Language: Improved from 88.5% to 92.1%
- English Home Language: Improved from 90.1% to 94.8%
- IsiXhosa Home Language: Increased from 99.7% to 99.9%
- Sesotho Home Language: Increased from 99.7% to 99.9%
- South African Sign Language**:** Improved from 75% to 85%

Moving forward, the Department is committed to enhancing and sustaining the strategies that have contributed to the achievement of targets, with the goal of surpassing future targets.

The Department takes pride in its contribution to the provincial economy. Teachers were appointed to ensure that every learner has a teacher in front of them. Furthermore, 22 Senior Management Service (SMS) members were appointed, the majority being female, which signifies meaningful progress towards equity in leadership.

Significant progress was made in the Early Childhood Development (ECD). There was notable growth in the registration of new ECD programmes, thanks to support from key partners. A total of 52 ECD centres that met all registration norms and standards received health and safety packs. The Nelson Mandela Foundation contributed by training ECD centres in health and safety.

It is hoped that as the system develops and continues to introduce new innovations, the eCares system that will be rolled out will resolve the bottlenecks around the registration of ECD centres. As the Department will also work together with departments within the Social Protection Community and Human Development Cluster (SPCHD), collaborative work will yield good results as this is now the Inclusive ECD and Learner Attainment is the first Integration Area and therefore the priority if government. ECD has been identified as a game changer project for the Cluster. It is hoped that come 2025/26 financial year, the Department will register a great improvement in this priority.

In line with Pillar One of the Education System Transformation Plan, which focuses on capacity building, the Department oriented 493 practitioners in the implementation of the National Curriculum Framework. Furthermore, 969 Grade R practitioners were trained in the implementation of CAPS.

The Department embarked on a process of verifying the qualifications of ECD practitioners with NQF Level 6 in preparation for the implementation of the BELA Act, which makes Grade R compulsory. This exercise gave an opportunity to take stock of those already on the system and who are eligible to be absorbed.

The Department conducted a verification process to determine the number of qualified Early Childhood Development (ECD) practitioners within the system and to identify contract practitioners eligible for absorption. Notably, the province successfully implemented accredited ECD Level 4 training for caregivers under the Learners with Severe to Profound Intellectual Disability (LSPID) Conditional Grant. All 136 caregivers completed the programme, achieving a 100% completion rate with zero dropouts.

In support of inclusivity, learners from Special Schools participated in various sporting events, including the National Physical Disability & Visually Impaired Games, the National Games for Learners with Severe Intellectual Disabilities, and the Provincial Athletics Championships. These events were made possible through collaborative efforts between the Eastern Cape Department of Education and the Department of Sport, Recreation, Arts and Culture.

Overview of the financial results of the Department:

Departmental Receipts

Departmental receipts	2023/2024			2024/2025		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Sale of goods and services other than capital assets	73,422	57,746	15,676	87,108	62,923	24,185
Fines, penalties and forfeits	140	72	68	100	46	54
Interest, dividends and rent on land	420	53	367	8	806	(798)
Sale of capital assets	-	-	-	-	171	(171)
Financial transactions in assets and liabilities	25,603	15,217	10,386	16,850	35,483	(18,633)
Total	99,585	73,088	26,497	104,066	99,429	4,637

The Department recorded a revenue collection of R99,429 million against the estimated revenue collection of R104,066 million, recording an under collection of R4,637 million.

The under collection of revenue is on Sale of goods and services other than capital assets and Fines, penalties and forfeits. The Boarding fees collected by schools were not paid on time due to insufficient allocation of funds for hostel maintenance. For Fines, penalties and forfeits, the underspending is due to a decline of bank charges due to bank rejections where the department charges each transaction rejected at a specific date.

Programme Expenditure

Programme Name	2023/2024			2024/2025		
	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	2,730,317	2,646,227	84,090	2,862,615	2,857,876	4,739
Public Ordinary School Education	32,792,538	32,792,538	-	34,618,978	34,596,629	22,349
Independent School Subsidies	110,345	110,345	-	103,769	103,769	-
Public Special School Education	1,052,277	1,043,854	8,423	1,144,022	1,136,884	7,138
Early Childhood Development	1,001,716	977,563	24,153	1,134,475	1,134,475	-
Infrastructure Development	1,702,699	1,697,072	5,627	1,853,750	1,852,326	1,424
Examination And Education Related Services	1,798,328	1,777,802	20,526	732,390	732,390	-
Total	41,188,220	41,045,401	142,819	42,452,279	42,416,629	35 650

The Department had a final appropriation of R42.452 billion in the 2024/25 financial year. The Department spent R42.417 billion of the final appropriation. The Department has recorded an under expenditure of R35.650 million at year end.

Programme 1

The underspending is attributed to cash flow constraints linked with the Equitable Share within the Department. This situation has led to the non-payment of outstanding invoices, as the Department prioritised invoices related to conditional grants. In addition, certain service providers were unable to meet the specification requirements, that affected the spending on machinery and equipment.

Programme 2

The under expenditure was due to delays in the delivery of E - learning software that was provided to Public Ordinary Schools and submission of an invoice related to the National School Nutrition Programme (NSNP). The under expenditure on Compensation of Employees (CoE) emanated from 1 387 Educators who left the system in the fourth quarter of the year.

Programme 3

The programme spent 100 per cent of its appropriation.

Programme 4

The underspending of R7.138 million stemmed from the cumulative effect of slow progress in internal procurement processes. Furthermore, the austerity measures implemented by the department to manage and control overspending at the year's end have led to certain activities, such as outreach and assessments of learners in underserved districts, not materializing as initially planned.

Programme 5

The programme has spent 100 per cent of the allocated budget due to payment of accrual that was made to Non-Profit Institutions (NPI) emanates from the transfer payment to 30 ECD centres which did not go through due dormant accounts in the previous year.

Programme 6

The under expenditure is a result of delayed submission of invoices by Implementing Agents. A request for the rollover of unspent funds has been submitted to Provincial Treasury and post adjustments will be done within the grant from property payments to defray the over expenditure in buildings and other fixed structures.

The under expenditure is due to delayed of processing invoices on the system at financial year end. A request for the rollover of unspent funds has been submitted to Provincial Treasury.

Programme 7

The programme spent 100 per cent of its appropriation for 2024/25 financial year.

Virements

The Department effected changes at year end from savings realised under Compensation of Employees in Programme 1, Programme 2 and Programme 4 due to time delays in the filling of posts, funds remaining under Goods and Services will be used to curtail excess expenditure which will be used to offset overspending in Programme 5 & 7 to augment excess expenditure under NPI and Compensation of employees respectively.

- Programme 1 (R54.000 million)
- Programme 2 (R12.626 million)
- Programme 4 (R79.000 million)
- Programme 5 R12.594 million
- Programme 7 R133.032 million

Roll Overs

The application for rollover of 2024/25 unspent funds was made for the following Conditional Grants, amounting to R3.599 million. The details of the conditional grant roll over application are as follows:

The National School Nutrition Programme grant spent R1.736 billion equivalent to 99.8 percent of the adjusted allocation of R1.740 billion, underspending by R3.599 million. The Grant had already committed R2.177 million before the end of the financial year. The underspending attributed to the late submission of invoices by the contracted service providers.

The Education Infrastructure Grant spent R1.852 billion equivalent to 99.9 percent of the adjusted allocation of R1.854 billion underspending by R1.424 million.

The programme had invoices amounting to R1.422 million for Contractors and PSPs for work that was performed internally by the DoE as an Implementing Agent (IA). The programme encountered delays in processing the invoices at financial year end hence they could not be paid.

Reasons For Unauthorised, Fruitless and Wasteful Expenditure

The Department did not incur any unauthorized expenditure for the current financial year, however, a saving of 30 154 million was realised. This resulted to the reduction of the previous year's balance from R1 808 million to R1 777 million.

For the year under review, no fruitless and wasteful expenditure was incurred. The Department took the following step to address and reduce recurrence:

- Invoice tracking, which assisted in ensuring that invoices are monitored within the value chain up until they are paid.
- Improved communication with Implementing Agents and Service Providers to resolve bottlenecks timeously.
- The capacitation of personnel within the Physical Resource Management (PRM) Chief Directorate.
- Introduction of accountability structures such as Executive Reporting and Expenditure Management Meetings to discuss issues relating to payment of invoices, fruitless and wasteful expenditure.

Strategic Focus over the short to Medium Term Period

The Department has dealt with all the priorities as enshrined in the Medium-Term Strategic Framework, except for those that were still at policy development level, which would when finalised, find expression in the coming administration. The Financial Year 2024/25 marks the end of the work of the 6th Administration and therefore, this report entails the progress made in terms of achieving the outcomes that were set to be achieved over the five-year period.

Public Private Partnerships

The Department has formed non-financially binding partnership initiatives with several organizations through signing of Memorandum of Understanding (MoUs) to support our schools and other programs of the Department. The Partnerships concluded in the 2024–2025 Fiscal Year are shown in the table below:

Name of the Partner	Purpose of Partnership
ATA	To conduct awareness campaign on safe use of Paraffin in Primary schools
IEE's_Monde Jonas	To strengthen and intensify learner efforts to achieve good grades at the Matric examinations.
Intsha foundation	To collaborate with governments and organisations in Africa to implement fit for purpose digital learning material.
Mathew Goniwe School of Leadership and Governance	Professional growth of educators and school governors in school leadership and management developments
Northam	Works in water and sanitation field to collaborate towards the construction of classrooms, ablution facilities, bore holes in 2 schools
Old Mutual	Support schools in improving performance of learners in Literacy and Numeracy
Sinikithemba Community Development NPC	To promoting coexistence between African spirituality and Christianity in schools to reduce suicide rates.
Snapplify	To provide e-Learning reading content to schools with relevant curriculum aligned education in the province
STATS SA	Partnership for the storage, transportation and distribution of donated mobile devices to ECDoE.
University of Fort Hare	partnership in supporting Grade 12 learners in the Cluster B of the Eastern Cape Department of Education.
University of Western Cape	It is to assist the ECDoE in building science laboratories for the selected schools, undertake required training and provision of scientific advice and capacitation in terms of the agreement.
Zacchono	Ngenelela School Support Project (NSSP) Ngenelela School Support Project (NSSP) intends to improve participation of black communities in Medicine. Engineering and Accounting professions. To achieve that objective, Zacchono Foundation has developed a project that focuses on increasing success rate in Mathematics, Natural Sciences and Economic Management sciences in Grade 7. 8 and 9 (Senior Phase of NQF).
Amathole District Municipality	It is an endeavour to establish cooperation between Amatole District and Eastern Cape Department of Education to establish innovative ways in the advancement the general welfare for designated groups with specific references to early childhood development.
Kouga Wind Farm Community Development Trust	Kouga Wind Farm Community Development Trust in pursuit of promoting economic development and social investment in the communities it is interested in and committed to supporting government in the improvement and provision of quality education to disadvantaged communities
ABSA	Absa Bank play's role in capacitate the young generations in finance management in preparation for their world of work and further Support learners with technological devices to assist best performance and encourage pass rate.
MTN	Support learners with technological devices to assist best performance and encourage pass rate.
Premier Foods	Support Nutrition and feeding with food items manufactured by company Bakery.eg Bread and provide emotional support to learners

Discontinued Key Activities / Activities to Be Discontinued

No activities were discontinued during 2024/25 financial year.

New Or Proposed Key Activities

There were no new activities proposed for 2024/25 financial year. However, the Department had to continue with pilot projects during the year under review which remained unfunded. Below is the list of the pilot projects:

- General Education Certificate
- Coding and Robotics
- Three Stream's Model
- Mother tongue Based Bilingual Education

During the second quarter of the 2024/25 Financial Year, the sector saw the enactment of the BELA Act which would have implications in the next financial year.

The 7th Administration came into effect during the year under review and as such, planning processes commenced and introduced the new Clusters that will be followed in implementing the Nine Integration Areas. The Department of Education was included in the Social Protection Community and Human Development Cluster in conjunction with Department of Health and Department of Social Development. The Early Childhood Development and Learner Attainment have been made priorities of this Cluster and will in future be jointly accountable for it.

Supply Chain Management

The Supply Chain Management Unit facilitates the procurement of Goods and Services on behalf of Programme Managers within the Department. The goal of the SCM Unit is to manage spending on Goods and Services, reduce/prevent irregular expenditure and accelerate service delivery.

List all unsolicited bid proposals concluded for the year under review:
No unsolicited bids were entered into or concluded for the year under review.

Indicate whether SCM processes and systems are in place to prevent irregular expenditure:
The Department adopted a sourcing strategy that resulted in the SCM Unit improved from a qualification to an unqualified audit opinion on irregular expenditure over the years and no finding on irregular expenditure for Goods & Services was identified in the 2023/24 financial year.

Challenges experienced in SCM and how they were resolved:
The challenges experienced in SCM were reduced /minimize through the awarding of 80% of term contracts which is largely rates based contracts that are on the basis of budget availability and depending on the needs of the Department.

Gifts and Donations received in kind from Non-Related Parties

NAME OF ORGANISATION	NATURE OF GIFT, DONATION OR SPONSORSHIP	2024/25 R'000
Maths & Science Infinity	10X Laptops, 10x Laptops & 100 boxes of Sanitory towels, 1100 Sanitory towels, 20X Laptops, 20x Power banks	252
Fundi Loans	Tablets &69 Gift Boxes & Cups, Pens, Mouse & Mouse Pad, Diary,5x Tablets	106
Metropolitan	60 x Gift boxes & Assorted Items (Bottle,Mouse,Diary,Pens),3x Laptops	139
Education Labour Relations Council	Branded Bags x04	20
Premier Foods	Bread bin gift x 10 &(6xBig wooden and 4x Small bread bins)	22
Donor	288 Ceramic Coffee Mugs & 396 Seren Dipio Mugs& 12x Executive boxes	179
ABSA	250 Items & Diaries, Pensand Bottles of water, 20x Laptops, 20x Power banks	156
MTN	30X Tablets, 30x Pouches, 8x Boxes with 5 tablets per box,10 boxes of Lenovo Tablets, 50x Backpacks,10xBoxes of Lenovo Tablets,50x Backpacks,10 Backpacks	279
Old Mutual	100x cups & 85xpower banks & 90X Trolley bags	72
DSV	10X Bags	5
Ntombam Sanitation	100x boxes of Sanitary pads & 1010 Sanitary pads & 100xboxes &1100 Sanitory pads	50
Vodacom	30 Boxes Food Hamper & 9 Boxes of Toiletries	84
Mac Millan	288 Ceramic Coffee Mugs	9
Harmony Gold	10x Laptops, 10x Laptop bags	64
Telkom	20x Backpacks, 20x Accessories Items, Mouse and Mouse Pads, 12x Tablets, 12x Backpacks,12x Router,Simcards and Stationery Packs	95
Duzi Forest	10x Laptops	36
Sanlam	12x Laptops, 12x Backpacks	82
JENN	30x Laptops, 30x Memory sticks, 30x Backpacks	187
Total		**1,837**

Exemptions And Deviations Received from The National Treasury

No deviations for goods and services were requested and recorded for the 2024/25 financial year.

Events After the Reporting Date

There were no events completed after the reporting date applicable for 2024/25 financial year.

Other

There are no material facts or circumstances not addressed in this report, which may affect the understanding of the financial state of affairs.

Acknowledgement/s or Appreciation

I wish to extend my heartfelt gratitude to all those who journeyed with us.

- To the Portfolio Committee on Education, thank you for your rigorous oversight, strategic guidance, and unwavering commitment to ensuring accountability and improvement in our sector.
- To our oversight bodies, we are grateful for your continuous monitoring, support, and interventions that pushed us to do better.
- To our partners in provincial government departments, your collaboration has enabled us to implement cross-cutting programmes that would not have been possible in isolation.
- To our departmental officials School Management Teams and Teachers, I commend your dedication, your long hours, and your resolve in the face of adversity. Your work continues to transform the lives of children across the Eastern Cape.
- To our parents, School Governing Bodies (SGBs), and Quality Learning and Teaching Campaign (QLTC) structures, your voices, advocacy, and participation have enriched our schools and empowered communities and helped us in resolving challenges that would have seemed impossible to if we were journeying alone.
- To the District Education Forums (DEFs), Labour Organisations, your guidance, cooperation, and leadership have sustained our schools through difficult times and most importantly, the maintenance of labour peace in our institutions has yielded recognizable results. And finally, to our learners, the reason we do what we do, I would like to thank them for their resilience, brilliance, and for inspiring us every day to serve with purpose.

Conclusion

As the Department of Education, we are bringing this report to the citizens of the province, as an account of the work that has been done in 2024/25 as committed in the 2024/25 Annual Performance Plan. The operations have been informed by the mandate bestowed on the sector as enshrined in Sustainable Development Goals, National Development Plan, Medium Term Strategic Framework and the 2020-2025 Strategic Plan of the Department. The advice and recommendations will assist in proper implementation of the mandate as we enter into the 7th Administration.

Approval And Sign Off.

Ms SA Maasdorp
ACCOUNTING OFFICER
DEPARTMENT OF EDUCATION
DATE: 29 AUGUST 2025

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

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

- All information and amounts disclosed throughout the annual report are consistent.
- The annual report is complete, accurate and is free from any omissions.
- The annual report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury.
- The Annual Financial Statements (Part E) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.
- The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.
- The Accounting Officer is responsible for establishing and implementing a system of internal control that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements.
- The external auditors are engaged to express an independent opinion on the annual financial statements.

In my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the department for the financial year ended 31 March 2025.

Yours faithfully

MS SA MAASDORP
ACCOUNTING OFFICER
DEPARTMENT OF EDUCATION
DATE: 29 AUGUST 2025

6. STRATEGIC OVERVIEW

6.1 Vision

All learners provided with opportunities to become productive, responsible and competitive citizens through an inclusive quality basic education system.

6.2 Mission

To achieve the vision, we will:

- Implement appropriate and relevant educational programmes through quality teaching and learning.
- Mobilise community and stakeholder support through participation; and
- Institutionalise a culture of accountability at all levels of the Department.

6.3 Values

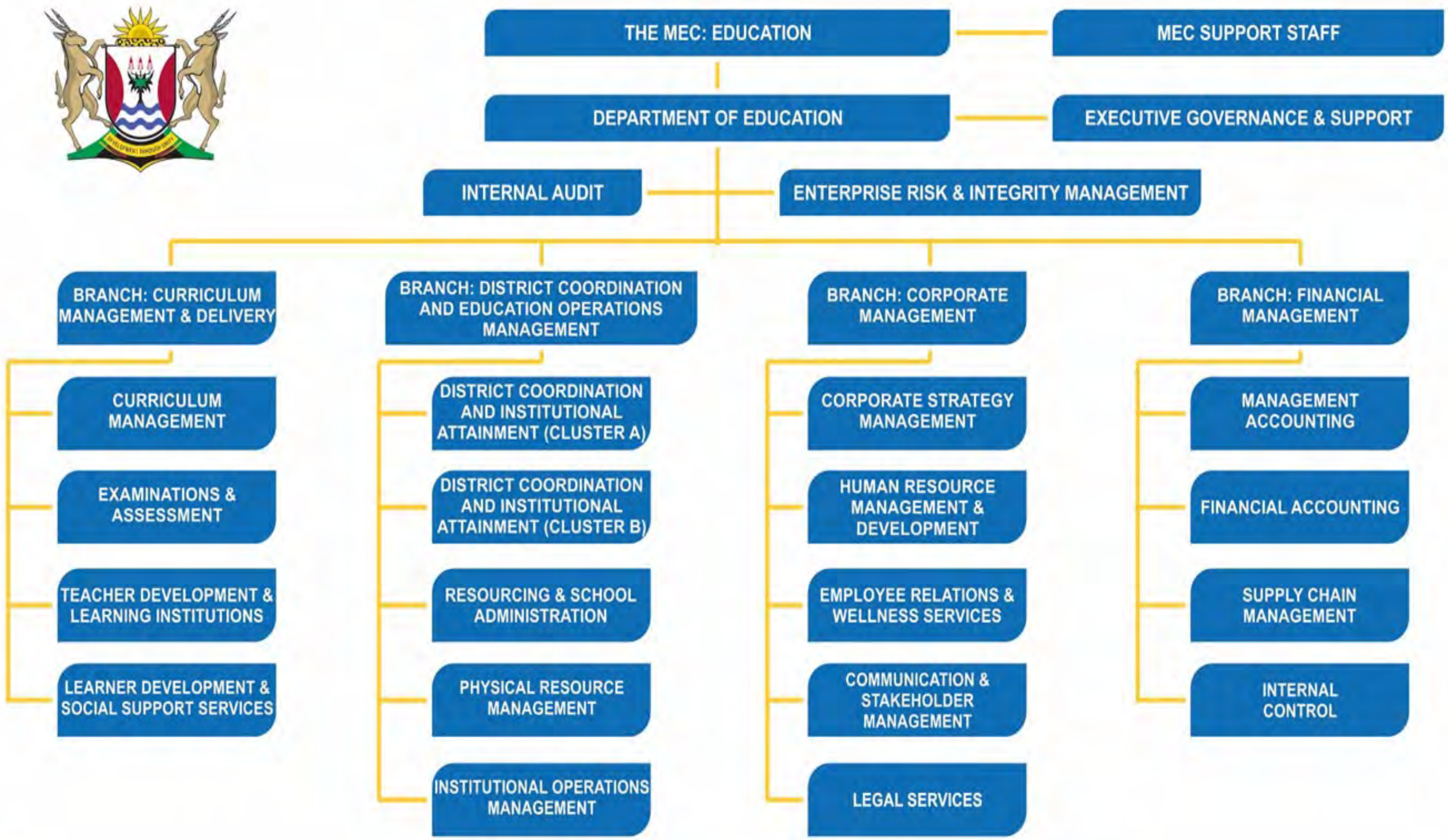
- High performance
- Responsiveness
- Accountability
- Empathy
- Access
- Equity
- Integrity

7. LEGISLATIVE AND OTHER MANDATES

LEGISLATION	BRIEF DESCRIPTION
The Constitution of The Republic of South Africa (Act No. 108 of 1996)	The Constitution which is the supreme law of the Country confers to everyone, in terms of Section 29, a right to education (including basic and further education), which the state, through reasonable measures, must make progressively available and accessible; receive education in the official language or languages of their choice in public educational institutions where that education is reasonably practicable; establish and maintain at one's expense independent educational institutions.
The National Education Policy Act (NEPA) (Act No. 27 of 1996)	To provide for the determination of national policy for education; to amend the National Policy for General Education Affairs Act,' 1984, so as to substitute certain definitions; to provide afresh for the determination of policy on salaries and conditions of employment of educators; and to provide for matters connected therewith
South African Schools Act, (SASA) (Act No. 84 of 1996), As Amended	To provide for a uniform system for the organization, governance and funding of schools, to amend and repeal certain laws to schools, and to provide for matters connected therewith. It ensures that learners have the right of access to quality education without discrimination
Public Finance Management Act (PFMA) (Act No. 1 of 1999), as Amended.	The Public Finance and Management Act regulates the management of finances in national and provincial governments. It sets out the procedures for efficient and effective management of all revenue, expenditure, assets and liabilities. It establishes the duties and responsibilities of government officials in charge of finances. The Act aims to secure transparency, accountability and sound financial management in government and public institutions.
Employment of Educators Act (EEA) (Act No. 76 of 1998)	To provide for the employment of educators by the State, for the regulation of the conditions of service, discipline, retirement and discharge of educators and for matters connected therewith.
South African Qualifications Authority Act (SAQA) (Act No. 58 of 1995)	To provide for the development and implementation of a National Qualifications Framework and for this purpose to establish the South African Qualifications Authority and to provide for matters connected therewith.
The Eastern Cape Schools Education Act (ECSEA) (Act No. 1 of 1997)	This Provincial Act provides for a uniform education system for the organisation, governance and funding of Eastern Cape schools and makes provision for the specific educational needs of the province. It provides for the control of education in schools in the province and for other matters connected therewith.
The Promotion of Administrative Justice Act [PAJA], (Act 3 of 2000)	The PAJA Act gives effect to the right to administrative action that is lawful, reasonable, and procedurally fair and to the right to written reasons for administrative action as contemplated in section 33 of the Constitution of the Republic of South Africa, 1996 and to provide for matter incidental thereto.
The Promotion of Access to Information Act (PAIA) (Act No.2 of 2000)	PAIA deals with section 32 of the Constitution, the right of access to information 'records' held by public and private bodies such as all documents, recordings and visual material, but does not apply during civil and criminal litigation.
South African Council of Educators Act, (SACE) (Act 31 of 2000)	To provide for the continued existence of the South African Council for Educators; to provide anew for the functions of the said council; and to provide anew for the composition of the said council; and to provide for matters incidental thereto.
Public Services Act (PSA) (Act No. 103 of 1994)	To provide for the organisation and administration or public service of the Republic, the regulation of the conditions of employment, terms of office, discipline, retirement and discharge of members of the public services, and matters connected therewith.
Basic Education Laws Amendment (BELA) (Act No. 32 of 2024)	The purpose of the Basic Education Laws Amendment (BELA) Act in South Africa is to improve the governance and management of schools, enhance the quality of education, and address issues related to the regulation of the schooling system by amending the South African Schools Act and the Employment of Educators Act.
Labour Relations Act (LRA) Act no 66 of 1995) Basic Conditions of Employment (Act No. 75 of 1997)	These are the leading legislations in matters of labour. They give effect to section 27 and 23 (1) of the constitution. These legislations recognise the right to a fair labour practice and to comply with international standards of employment.
Skills Development Act (SDA) (Act No. 97 of 1998) & Skills Development Levies (SDLA) (Act No. 9 of 1999)	The purpose of these Acts is to provide an institutional framework to devise and implement national, sector and workplace strategies to develop and improve the skills of the South African workforce, to provide learnerships that lead to recognised occupational qualifications and regulate employment services. Skills Development levies Act No 9 of 1999 provides for the imposition of the levy regarding improvement of work force skills where every employer is obliged to pay a skills development levy at a certain rate of percentage of the leviable amount.

LEGISLATION	BRIEF DESCRIPTION
Occupational Health and Safety OHS) (Act No. 85 of 1993)	The Occupational Health and Safety Act, no 85 of 1993 provides for the health and safety of persons at work as well as 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.
Preferential Procurement Policy Framework (PPPF) (Act No. 5 of 2000)	The general conditions and procedures are subject to the Preferential Procurement Policy Framework Act, 2000 (Act No 5 of 2000), and the Preferential Procurement Regulations, 2001 and are applicable to all tenders, contracts and orders, unless otherwise decided by the Accounting Officer prior to the invitation of tenders. 8.6 Public Finance Management Act No 1 of 1999 and its Regulations Public Finance Management Act, no 1 of 1999 (as amended by Act 29 of 1999), deals with funding and spending of state monies. The Act promotes the objective of good financial management to maximize delivery through the efficient and effective use of limited resources.
Government Immovable Asset Management (GIAMA) (Act No. 19 of 2007)	To provide for a uniform framework for the management of an immovable asset that is held or used by a national or provincial department; to ensure the coordination of the use of an immovable asset with the service delivery objectives of a national or provincial department; to provide for issuing of guidelines and minimum standards in respect of immovable asset management by a national or provincial department; and to provide for matters incidental thereto.
Promotion of Equality and Prevention of Unfair Discrimination (Act No. 4 of 2000)	This Act gives effect to section 9 read with item 23 (1) of Schedule 6 of the Constitution, to prevent and prohibit unfair discrimination and harassment; to promote equality and eliminate unfair discrimination; to prevent and prohibit hate speech; and to provide for matters connected therewith.
Protection of Personal Information Act (POPIA), (Act No. 4 of 2013)	The Protection of Personal Information Act, no 4 of 2013 promotes the protection of personal information by public and private bodies. The Protection of Personal Information (POPI) Act has been signed into law by the President on 19 November and published in the Government Gazette Notice 37067 on 26 November 2013. Once the Act is made effective, companies will be given a year's grace period to comply with the Act, unless this grace period is extended as allowed by the Act.
Access To Information Act (Act No. of 2 of 2000)	This Act applies to the exclusion of any provision of other legislation that- (a) prohibits or restricts the disclosure of a record of a public body or private body; and (b) is materially inconsistent with an object, or a specific provision, of this Act.
The Use of Official Languages Act (Act No.12 of 2012)	The aim of the policy is to ensure the implementation of language policy and establishment of functioning National Language Unit by, national department, national public entity, and national public enterprise.
Intellectual Property Rights from Publicly Financed Research and Development Act (Act 51 of 2008)	To provide for more effective utilisation of intellectual property emanating from publicly financed research and development; to establish the National Intellectual Property Management Office and the Intellectual Property Fund; to provide for the establishment of offices of technology transfer at institutions; and to provide for matters connected therewith.

8. ORGANISATIONAL STRUCTURE



9. ENTITIES REPORTING TO THE MEC

Not Applicable.

PART B

PERFORMANCE INFORMATION

1. AUDITOR-GENERAL'S REPORT: PREDETERMINED OBJECTIVES

Refer to Part F from page 166 to 178

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1. SERVICE DELIVERY ENVIRONMENT

The Eastern Cape Department of Education has a responsibility to ensure that there is maximum access to quality basic education and training which is provided to the citizens of this Province. This mandate is supported by the following service delivery outcomes:

- To improve the quality of teaching, learning and assessment within compulsory school-going phases.
- To improve all educational institutions and develop them into thriving centres of excellence.
- To strive to progressively provide access to further/higher education.
- The provision of adequate supply of the right quantity and quality of suitably qualified educators and practitioners; and
- The acquisition of the skills required to drive the curriculum, administration, social and psychological support programmes.

The Department adopted a 4-tier Service Delivery Model (SDM), which is comprised of the Provincial Head Office. The province has 12 Districts that are divided into two clusters, which are cluster A and B, and each cluster oversees six (6) Districts which on average services between 25 – 30 schools per Circuit. Each Circuit is led by a Circuit Manager. On the new SDM, the Department established 203 Circuit Management Centers to service all public the schools (4 979) in the province. According to the National Development Plan (NDP): Vision 2030, states that districts have a responsibility to “provide targeted support to improve practices within schools and ensure communication and information sharing between authorities and schools. Schools need to share best practice

Given the evolving contextual realities, a thorough review of the Department's systems and operations has become increasingly necessary. Several internal and external factors have impacted the Department’s ability to operate optimally. These include, but are not limited to:

Negative changes in the national fiscus:
The depreciation of the national currency has led to a downgraded economic status, affecting multiple sectors, including public service. In response, government embarked on fiscal consolidation, including significant budget cuts.

As the largest department in the province, the Department of Education absorbed a substantial portion of the provincial budget reductions. These fiscal constraints have hindered the Department's ability to fully implement some of its strategic objectives.

The negative changes to the fiscus adversely impacted service delivery, resulting in several challenges encountered by the Department in the provision of relevant services. The key service delivery areas that were affected are as follows:

School Safety
The latest crime statistics indicate that schools and district offices are among the most targeted areas for crime in the province. This highlights the need for interventions, including the incorporation of electronic systems to complement and enhance current physical security measures. Therefore, additional funding is required to support for provisioning of surveillance and monitoring, installation of CCTV cameras, access control, intrusion detection system, panic button and panic alarm system to selected schools.

Implementation of Reading Strategy
The implementation of Reading Strategy includes the provisioning of training, printing material, readers and resource packs. By combining targeted teacher training with the adequate provisioning of learning and teaching support materials, the strategy addresses both the instructional and material gaps that hinder literacy progress. This holistic approach not only enhances learner performance in reading but also

contributes to improved academic achievement across all subjects. This policy has never been fully funded at the national threshold based on the provincial average expenditure per learner, and this is due to funding constraints and budget cuts.

Hostel Catering
Provision of meals for learners in public school hostels. The budget for this policy area was reduced during the pandemic to fund COVID-19 essentials. This reduction had a lasting negative impact, as the baseline could not be restored due to subsequent budget cuts. Additionally, the policy has been further strained by price increases from 2021/2022 and 2022/2023 financial years.

To address these challenges, corrective measures were implemented, including the submission of a formal request for additional funding to the Provincial Treasury. Additionally, the Department embarked on the process of realigning the organisational structure with current fiscal realities and strategic imperatives, ensuring the Department remains responsive, efficient, and capable of delivering on its core mandate.

2.2. Service Delivery Improvement Plan

Main Services and Standards

Main Services	Beneficiaries	Current Standard of Service	Desired Standard of Service	Actual Achievement
Increase the number of Grade 12 learners that are passing the NSC examinations.	Learners, Parents School Governing Bodies Relevant organized labour organisations	81.4%	100%	84.98%

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

Current/Actual Arrangements	Desired Information Tools	Actual Achievements
Professional Standards - Public Servants:	-Set by South African Council for Educators (SACE) -All enquiries be treated with care, fairness, respect, dignity and courtesy -Wearing Name Tags -All enquiries be attended within 24 hours	-Set by South African Council for Educators (SACE) -All enquiries be treated with care, fairness, respect, dignity and courtesy
Access Standards:	-Social Media: ECDOE Sikuncede Njani Application -Toll Free Number: ECDoE Call Centre 080 12 12 570 -Steve Tshwete Complex, Zone 6, Zwelitsha -Private Bag X0032, Bhisho -All 12 District Offices located closer to schools. -Circuit Offices -Circuit Management Centres -Roadshows -District Visits -ECDOE Intranet -ECDOE Website: customer@ecdoe.gov.za	-Social Media: ECDOE Sikuncede Njani Application - Toll Free Number: ECDoE Call Centre 080 12 12 570 -Steve Tshwete Complex, Zone 6, Zwelitsha Private Bag X0032, Bhisho -All 12 District Offices located closer to schools. -Circuit Offices -Circuit Management Centres -Roadshows -District Visits -ECDOE Intranet -ECDOE Website: customer@ecdoe.gov.za
Information Standards:	-Formal meeting with organised labour. -Roadshows -District Visits Media (Television, Radio & Print) Interviews	-Formal meeting with organised labour. -Roadshows -District Visits Media (Television, Radio & Print) Interviews
Redress Standards:	Through direct contact, email, telephonically with management or supervisors at Head Office, District, Circuit Offices and schools	Through direct contact, email, telephonically with management or supervisors at Head Office, District, Circuit Offices and schools
Consultation Standards:	-Formal meeting with organised labour. -Roadshows -District Visits -SGB engagements -Emails -Public engagements	-Formal meeting with organised labour -SGB engagements -emails

Current/Actual Arrangements	Desired Information Tools	Actual Achievements
Openness & Transparency Standards:	The programmes and projects of the Department are published on the Website, Radio, Television and Print Media	The programmes and projects of the Department are published on the Website, Radio, Television and Print Media
Service Standards	As prescribed in the Personnel Administration Measures (PAM) document and SACE requirements	As prescribed in the Personnel Administration Measures (PAM) document and SACE requirements
Value For Money	The appointment of School- based educators, provisioning of ICT, infrastructure and improved learner performance contribute to the realization of the Vision of the Department, which state that the Department is working in providing learners with opportunities to become productive and responsible citizens through quality basic education	The appointment of School- based educators, provisioning of ICT, infrastructure and improved learner performance contribute to the realization of the Vision of the Department, which state that the Department is working in providing learners with opportunities to become productive and responsible citizens through quality basic education

Service delivery information tool

Current/actual information tools	Desired information tools	Actual achievements
Provide information through EMIS data, SASAMS and Data Driven District System, EFMS, Transversal Systems (LOGIS, PERSAL and Basic Accounting System)	eCares for Early Childhood Development, Provincial Electronic Reporting Tool	Desired tools to be achieved in 2025/26 financial year.

Complaints mechanism

Current/Actual Complaints Mechanism	Desired Complaints Mechanism	Actual Achievements
Customer Care: Walk-in Centre Call Centre Suggestion Boxes located at reception areas of the Department Sikuncede Njani Application Toll-Free Number: 080 12 12 570 Email: customercare@ecdoe.gov.za USSD: 35658	Customer Care: Walk-in Centre Call Centre Suggestion Boxes located at reception areas of the Department Sikuncede Njani Application Toll-Free Number: 080 12 12 570 Email: customercare@ecdoe.gov.za USSD: 35658	Customer Care: Walk-in Centre Call Centre Suggestion Boxes located at reception areas of the Department Sikuncede Njani Application Toll-Free Number: 080 12 12 570 Email: customercare@ecdoe.gov.za USSD: 35658

2.3. ORGANISATIONAL ENVIRONMENT

For the 2024/25 financial year, the Department filled all 22 advertised Senior Management Service (SMS) posts, with appointees assuming duty on 1 April 2025. This marked a major achievement, as many of these positions had been vacant for years.

The appointments reflect the Department's commitment to diversity and equity, with 11 African females, 8 African males ,2 Coloured males, and 1 Indian male among the new leadership. Notably, the appointment of the Head of Department strengthens the organisation's capacity to lead with vision and integrity.

The approved of organisational and posts establishment structure was approved for implementation by the MEC in 2019/20 financial year. 2021/22 becomes the second financial year for the Department in operation with the structure. It is a requirement that the organisational structure of the public service institution be amended after 3- 5 years, as depicted in the Amended 2015 Department of Public Service and Administration (DPSA) directive on changes to the organisational of the Department. The period is given to Department to unpack their current strategy in ensuring the Department continue exercise its purpose and mandate.

It must be noted that this review is initiated ahead of the 3-5 years in existence of the structure as guided by DPSA. However, the contextual realities are demanding a closer review of the system and operations. Since the approval of the organisational structure there has been a number of factors both internally and externally impacted the operations of the Department. Below are some of these factors but not limited to:

COVID-19 Pandemic
The Department like all institutions was affected by the COVID-19 pandemic. The pandemic forced public service to rethink the manner to which services must be rendered. A number of operations in the Department are coordinated virtually. Even though our context provides for a contact interaction. Eg it is not idea to provide teaching and learning virtually. If the Department embarking on that approach, it will require a lot funding on ICT tools, which is not ideal in an environment where budget cuts are implemented.

Migration of the Early Childhood Development (ECD) function from DSD to DOE
The approved organisational structure makes provisioning of functions in supporting its approved Service Delivery Mode (SDM). The scope of the SDM does make no provisioning of the ECD Resourcing and Capacity building function. The ECD Resourcing and Capacity building is migrating from DSD and to the Department as a result of call by the President. A call that emphasised the exposure of the child to teaching and learning from an early age. This instruction further indicated that the function be administered by DOE instead of DSD. This illustrates that the Department must review its current organisational structure to accommodate the ECD Resourcing and Capacity Building function.

Improvement in Information Communication Technology (ICT)
In the province the Department is one of the departments that invested a huge budget on ICT. This approach supported the Department tremendously when the country was in high peak of COVID-19. Functional alignment and personnel provisioning of the Department were never adjusted to accommodate these ICT solutions.

Changes in some of the statutory policies e.g. IQMS & PMDS
Several regulations and policies supporting the institution were reviewed. The implementation of these policy frameworks required structure and personnel organised accordingly.

The points indicated above meant that the current organisational structure in some areas is not aligned with the demands of the Department. The Organisational Development team supported by the Office of the Premier is embarking on structure review exercise.

- **System Failures**
- **Cases of corruption**

2.4. KEY POLICY DEVELOPMENTS AND LEGISLATIVE CHANGES

Early Childhood Development (ECD) Resourcing
The ECD function migrated from DSD to the DoE as a result of call by the President. A call that emphasised the exposure of the child to teaching and learning from an early age. The scope of the SDM makes no provisioning of the ECD Resourcing and Capacity building function. This illustrates that the Department must review its current organisational structure to accommodate the ECD Resourcing and Capacity Building function.

Implications of the Basic Education Laws Amendment Act
The BELA Act was enacted towards the end of the year under review. This brought changes relating to compulsory Grade R. This has huge implications on the operations of the Department. No additional funding has been provided, and the department must reprioritise due to budget pressures brought in by the passing of BELA Act, including provision of School Nutrition, LTSM, Scholar Transport, teaching personnel and furniture. This also calls for professionalisation of ECD.

3. ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

MTSF PRIORITY Improved school readiness of children				
Outcome 1	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
A strong and solid foundation in literacy and numeracy	Proportion of 5-year-olds (Grade R) enrolled in educational institutions by 2024	87%	95%	43% 5-year-olds were enrolled in the year under review. 116 706 children received formal education in the year under review, of these 50 305 (43%) were 5-year-olds. There was significant improvement in children attending Grade R due to improved awareness in the importance of early learning. The implementation of section 2 of the BELA Act in relation to compulsory schooling will increase the proportion of Grade R enrolled.
	Proportion of 4-year-olds (Grade RR) enrolled in educational institutions by 2024	New Indicator	35%	As at March 2025, 122 100 Pre-Grade R learners accessed registered ECD programmes, which led to 25.73% increase in enrolment.

MTSF PRIORITY 10-year- old learners in schools read for meaning				
Outcome 2	**Outcome Indicator**	**Baseline**	**5-year target**	**Major Achievements**
10-year-old learners enrolled in publicly funded schools read for meaning	Percentage of learners achieving in Reading and Mathematics Learning outcomes in Grades 3 critical subjects reflected in the new Systemic Evaluation by 2024	51% Literacy 52% Numeracy	60%	• The province has achieved at an average of 71% in reading in the 2024 evaluation. • There were indications that girls are doing better than boys in some categories of reading. • In reading 23% of girls and 43% of boys performed at Emerging level (lowest ranking) and 24% of girls and 12% of boys performed at Enhancing level of achievement (higher ranking). • In 2023, the Department developed and successfully launched a comprehensive Reading Strategy aimed at improving learners' reading fluency and comprehension across all year levels. • In collaboration with Partners such as Funda Wande, Rhodes University and NECT, the Department provided for: - Professional development for teachers on various reading methodologies and strategies to enhance learner performance in reading. - Conducted training sessions for departmental heads and teachers on the effective implementation of theme-based teaching and the phonics program in Home Languages.

MTSF PRIORITY 10-year- old learners in schools read for meaning				
Outcome 2	**Outcome Indicator**	**Baseline**	**5-year target**	**Major Achievements**
				• Utilised broadcasted lessons to effectively teach challenging topics, ensuring accessibility and engagement for all students. • Recorded lessons to provide teachers and students with accessible resources for both in class and at home learning. • Provided anthologies, graded readers, big books, and visual charts to support diverse learning needs and enhance instructional materials • Promoted motivational programs, spelling Bee, Drop All and Read, Read Aloud Day that are designed to enhance learner engagement and improve reading performance. • In Maths 20% of girls and 31% of boys performed at Emerging level (lowest ranking) and 34% of girls and 23% of boys performed at Enhancing level of achievement (higher ranking). • Organised a Mathematics Boys' Camp specifically designed for Grade 6 and 7 boys, with participation drawn from all 12 districts. The camp will aim to enhance mathematical understanding, foster a positive attitude towards the subject, and support academic achievement among boy learners. • Coordinate the implementation of key Mathematics competitions—including the Horizon Maths Competition (HMC), Mental Maths Quiz, Growsmart, and RUMEP—to improve learner participation, promote mathematical thinking, and foster a culture of academic excellence in Mathematics. • Deliver professional development workshops for Grade 1–3 teachers under the Mental Starters Assessment Project (MSAP), with the goal of enhancing early grade numeracy through effective mental maths strategies and formative assessment tools.
	Average score obtained by Grade 4 learners in PIRLS by 2024	290	300	Eastern Cape performed at 271 points, which was below the benchmark of 500 centre points. Nationally, the performance in PIRLS 2021 was 288 points.
	Average score obtained by Grade 5 learners in TIMSS by 2023	343	400	Mathematics: the province performed at 319 points as against 362 points performance by national. Science: the province performed at 247 points as against 308 points performance by national.
	Number of schools implementing EGRA	1 100	3 000	For the past 4 years, 1800 schools implemented EGRA. All 1100 schools are implementing EGRA and have conducted baseline assessment. 75 schools in 12 districts were monitored during onsite visits in Term 1.

MTSF PRIORITY 10-year- old learners in schools read for meaning				
Outcome 2	**Outcome Indicator**	**Baseline**	**5-year target**	**Major Achievements**
				Subject Advisors conducted EGRA training for teachers who were to implement EGRA for the first time in 2025.
	Percentage of 10-year-olds (Grade 4) able to read for meaning	25%	35%	South Africa PIRLS 2021 revealed low levels on learner's ability to read for meaning as they turn 10 at Grade 3 at 288 points significantly below PIRLS centre point of 500.
	Number of schools provided with resources for Grades 1 to 3 in all LOLTS (indigenous languages, Big Books, flashcards, story books, alphabet friezes, posters, for example)	3000	4 300	4320 schools received minimum packs containing Big Books, flashcards, Graded readers, alphabet friezes and posters. The resources were delivered with a POD that was signed by the schools. The resources were available to learners at the start of the new academic year.
	Percentage of foundation phase educators trained on teaching reading	30%	70%	For the past 4 years, 48,5% of foundation teachers were trained on reading methodology. During the year under review, 2196 teachers were trained. This translates to a total of 66 % of teachers trained on teaching reading.

MTSF PRIORITY Youths better prepared for further studies and the world of work beyond grade 9					
Outcome 3	**Outcome Indicator**		**Baseline**	**5-year target**	**Major Achievements**
Youths better prepared for further studies and the world of work beyond Grade 9	Percentage of learners achieving in Reading and Mathematics learning outcomes in Grades 6 and 9 as assessed through the new Systemic Evaluation by 2024		50% - Reading 50% - Mathematics	60%	• The national average score for Grade 6 was 522 in 2022. (These studies are conducted in a 3-year cycle). • The Maths average scores for Grade 6 are 536. • The average score achieved in Mathematics Grade 9: 594. • The national average score achieved in Reading for Grade 9 is 592. • National average performance for grade 3 and 6 was 75.9% and grade 9 was 46.1%. • The Eastern cape learners in Grade 6 performed at 70% and the Grade 9 learners performed.
	Average score obtained by Grade 6 learners according to the international SACMEQ by 2020	Reading	444	500	There was a decline in reading scores compared to the previous study. Grade 6 boys scored 528 and girls 549.
		Mathematics	449	510	There was a decline in Mathematics scores for SACMEQ

MTSF PRIORITY Youths better prepared for further studies and the world of work beyond grade 9					
Outcome 3	**Outcome Indicator**		**Baseline**	**5-year target**	**Major Achievements**
					Grade 6 Maths Scores: • Boys scored 550 while Girls scored 553 in Numeracy. • Comparing Learners' and Teacher's performance: • Learners: 525 • Teachers: 759
	Percentage of learners in Grade 9 achieving in Mathematics and Science in TIMSS programmes by 2024	Mathematics	50%	60%	• The province improved from 366 points in 2019 to 368 points in 2023. • Nationally, the improvement was from 389 to 397 points from 2019 to 2023, • The small improvement were due to losses experienced during Covid-19 period and higher improvements in 2027 are expected as the Department is working on supporting learners.
		Science	50%	60%	• The province declined from 334 points in 2019 to 322 points in 2023. • Nationally, there was a decline from 370 to 362 points from 2019 to 2023. • The drop was due to losses experienced during Covid 19 period and improvements in 2027 are expected as the Department is working on supporting learners.

MTSF PRIORITY
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa

Outcome 4	Outcome Indicator	Baseline	5 -year target	Major Achievements
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa	Percentage of Grade 12 learners obtaining a Bachelor level pass in NSC by 2024	32.3%	40%	45.7% Intensive LAIS Programme contributed to this quantum leap. Revision programmes integrated administration of topic tests to determine success of intervention programmes, led to significant improvement in the quality of responses learners were providing.
	Percentage of Grade 12 learners obtaining 60% and above in Mathematics and Physical Science by 2024	Mathematics 14.3%	24%	13,3% Poor subject combinations affected the performance in both Mathematics and Physical Sciences.
		Physical Science 21.6%	32%	13,3% Curriculum streams and the related subject combinations had a bearing on the performance of learners in Physical Sciences.
	Number of historically disadvantaged schools that offer 'niche' subjects such as Engineering Technical Vocational, Technical Occupational, and computing subjects.	504	580	• Coding and Robotics was piloted in 186 schools. • 21 Schools offering Digital Technology in Grade 8 and 9. • 71 fully fledged Technical Vocational schools • 25 Schools introduced technical vocational subjects in grade 8 and 9. • 03 Special schools introduced Technical Occupational Curriculum. • 1 Aviation school opened in collaboration with 43 Air- Schools in Port Alfred, under Sarah Baartman District All these initiatives were aimed at implementation of the Three Streams model, though the province is still in a piloting stage. In 2023 the province with the help of DBE funding, managed to train technical teachers in Gr 8 practical skills for vocationally oriented Occupational subjects in preparation for piloting in 2024. CAPS orientation for occupational subjects was executed during the March 2024 school vacation to prepare teachers on how to implement the curriculum. **Teacher Training** During the period under review the Department managed to train teachers on methodology for the newly introduced subjects. **Resourcing** Through Maths Science and Technology Conditional Grant (MST), 31 schools benefited as follows since 2020: • Equipment, machinery, tools and consumables for workshops. • Scientific Calculators for learners

MTSF PRIORITY Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa				
Outcome 4	**Outcome Indicator**	**Baseline**	**5 -year target**	**Major Achievements**
				• Technical Sciences Kits. Since 2022, the province created funding for Technical Occupational to assist Technical Vocational schools in procuring for LTSM and Practical Assessment Task (PAT) consumables. **Co-curricular activities** For the first time in the history of Technical Vocational education, provincial skills competitions were staged, and winners went up to compete at national level, where several accolades were collected by our contestants.
	Number of underperforming schools identified for intervention programmes.	199	100	108 schools that performed below 70% were identified for targeted interventions. The Department managed to conduct the following interventions: • Intensified LAIS Programmes prioritising Underperforming schools. • Designed and shared Study Tips to guide learners. • Training of teachers on challenging content in selected subjects.

MTSF PRIORITY Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa				
Outcome 5	**Outcome Indicator**	**Baseline**	**Five - year target**	**Major Achievements**
ICT integrated in the provision of quality basic education	Percentage of public schools with connectivity and Wi-Fi	20%	100%	93 % of the schools were connected through connectivity and Broadband. Out of 4 979 public schools in the Eastern Cape: 1,856 schools were connected to broadband through the SITA-led WAN rollout. Wi-Fi (LAN) infrastructure was installed in: • 700 schools in FY 2023/24 • 800 schools in FY 2024/25 • 36.8% of all public schools in the province have both broadband and Wi-Fi infrastructure in place. • 3,013 schools that were previously excluded have now received Huawei mobile routers in their administration blocks, enabling basic internet access. • Planning has begun for the final phase (remaining 531 schools) in FY 2025/26 to complete full LAN coverage. Key Strategic Milestone: This rollout marks the largest provincial ICT infrastructure expansion for schools in the province's history transitioning from a handful of digitally connected schools to over 1,800 schools now capable of delivering online education, learner registration, and teacher email access
	Percentage of public schools with digital instructional devices in classrooms (smart classrooms)	40%	100%	Approximately 16% of schools in the province have been equipped with an e-Library solution, which has had a significant impact on teaching and learning outcomes. When factoring in other ICT initiatives implemented through conditional grants and donations, this figure increases to 26%. Additionally, with the schools connected through the broadband and LAN rollout led by the ICT directorate, the overall proportion of schools with some form of digital resource or infrastructure rises to 63%.
	Percentage of educators in public schools with connected and loaded digital devices who can access appropriate curriculum content	80%	100%	In 63% of resourced schools, the teachers can utilize the content provided for learners, both in online and offline formats.
	Percentage of learners in public schools with connected and loaded digital devices who can access appropriate curriculum content.	20%	50%	63% of the schools readily have access to curriculum content, available both online and offline.
	Percentage of public schools that can be contacted electronically	80%	100%	63% of public schools in the province were resourced with digital content, broadband connectivity, and LAN infrastructure, a significant portion of the education sector was digitally transformed. The remaining schools previously excluded from fixed line broadband were provided with mobile router solutions as part of the Huawei connectivity initiative. This combined approach, which includes broadband rollouts, Wi-Fi installation, mobile connectivity, e-Library deployments, and other ICT projects supported through conditional grants and donations, ensured that all public schools in the Eastern Cape 100% were reachable electronically. This achievement not only enabled effective communication and coordination but also laid the foundation for digital governance, remote support, online learning, and centralized administrative processes across all districts.

MTSF PRIORITY Youths better prepared for further studies and the world of work beyond grade 9				
Outcome 6	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
Skills for a changing world	Number of fully functional agricultural public schools	17	Re-capitalise 17 existing Agricultural schools	For the period under review, the 17 existing Agricultural Schools were resourced to full CAPS compliance of having a minimum of three production enterprises in both crop and livestock production. Additionally, the Department established a new Agricultural School, named Dr. VN Mkosana Agricultural School established in Amathole East District in January 2024. Currently, the Department has 18 Agricultural Schools. All the Agricultural Schools were aligned with Department of Agriculture, Lui Agri Pty Ltd, Wild Coast Foods, Duzi Forestry, MMX Foundation, Tsolo Agriculture and Rural Development Institute (TARDI), Fort Cox through signed Memoranda of Understanding for further development of the schools Launch of the NSF/LUI AGRI Integrated Food Security Intervention & Development Programme in collaboration with Department of Correctional Services involving two thousand and fifty (2 050) out-of-school youths enrolled in an AGRISETA accredited 12-month Plant Production Learnership (NQF Level 4) at fifteen (15) Agricultural Schools and three (3) Rural Schools in eight (8) districts to improve food security, alleviate poverty and encourage entrepreneurship. This collaboration with LUI AGRI Pty Ltd leads to the following: • Construction of 300m² greenhouse tunnels, 60m² shaded-net nurseries with drip irrigation at all the eighteen (18) sites. • Roofing and tank installations, painting of two blocks of classes, as well as 52 desks and 110 chairs at Palmerton Agricultural School. • Ceiling, painting and window replacements, as well as 53 desks and 106 chairs at Clarkebury Agricultural School. • Refurbishment of two classrooms at Patensie Agricultural School • Installation of a 7X7m Wendy house at Gobizizwe Agricultural School • Construction of a feed storage house, as well as 52 desks and 140 chairs in Ulana Agricultural School. • Renovations of two (2) classrooms in Moshesh Agricultural School. • Purchase and delivery of 50 desks and 111 chairs at Freemantle Agricultural School. • A 7X7m Wendy house constructed for Gwebinkundla Primary School and 30 desks and 50 chairs delivered, 50 desks delivered at Bijolo Primary School and 40 desks, and 40 chairs delivered at Mqanduli Primary school. Frank Zibi Agricultural School received 35 desks and 65 chairs. • Purchase and delivery of 35 desks and 70 chairs at Bengu Agricultural School. • Gobizizwe Agricultural School received 55 desks and 103 chairs.
	Number of fully functional maritime schools	4	Resource and extend the curriculum to include Maritime Studies in 6 Schools in the Port Elizabeth, Port Alfred and Humansdorp nodal points	The Department closed the five-year term with 9 schools offering Maritime subjects. These are in Buffalo City Metro, Nelson Mandela Bay, O.R Tambo Coastal and Alfred Nzo East districts. In 2025 the Department added 2 schools that have started implementing Maritime studies.

MTSF PRIORITY Youths better prepared for further studies and the world of work beyond grade 9				
Outcome 6	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
	Number of fully functional technical vocational high schools	7	Ensure that 40 schools currently offering technical subjects comply with the requirements of becoming full technical high schools as per guidelines	• Across the 12 Districts, there are 71 Technical Vocational schools, an increase from 69. • Furthermore, there are also 3 fully approved Schools of Skills implementing an Occupational curriculum with 6 more schools offering some Occupational subjects. These fall under the category of Special schools in BCM and NMB districts. • The Department launched an Aviation School, marking a significant achievement in expanding educational opportunities within the province. This initiative aims to provide learners with access to specialized training in aviation, equipping them with the skills and knowledge necessary to pursue careers in a rapidly growing industry.

MTSF PRIORITY A skilled and capable workforce to support an inclusive growth path				
Outcome 7	**Outcome Indicator**	**Baseline**	**Five - year target**	**Major Achievements**
A well-defined holistic integrated inclusive education support system	Percentage of functional school-based support teams in schools	60%	90%	• 100% achievement (46 Special School and 62 Full-Service Schools). • The Department managed to train teachers on SIAS policy. • SIAS policy was implemented, and learners were referred to Specialists for assessment and correct placement. • The strengthening, capacitation and training of School Based Support Teams was done for full-service schools and Special Schools. • School Based Support Teams in Full-Service Schools and Special Schools were trained on the DBE Standard Operating Procedures.
	Percentage of functional district-based support teams	60%	100%	100% achievement.12 districts had fully functional DBSTs, and the provincial office continued to provide monitoring and support.
	Percentage of individualised support plans developed for learners with barriers to learning	10	70	• Only 5% was achieved. Shortage of Specialists at district and school level delayed progress. however, process of recruiting more Therapists and filling of vacant post was completed. • As at 31 March 2025, the Department had a total of 74 Specialists, and this will contribute towards improvement in the development of individualised support plans for learners.
	Number of concessions and accommodations awarded	447	3 000	All Special Schools share a total budget of R19 000 000 per year to procure assistive devise for their learners as per need arise. The number of cognitive assessments conducted to PID learners has gradually increased throughout the years due to the Department employing more Psychologists. For the year under review, 2 368 number of concessions and accommodation were awarded.
	Number of learners with access to Assistive Devices and/or Technology	250	2 000	10 588 learners in Special Schools had access to assistive devices and technology as it formed part of the Norms and Standard funding to special schools. In addition, the 62 Full-Service schools receive top-up funding to ensure that they are providing assistive devices as per their requirements. Target for mainstream schools were not achieved
	Number of educators, officials and support trained on inclusive education	450	6 759	• Over the past years, a total of 1 688 educators were trained on inclusion. The greatest achievement (1 000) was registered in the year under review.

MTSF PRIORITY A skilled and capable workforce to support an inclusive growth path				
Outcome 7	**Outcome Indicator**	**Baseline**	**Five - year target**	**Major Achievements**
				• Through the Teacher Development Programme, the department trained teachers on Screening, identification Assessment and Support Policy (SIAS), Concession and Accommodations, Braille, Level 1 Intellectual Disability Training, Autism, handwriting and phonological, SBST Training and Learner diversity. • Collaboration with external stakeholders assisted the department in providing support on inclusive education, these include: - British Council and Nelson Mandela University - University of Johannesburg
	Number of stakeholder engagements to support inclusive education agenda	10	40	10 stakeholders' engagements sessions were held: • Nelson Mandela University placed 7 Psychometrist interns at district offices. • Quarterly meeting with South African National association for Special Education. • British Council and Nelson Mandela University collaborated on the in-service training of educators in inclusive education practice. The Teacher for All project is an Online course executed on the Moodle platform. • University of Johannesburg trained educators on Diploma on Remedial Education • Eduplex Training Institute • University of Fort Hare • Disability Economic Empowerment Trust • Bona Buntu • Autism South Africa • Sign Language Education and Development • Social Development through the Child and Youth Care programmes

MTSF PRIORITY Learners and educators feel respected, and learning improved by 2024				
Outcome 8	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
Effective social protection and creation of a safe school environment conducive to learning	Number of learners benefitting from the National School Nutrition Programme (NSNP)	1 657 275	1650 000	R1 737 698 000.00 billion was received to feed 1 576 373.00 learners. • The Department managed to spend 99.9% of the total budget, of which R1.6 million underspending is because of COE (vacant grant posts) • Provincial Conditional Grant Evaluation was conducted in O R Tambo Coastal, Nelson Mandela Metro and Joe Gqabi districts. A total of 76 schools were visited and evaluated. The province through monitors planned to monitor 9828 schools and managed to reach 7520 which constitutes 76% achievement. • All schools enjoyed breakfast, as a result they reported improvement in attendance and punctuality. • Funds were transferred for the improvement of protein in targeted primary schools.
	Number of schools with functional school safety committees (Junior Commissioners Peace Clubs, March, and Drill Programme, Teenage Against Drug Abuse)	1 760	2 500	• 500 schools have functional School Safety Committees. • District alignment (was with Circuit Managers at District level) of the function to Provincial picture (Social Support at Provincial level) • Re-enforced lack of personnel by Keeping Boys in School Monitors • Distributed National School Safety Framework (NSSF) documents to all districts who in turn were expected to distribute the same to district schools. • Training on NSSF for all district coordinators and school safety structures • Establishment of existence and functioning of school safety structures • Increased collaboration with relevant stakeholders • Participation in programmes mitigating school safety violence • Improved reporting to DBE quarterly gained from districts monthly • Participating and quarterly reporting to PELRC sessions.
	Number of learners benefiting from scholar transport	85 139	110 000	• In 2024/25, 103 000 learners were ferried Walking buses have been used in unsafe areas / roads to ensure that learners reach school unharmed. • These were given a stipend through the EPWP. Increased number of learners to all qualifying learners to benefit Improved management system on scholar transport data capturing and management there-of. • Highly minimized inefficiencies that lead to yearly bankruptcy of Department of Transport
	Percentage of learners provided with hostel facilities	10%	15%	• 22 000 learners benefitted from hospital facilities and 16799 were received subsidy. • 10 588 learners were accommodated in 45 Special schools. • This period saw an increase in the number of learners benefiting in school hostel accommodation. • Increased number of school hostel establishments though still not meeting the demand • Increased budget allocated for school hostel subsidies for operation (catering and daily running costs) though not meeting the needs and subsequently regressed and without Norms and Standards for school hostel funding.

MTSF PRIORITY Learners and educators feel respected, and learning improved by 2024				
Outcome 8	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
				• Live scholar transport -school hostel complementary roles as evidenced by Barkly East High School Hostel accommodation of learners of Closed Rossouw and Rhodes Primary Schools-Spillover effect of Rationalization and Re-Alignment of small and non-viable schools. • Live Private -Public Partnership collaboration as evidenced by donor of Qhayiya High School in Paul Saucer High School Hostel.
	Number of schools implementing school health and psychosocial support activities	925	3 500	• Between 2022 and 2024, 800 schools were provided with Learner Support Agents to ensure early identification of health and social barriers to effective teaching. 49 Male Social Work Graduates were contracted in each CMC to address challenges faced by the boy-child including GBV, Bullying and Social Behavior Change. • 500 Learner support Agents were appointed in schools during the year under review, to give psychosocial support to learners

MTSF PRIORITY Learners and educators feel respected, and learning improved by 2024				
Outcome 9	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
Good governance, for quality basic education	Clean audit - number of qualification areas.	3	0	• The Department of education has been gradually improving on it internal controls and ensuring that it addresses significant weaknesses and is able to sustain improved audit outcomes. • In the 2023-24 financial year the department addressed; as part of the rigorous interventions, the qualification on Capital Work-In-Progress which contributed to the overall basis for a qualified opinion for the department. • The Department restated its ready for use balance on Immovable Assets to ensure that the auditors can have reasonable assurance that the value that was disclosed in 2024/25 Annual Financial Statements was fairly presented and that there were no material misstatements noted by the auditors
	Percentage of school principals rating the support services of districts as being satisfactorily	77%	100%	• 799 sampled School Principals (52.3) administered and submitted the Survey satisfaction Instrument for quarter 4 2024/2025. • The department received 1458 (95.4%) of the annual target completed survey instrument for quarters 1-4 2024/2025 financial year.
	Number of small and unviable schools rationalised	783	1 902	• 783 schools were part of the 1902 baseline and was a priority for rationalisation and realignment between 2021 and 2022. The Department managed to achieve the following:

MTSF PRIORITY Learners and educators feel respected, and learning improved by 2024				
Outcome 9	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
				• 114 schools were merged and • 203 schools realigned and published in Gazette 5087 of April 2024. • 86 schools were also Closed and published in Gazette 5089 of April 2024. • The rationalisation and realignment of these small and unviable schools included schools that were not aligned to a proto- type of primary and secondary schools. The programme also ensured that our schools are viable and better resourced where quality learning and teaching is realizable. • These 1142 schools were published in Gazette 4586 of July 2021 as Closed and 390 schools as Realigned. • All these schools were from the baseline of 1902 small and unviable schools.
	Number of integrated and operational districts	12	12	All 12 Districts were fully functional. District Directors were appointed on a permanent basis. These were coordinated by two Clusters, namely Cluster A and Cluster B.
	Number of partnerships agreements established (signed MOUs, MoAs, and SLAs)	37	40	The Department formed non-financially binding partnership initiatives with several organizations through signing of Memorandum of Understanding (MoUs) to support our schools and other programs of the Department. Currently, there were 17 Partnerships concluded in the 2024–2025 financial year.

MTSF PRIORITY Infrastructure Delivery				
Outcome 10	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
School physical infrastructure and environment that inspires learners to learn and educators to teach	Number of schools that reach minimum uniform physical infrastructure norms and standards	59%	65%	62% (104 schools completed in the 5 years)
	Number of additional learners provided with hostel facilities	18 210	20 090	There are 16 799 learner boarders Subsidised public ordinary school hostels, in 2025. In the Joe Gqabi district, there were 75 learners from the closed Rossouw and Rhodes Primary schools from R & R programme that were provided with school hostel accommodation in Barkly East High School hostel. In the Sarah Baartman district, there were 56 learners from Qhayiya High School that were provided with school hostel accommodation in Doukamma school hostel for increased learning outcome. Additional to the above, there was approval of a newly subsidized public ordinary school hostel in Alfred Nzo East-Mt Ayliff Secondary School Hostel with 3 learners. TOTAL = 162 in respect of achievements Contrary to the above spelt achievements there were some losses in terms of learner's boarder numbers due to non-conduciveness of school hostel related to: -Poor Infrastructure -Non and under provisioning of hostel personnel eg: - Byllets Combined School of Buffalo City Metro drop from 500 to 250 due to maintenance - McClachan' Huis Bester Hostel closed due to non-provision of personnel affecting 20 learner boarders Total of losses= 290 learner boarders
	Percentage of approved maintenance plans in all public schools	New Indicator	100%	Over the past years the Department worked on establishing a sound facility management system to discharge the responsibility of school's maintenance. The financial constraints were at the centre of the challenges. However, in the year under review, the department incorporated the Facilities Management Unit into Physical Resource Management which resulted to a focused approach in relation to schools' maintenance. This approach brought immediate success over the five-year period as shown below: (1) 2020/2021: 06 schools (2) 2021/2022: 10 schools (3) 2022/2023: 40 schools

MTSF PRIORITY Infrastructure Delivery				
Outcome 10	**Outcome Indicator**	**Baseline**	**Five -year target**	**Major Achievements**
				(4) 2023/2024: 90 schools (5) 2024/2025: 106 schools To augment the insufficient Education Infrastructure Conditional Grant, the department allocated Norms and Standard Funds to all public ordinary schools (Quintiles 1- 5) across the province for day-to-day maintenance amounting to R171 1115 152.
	Percentage of refurbished structures into technical vocational schools	New indicator	100%	6 Projects were in the planning stages at a cost of R42m

4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

4.1 Programme 1: Administration

Purpose

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

Sub-Programmes

Sub-Programmes	Purpose
Office of the MEC	To provide for the functioning of the office of the Member of the Executive Council (MEC) for education.
Corporate Services	To provide management services that are not education specific for the education system and to make limited provision for, and maintenance of accommodation.
Education Management	To provide education management services for the education system.
Human Resource Development	To provide human resource development for office-based staff.
Education Management Information System	To provide education management information in accordance with the National Education Information Policy.

Programme Strategic Outcomes

Strategic Outcomes
ICT integrated in the provision of quality basic education.
Good governance for quality basic education

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

PROGRAMME 1 ADMINISTRATION

Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
ICT integrated in the provision of quality basic education	School administration and Management system implemented.	**SOI 101** Number of public schools that use the South African Schools Administration and Management Systems (SA-SAMS) or any alternative electronic solution to provide data.	5094	5 045	5 045	4 979	-66	**Target not achieved.** The deviation in the number of public schools that use SA-SAMS is due to a higher-than-expected number of school closures and mergers during the year, resulting in higher targets. To address this, the target-setting process now considers the historical rate of school closures, as well as the number of very small schools that are at high risk of closing.
	Effective School Communication system implemented.	**SOI 102** Number of public schools that can be contacted electronically (e-mail).	5 094	5 045	5 045	4 979	-66	**Target not achieved.** The deviation in the number of public schools that can be contacted electronically is attributed to the School Rationalisation Project, which has resulted in a reduced number of operational schools. Additionally, continuous efforts are underway to standardise departmental email usage across all schools. However, some schools remain in transition due to infrastructure limitations or pending account activations, which affects the completeness of the data. The figures reported reflect only those schools currently active and confirmed to be using official departmental email accounts.

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

PROGRAMME 1 ADMINISTRATION

Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement	Reasons for deviations
Good governance for quality basic education	Optimal distribution of financial, physical and human resources across the system	**SOI 103** Percentage of expenditure going towards non-personnel items.	23%	16%	20%	14%	-6%	**Target not achieved**. Spending on personnel aligned to Integrated Quality Management System (IQMS) though the Department and overall government fiscal constraints have compelled Department to tighten its expenditure controls on goods and services in order to ensure that there is no unauthorized expenditure recorded at year end with due consideration for service delivery commitments.
	District provided with targeted support to improve school performance	**NSOI 104** Percentage of schools visited at least twice a year by District officials for monitoring and support purposes	56.8%	74.3%	65%	99.8%	34.8%	**Target achieved.** The following factors contributed to the overachievement of this performance indicator: District officials participated in School Readiness visits led by Eastern Cape Provincial Legislature in January 2025; (ii) First Push activities such as opening of study camps and (iii) schools were visited to monitor availability of Annual Academic Performance Report (AAPR); and School Improvement Plan by Circuit Managers.
ICT integrated in the provision of quality basic education	Resourcing of public schools with connectivity and broadband	**NSOI 105** Percentage of schools having access to information through: (a) Connectivity (other than broadband); and (b) Broadband.	37%	64%	64%	52%	-12%	**Target not achieved.** The variance in the reported percentage of schools with access to information via connectivity was influenced by infrastructure and funding factors.

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements								
PROGRAMME 1 ADMINISTRATION								
Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
			12%	34%	25%	41%	16%	**Target achieved.** The broadband rollout project, led by the Office of the Premier and SITA, connected 2,031 schools, of which 1,856 were activated and confirmed as live broadband sites. Due to funding, the department has managed to connect LAN to 1500 of the 1856 schools, with the remainder targeted for the 2025/26 FY For the schools without Broadband the interim solution, the department has provided 3,013 schools with mobile router connectivity.
Good governance for quality basic education	Work opportunities created for young graduates	**NSOI 106** Number of qualified Grade R-12 teachers aged 30 and below, entering the public service as teachers for the first time during the financial year.	994	1 172	400	1 082	682	**Target achieved** The Department experienced a high number of staff that exited through natural attrition and replaced them with new and young educators matching available vacancies.

Linking performance with budgets

The programme has spent R2.858 billion of the adjusted appropriation of R2.863 billion in 2024/25 financial year, underspending its budget by R4.739 million.

The underspending is attributed to cash flow constraints linked with the Equitable Share within the Department. This situation has led to the non-payment of outstanding invoices, as the Department prioritised invoices related to conditional grants. In addition, certain service providers were unable to meet the specification requirements, that affected the spending on machinery and equipment.

Sub-programme expenditure

Sub- Programme Name	2023/2024			2024/2025		
	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
1.1 Office of the MEC	14 572	10 846	3 726	17,764	17,231	533
1.2 Corporate Services	1 283 012	1 243 826	39 186	1,350,923	1,350,761	162
1.3 Education Management	1 355 123	1 326 420	28 703	1,418,351	1,418,057	294
1.4 Human Resource Development	16 211	10 791	5 420	11,779	11,128	651
1.5 Education Management Information Systems (EMIS)	61 399	54 344	7 055	63,798	60,699	3,099
1.6 Conditional Grants	-	-	-	-	-	-
Total	**2,730,317**	**2,646,227**	**84 090**	**2,862,615**	**2,857,876**	**4,739**

Final appropriation and actual expenditure under Sub-Programme 1.1 Office of the MEC excludes Statutory amount of R2.280 million

Strategy to overcome areas of under performance

Output Indicator	Strategies to overcome under-performance
SOI 101 Number of public schools that use the South African Schools Administration and Management Systems (SA-SAMS) or any alternative electronic solution to provide data.	The Department to closely monitor School Rational Programme and ensure these schools database lists in SA-SAMS is reviewed on a quarterly basis
SOI 102 Number of public schools that can be contacted electronically (e-mail).	The Department to closely monitor School Rational Programme and ensure these schools database lists in SA-SAMS is reviewed on a quarterly basis
SOI 103 Percentage of expenditure going towards non-personnel items.	The Department will within the given government wide fiscal constraints ensure strengthened in year budget monitoring performance and strict alignment between planned service delivery performance and budget performance. This will also include continuous engagement with the Provincial Treasury.
NSOI 105 Percentage of schools having access to information through: (a) Connectivity	To continue providing mobile routers as an alternative for schools whilst waiting for the Broadband It is important to note that the implementation of broadband connectivity falls under the mandate of the Office of the Premier (OTP), while individual Departments are responsible for managing local area networks (LAN) within their institutions. Although the wide area network (WAN) is within the jurisdiction of OTP, the department has taken a proactive step by procuring 3 013 wireless/3G routers for schools as an interim solution to ensure internet access.

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

Not applicable.

4.2 Programme 2: Public Ordinary School Education

Purpose:

To provide public ordinary education from Grades 1 to 12, in accordance with the South African Schools Act and White Paper 6 on Inclusive Education (E-learning is also included).

Sub-Programmes:

Sub-Programme	Sub-Programme Purpose
Public Primary Schools	To provide Public Primary Ordinary Schools with resources required for quality education in Grades 1 to 7.
Public Secondary Schools	To provide Public Secondary Ordinary Schools with resources required for quality education in Grades 8 to 12.
Human Resource Development	To provide services required for the professional development of Educators and Non-Educators in Public Ordinary Schools.
School Sport, Culture and Media Services	To provide departmentally managed sporting, cultural and heritage activities in Public Ordinary Schools.
Conditional Grant School	• To provide for projects specified by the Department of Basic Education and funded by conditional grants: • To provide a nutritious meal to all targeted learners on every school day through the National School Nutrition Programme (NSNP). • To improve performance of learners in Mathematics, Science and Technologies (MST) through targeted resourcing of specific public ordinary schools. • To contribute to the skills development training, create jobs in educational institutions through Expanded Public Works Programme

Programme Strategic Outcomes

Strategic Outcomes
Skills for a changing world
Good governance for quality basic education
Youths better prepared for further studies and the world of work beyond Grade 9
10-year-old learners enrolled in publicly funded schools read for meaning.
A well-defined holistic integrated inclusive education support system

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements

PROGRAMME 2: PUBLIC ORDINARY SCHOOL EDUCATION

Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
Skills for a changing world	Multi-media resources provided to schools and learners	**SOI 201:** Number of schools provided with multi-media resources	4 365	4 555	4 200	4230	30	**Target achieved.** Schools determine their needs and requisition accordingly. Orders and deliveries made based on school needs.
Good governance for quality basic education	Learners in no fee public ordinary schools funded in line with the National Norms and Standards for school funding.	**SOI 202**: Number of learners in no fee public ordinary schools in line with the National Norms and Standards for School Funding.	1 518 616	1 494 471	1 494 556	1 477 890	-16 666	**Target not achieved**. The following factors contributed to the under achievement: • The outward migration of families from the Eastern Cape to other provinces directly contribute to the decrease in learner numbers. This phenomenon is supported by the recently published SA General Household Survey, where it was reported that the Eastern Cape continued to experience a decline in population. • Learners moving to TVET colleges • Death of learners • Learner dropouts Below is the comparison on the decrease of number of learners within the quarters: The target for the number of learners in no Fee public ordinary schools for the 2024/25 financial year was set at 1 494 556 in line with the National Norms and Standards for School Funding. The achievement for Quarters 1 and 2 stood at 1 486 481 learners, while Quarters 3 and 4 recorded a total of 1 477 890 learners. This reflects a

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 2: PUBLIC ORDINARY SCHOOL EDUCATION								
Outcome	**Output**	**Output Indicator**	**Audited Actual Performance**		**Planned Annual Target**	**Actual Achievement**	**Deviation from planned target to Actual Achievement**	**Reasons for deviations**
			2022/23	**2023/24**	**2024/25**	**2024/25**		
								decrease of 8,591 learners from Quarter 2 to Quarter 3.
	Learners in schools funded at a minimum level	**SOI. 203:** Percentage of learners in schools that are funded at a minimum level.	0%	100%	100%	100%	-	**Target achieved**. The Department complied with the gazetted norms and standards for funding of learners.
	Capacitated foundation phase teachers on reading methodology	**SOI. 204:** Number of foundation phase teachers trained in reading methodology	New	1 882	2000	2 196	196	**Target achieved.** • Partnership and collaboration with NGOs such as Funda Wande and Nelson Mandela Institute impacted positively in the achievement. • Decentralization of training to circuit management centres within jurisdiction of the Provincial Teacher Development Institute. • Availability of Subject Advisors to conduct training.
Skills for a changing world	Capacitated teachers in Numeracy content and methodology	**SOI. 205:** Number of foundation phase teachers trained in Numeracy content and methodology	New	993	2 500	3 148	648	**Target achieved** The overachievement was attributed to: • The collaboration with ETDP-SETA to train more Language teachers, at both primary and secondary level in the 4th quarter resulted in an increase in number of educators trained. • The partnership with Publishers and NGOs led to more teachers being trained. • The availability of Subject Advisors to conduct training. • Decentralization of training to circuit management centres within

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 2: PUBLIC ORDINARY SCHOOL EDUCATION								
Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
								jurisdiction of the Provincial Teacher Development Institute.
	Capacitated teachers in Mathematics and methodology	**SOI 206**: Number of teachers trained in Mathematics content and methodology	522	1 085	2 500	4 188	1 688	**Target achieved** Overachievement was due to: • Collaboration with Education, Training and Development Practices Sector Education and Training Authority (ETDP-SETA) to train more Mathematics teachers, at both primary and secondary level in the 4th quarter, which resulted in an increase in the number of educators trained. • Training of grade 5 Mathematics teachers in preparation of the Mother Tongue Based Bilingual Education (MTBBE) implementation in the 4th quarter resulted in teachers being trained. More teachers were trained in partnership with JENN Foundation throughout the Province. • Availability of Subject Advisors to conduct training. • Decentralization of training to circuit management centres within jurisdiction of the Provincial Teacher Development Institute.
	Capacitated foundation phase teachers in Language content and methodology	**SOI. 207:** Number of teachers trained in literacy /Language content and methodology.	761	1409	2 500	3 672	1 172	**Target achieved**. Overachievement was due to: • Collaboration with Education, Training and Development Practices Sector

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 2: PUBLIC ORDINARY SCHOOL EDUCATION								
Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
								Education and Training Authority (ETDP-SETA) to train more Language teachers, at both primary and secondary level in the 4th quarter resulted in an increase in number of educators trained • Decentralization of training to circuit management centres within jurisdiction of the Provincial Teacher Development Institute. • Availability of Subject Advisors to conduct training.
	Capacitated teachers on inclusive education.	**NSOI. 208:** Number of educators with training on inclusion.	423	165	500	1000	500	**Target achieved.** The following factors contributed to the over achievement: ▪ Coordinated identification of training needs for District Based Support Teams (DBSTs) and School Based Support Teams (SBSTs) ▪ Facilitated development of professional capacity for educators trained in curriculum development and assessment ▪ Coordinated training on Accommodations and Concessions. ▪ Coordinated training of educators and Subject Advisors on curriculum development and assessment e.g. Curriculum differentiation.

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements

PROGRAMME 2: PUBLIC ORDINARY SCHOOL EDUCATION

Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
								▪ Coordinated training on SIAS Policy in Full-Service Schools and Special Schools to impact learners who experience medical/physical neurological/sensory/cognitive and emotional barriers to learning. ▪ Decentralisation of training to Circuit Management Centres within jurisdiction of the Provincial Teacher Development Institute.
Good governance for quality basic education	Schools with filled posts as per Post Provisioning Norms (PPN).	**NSOI. 209:** Percentage of schools where allocated teaching posts are all filled.	61%	60.6%	85%	57.8%	-27.2%	**Target not achieved.** This was due to the following factors: ▪ Delayed movement of additional educators to the vacant posts. ▪ In some instances, additional educators were retained for educational purposes. ▪ Delays in issuing of bulletins for promotional posts. ▪ Delay in filling vacant posts.
Youths better prepared for further studies and the world of work beyond Grade 9.	Provision of adequate Learner Teacher Support Material (LTSM) to Public Ordinary Schools	**NSOI. 210:** Percentage of learners with English First Additional Language (EFAL) and Mathematics textbooks in Grades 3, 6, 9 and 12.	75.6%	95.11%	80%	95.04%	15.04%	**Target achieved** The variance attributed to various factors: ▪ Improvement in retrieval of textbooks from learners. ▪ Focused procurement based on needs provided in the needs analysis. ▪ Minimal vandalism because the deliveries took place during January 2025 when schools were operational

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 2: PUBLIC ORDINARY SCHOOL EDUCATION								
Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
Good governance for quality basic education.	Schools producing a minimum set of management documents as per required standard.	**NSOI. 211:** Percentage of schools producing a minimum set of management documents at a required standard.	62%	50%	65%	65.99%	0.99%	**Target achieved.** DBE- Education Management & Governance Directorate in collaboration with School Administration Directorate (ECDoE) conducted SMT support session to mediate Basic Annual Management Processes (BAMP) to SMTs of sampled districts and schools. ▪ Circuit Managers further cascaded mediation sessions to SMTs in their respective Circuits for enhanced school functionality. ▪ The Department introduced Circuit Manager's Dashboard, whereby Circuit Managers report quarterly on schools that were able to produce Basic Management Documents at a required standard. ▪ The Provincial office further conducted verification visits to sampled schools participated in DBE 2024/2025 survey, to determine use and availability of Basic Management Documents.

Linking performance with budgets

The programme spent R34,597 billion or 99.9 per cent of the adjusted appropriation, with a reported underspending of R22,349 million.

The under expenditure was due to delays in the delivery of E - learning software that was provided to Public Ordinary Schools and submission of an invoice related to the National School Nutrition Programme (NSNP). The under expenditure on Compensation of Employees (CoE) emanated from 1 387 Educators who left the system in the fourth quarter of the year.

A series of teacher training programme were conducted, that contributed to maximum utilisation of the budget.

Sub-programme expenditure

Sub- Programme Name	2023/2024			2024/2025		
	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
2.1 Public Primary Level	10 868 575	10 856 028	12 547	11,667,070	11,652,445	14,625
2.2 Public Secondary Level	20 019 146	20 043 996	(24 850)	20,864,789	20,864,789	-
2.3 Human Resource Development	106 377	105 858	519	193,361	190,955	2,406
2.4 School Sport, Culture and Media Services	37 523	36 858	665	47,559	45,841	1,718
2.5 Conditional Grants	1 760 917	1 749 798	11 119	1,846,199	1,842,599	3,600
Total	**32 792 538**	**32 792 538**	**0**	**34,618,978**	**34,596,629**	**22,349**

Strategies to overcome areas of under performance

Output Indicator	Strategies to overcome under-performance
SOI 202: Number of learners in no fee public ordinary schools in line with the National Norms and Standards for School Funding.	• The department will factor in the current trend of the dropout rate when setting the target. • Track reasons for learners leaving schools. • To link with Social Partners to intensify awareness programmes around teenage pregnancies, drug and alcohol abuse to reduce learner dropout rates so that the set target can be achieved.
NSOI. 209: Percentage of schools where allocated teaching posts are all filled	• Additional Educators being identified and placed in substantive vacant posts • Circular issued on filling of vacant substantive posts • To ensure that the district adhere to Management Plan in the filling of all bulletins issued. • Update PERSAL on movement of additional educators

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

Not applicable.

4.3 Programme 3: Independent School Education

Purpose

To support independent schools in accordance with the South African Schools Act.

Sub-Programme

Sub Programme	Purpose
Primary Phase	To support independent schools in Grades 1 to 7 levels.
Secondary Phase	To support independent schools in Grades 8 to 12 levels.

Programme Strategic Outcomes

Strategic Outcome
Good governance for quality basic education.

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 3: INDEPENDENT SCHOOL EDUCATION								
Outcome	**Output**	**Output Indicator**	**Audited Actual Performance**		**Planned Annual Target**	**Actual Achievement**	**Deviation from planned target to Actual Achievement**	**Reasons for deviations**
			2022/23	**2023/24**	**2024/25**	**2024/25**		
Good governance for quality basic education	Registered independent schools receive subsidies.	**SOI 301** Percentage of registered independent schools receiving subsidies	47%	40%	37%	33.7%	3.3%	**Target not achieved.** This was due to 8 Secondary schools that performed below 81.4%, provincial pass rate in 2023, had subsidy withdrawn for 204/25 financial year as per the provincial regulations. Following are the 8 schools affected. 1. 20050164 Advent Comprehensive School – Alfred Nzo West 2. 200100605 CVO Akademie – Sarah Baartman 3. 200100063 Happy Home Academy – Nelson Mandela 4. 200100973 Kabega Kriestelike – Nelson Mandela 5. 200201410 Khanya Private – O.R Tambo Inland 6. 200404016 Mt Frere Community – Alfred Nzo West 7. 200 600071 Royal Academy – Chris Hani West 8. 200501593 Lusikisiki Christian O.R Tambo Coastal
	Leaners in independent schools receive subsidies.	SOI 302 Number of learners subsidized at registered independent schools	43 000	42 440	44 500	41 486	3 014	**Target not achieved.** The target was set based on the previous year's learner enrolment and estimates based on possible application for funding in the year under review. Subsidies were transferred based on the actual learner enrolment in Independent Schools. Additionally, 1596 learners from 8 secondary schools that performed below 81.4% provincial pass rate in 2023 did not get subsidy in 204/25

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 3: INDEPENDENT SCHOOL EDUCATION								
Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
								financial year this impacted the underachievement of the performance indicator: 1. 94 learners 20050164 Advent Comprehensive School – Alfred Nzo West 2. 18 learners 200100605 CVO Akademie – Sarah Baartman 3. 671 learners 200100063 Happy Home Academy – Nelson Mandela 4. 212 learners 200100973 Kabega Kriestelike – Nelson Mandela 5. 184 learners 200201410 Khanya Private – OR Tambo Inland 6. 124 learners200404016 Mt Frere Community – Alfred Nzo West 7. 189 learners200600071 Royal Academy – Chris Hani West 8. 104 learners 200501593 Lusikisiki Christian OR Tambo Coastal.
	Registered Independent Schools provided with targeted support	**NSOI 303** Percentage of registered independent schools visited for monitoring and support	60%	63%	60%	80%	20%	**Target achieved.** Intensified provincial verification visits conducted in November 2024 had positive impact on the improved Provincial performance in school visits for monitoring purposes.

Linking performance with budgets

The programme spent 100 per cent of its appropriation for 2024/25 financial year. The programme spent R103 769 000 which was the actual budget allocated for 2024/25 financial year with no adjusted appropriation.

There is no (over) under-expenditure for the year under review, and funds transferred to schools benefitted 105 schools with 41 486 learners, instead of 114 schools with 44 500 learners.

The reason for decrease in learners benefiting is due to: -

- 8 standalone secondary schools that performed below provincial pass rate in 2023 and
- 1 primary school that was above the Provincial Average Expenditure Per Learner

Budget from schools above was withdrawn, and funds were redistributed to other secondary and primary schools respectively.

Sub-programme expenditure

	2023/2024			2024/2025		
	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
3.1 Primary Level	74 703	76 569	(1 866)	62,468	62,468	-
3.2 Secondary Level	35 642	33 776	1 866	41,301	41,301	-
Total	**110 345**	**110 345**	**-**	**103,769**	**103,769**	**-**

Strategy to overcome areas of under performance

Output Indicator	Strategy to overcome under-performance
NSOI :301 Percentage of registered independent schools receiving subsidies	Strengthen the monitoring and support to independent schools to improve the performance of all schools to a minimum of provincial pass rate to qualify for subsidies and to achieve the target.
NSOI :302 Number of learners subsidized at registered independent schools	Strengthen the monitoring and support to independent schools to improve the performance.

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

Not applicable.

4.4 Programme 4: Public Special School Education

Purpose

To provide compulsory public education in special schools in accordance with the South African Schools Act and White Paper 6 on inclusive education. Including e-learning and inclusive education.

Sub-Programmes

Sub-Programmes	Purpose
Schools	To provide specific public special schools with resources (including E-learning and Inclusive Education).
Human Resource Development	To provide Departmental services for the development of educators and non-educators in public special schools (including Inclusive education).
School Sport, Culture and Media Services	To provide for Departmentally managed sporting, cultural and reading activities in public special schools (including Inclusive education) and required additional staff.
Conditional Grants	To provide for projects under Programme 4 specified by the Department of Basic Education and funded by conditional grants (including Inclusive education).

Programme Strategic Outcomes

Strategic Outcome
Well-defined holistic integrated inclusive education support system.

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 4: PUBLIC SPECIAL SCHOOL EDUCATION								
Outcome	**Output**	**Output Indicator**	**Audited Actual Performance**		**Planned Annual Target**	**Actual Achievement**	**Deviation from planned target to Actual Achievement**	**Reasons for deviations**
			2022/23	**2023/24**	**2024/25**	**2024/25**		
A well-defined holistic integrated inclusive education support system	Access to education and support for learners with special needs	**SOI. 401:** Number of learners in Public special schools.	10 100	10 357	10 200	10 588	388	**Target Achieved.** • Improvement in the implementation of SIAS Processes contributed to timeous identification and placement of learners in Special Schools. • There was an oversubscription of learner placement in Special Schools instead of the provisioning of support in mainstream schools • Increase in the number of assessed learners resulted in more learners finding placement in special schools. • More children were admitted in January 2025.
	Capacitated teachers to provide support to learners with special needs	**SOI. 402:** Number of therapists/specialist staff in public special schools.	74	43	68	74	6	**Target achieved.** The approved Annual Recruitment Plan included the posts for Therapist. The department managed to recruit therapists/specialist staff in public special schools.
	Public special schools serving as resource centres.	**NSOI. 403:** Percentage of public special schools serving as Resource Centers.	52%	53%	53%	53%	-	**Target achieved.** The department has 24 Schools serving as resource centres. • Special Schools as resource centres conduct outreach services throughout the year that includes individual therapy sessions for learners from neighbouring schools as well as training programme. • Special Schools are registered as Resource Centers and have received funding for outreach services

Linking performance with budgets.

The programme has spent R1.137 billion of the adjusted appropriation of R1.144 billion in 2024/25. The programme has underspent its budget by R7.138 million.

The underspending resulted from the cumulative effect of slow progress in internal procurement processes. Furthermore, the austerity measures implemented by the department to manage and control overspending at the year's end have led to certain activities, such as outreach and assessments of learners in underserved districts, not materializing as initially planned. More learners with barriers to learning were supported with Individual Support Plans and assistive devices. 500 Learners with Autism Spectrum Disorder were assessed.12 Therapist and 2 Psychologists were appointed in Special Schools.

Sub-programme expenditure

Sub- Programme Name	2023/24			2024/25		
	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
4.1. Schools	1 008 347	999 876	8 471	1,098,249	1,092,713	5,536
4.2. Human Resource Development	5 257	5 257	-	5,647	5,647	-
4.3. School sport, culture and media services	8 082	8 081	1	9,192	7,595	1,597
4.4. Conditional Grants	30 591	30 640	(49)	30,934	30,929	5
TOTAL	**1 052 277**	**1 043 854**	**8 423**	**1,144,022**	**1,136,884**	**7,138**

Strategy to overcome areas of under performance

Not Applicable.

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

Not applicable.

4.5 Programme 5: Early Childhood Development

Purpose

To provide Early Childhood Education (ECD) and e-learning at the Grade R and pre-grade R in accordance with White Paper 5.

Sub-Programmes

Sub-Programmes	Purpose
Grade R in Public Schools	To provide specific public ordinary schools with resources required for Grade R.
Grade R in Early Childhood Development centers	To support Grade R level at Early Childhood Development centres.
Pre-Grade R Training	To provide training and payment of stipends of Pre-Grade R Practitioners/Educators.
Human Resource Development	To provide Departmental services for the development of practitioners and non-educators at public schools and ECD centres.
Conditional Grants	To provide for projects under Programme 5 specified by the Department of Basic Education and funded by Conditional Grants.

Programme Strategic Outcomes

Strategic Outcome
A strong and solid foundation in Literacy and Numeracy

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 5: EARLY CHILDHOOD DEVELOPMENT								
Outcome	**Output**	**Output Indicator**	**Audited Actual Performance**		**Planned Annual Target**	**Actual Achievement**	**Deviation from planned target to Actual Achievement**	**Reasons for deviations**
			2022/23	**2023/24**	**2024/25**	**2024/25**		
A strong and solid foundation in Literacy and Numeracy	Grade R learners accessing public, community and private sites	**SOI. 501** Number of public schools that offer Grade R.	4 043	4 021	3 950	3999	49	**Target achieved.** In 2023/24, the Department had 4 021 schools offering Grade R of which some were pending closure i.e. awaiting formal closure processes. (see attached list). The target was therefore based on the understanding that some small and unviable schools will formally close. The number is also inclusive of 12 Special schools offering Grade R.
	Children accessing registered ECD services programmes.	**SOI. 502** Number of children accessing registered ECD programmes	New	101 365	115 000	122 100	7100	**Target achieved.** Successful partnership with Old Mutual assisted in fast-tracking the registration process which resulted in increased number of children accessing registered ECD programmes.
	Registered ECD centres.	**SOI. 503** Number of registered ECD centres.	New	340	330	434	104	
	Professionalisation of ECD practitioners.	**NSOI. 504** Number of Grade R educators/ practitioners with NQF level 6 and above qualification.	1 418	785	1 500	2 070	570	**Target achieved.** The Department absorbed more practitioners, which added to the already existing qualified educators. Bursaries offered has further supported practitioners' professional growth.

Linking performance with budgets

The programme spent 100 per cent of its appropriation for 2024/25 financial year.

Sub-programme expenditure

Sub-Programme Name	2023/24			2024/25		
	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
5.1. Grade R in Public Schools	548 747	529 443	19 304	621,415	621,489	(74)
5.2. Grade R in ECD centres	-	-	-	-	-	-
5.3. Pre-Grade R in ECD centres	239 175	241 403	(2 228)	239,721	239,721	-
5.4. Human Resource Development	3 100	860	2 240	1,444	1,444	-
5.5. Conditional Grants	210 694	205 857	4 837	271,895	271,821	74
Total	**1 001 716**	**977 563**	**24 153**	**1,134,475**	**1,134,475**	**-**

Strategy to overcome areas of under performance

Not applicable.

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

Not applicable.

4.6 Programme 6: Infrastructure Development

Purpose

To provide and maintain infrastructure facilities for schools and non-schools.

Sub-Programmes

Sub-Programmes	Purpose
Administration	To provide goods and services required for the office infrastructure development and maintenance.
Public Ordinary Schools	To provide goods and services required for public ordinary schools (mainstream and full-service schools) infrastructure development and maintenance.
Special Schools	To provide goods and services required for special school's infrastructure development and maintenance.
Early Childhood Development	To provide goods and services required for the early childhood development infrastructure development and maintenance.
Early Childhood Development (Pre-Grade R)	To provide maintenance services required for the Early Childhood Development Centres operated by the registered Non-Profit Organisations (NPO's).

Programme Strategic Outcomes

Strategic Outcomes
School physical infrastructure and environment that inspires learners to learn and educators to teach.

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements

PROGRAMME INFRASTRUCTURE DEVELOPMENT

Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
School physical infrastructure and environment that inspires learners to learn and educators to teach	Provision of water infrastructure	**SOI. 601:** Number of public schools provided with water infrastructure.	30	264	70	57	-13	**Target not achieved.** The Department did not achieve the delivery of 13 schools due to several factors, including: Security-related delays caused by crime syndicates affecting smooth delivery of projects. Carry-over projects from the previous financial year. All achievements were aligned with the IPMP and Annexure B5.
	Provision of electricity infrastructure	**SOI. 602:** Number of public schools provided with electricity infrastructure.	16	15	25	3	-22	**Target not achieved.** The Department did not achieve the delivery of 22 Schools. This is due to the following: • Budget constraints that led to funding limitations thus preventing completion of electrical works within the review period.
	Provision of sanitation facilities	**SOI. 603:** Number of public schools supplied with sanitation facilities.	19	50	75	20	-55	**Target not achieved.** The Department did not achieve the delivery of 55 schools. This is due to the following: • Data integrity issues. • Budget constraints prevented completion of the sanitation within the review period. • Projects carried forward or implemented outside of the current year's formal plan.
	Provision of Boarding facilities	**SOI. 604:** Number of schools provided with new or additional boarding facilities.	1	0	1	0	0	**Target not achieved** The department did not achieve of this indicator due to budget constraints.
School physical infrastructure and environment that inspires learners to	School maintenance project completed	**SOI.605:** Number of schools where scheduled maintenance projects were completed.	40	43	148	104	-44	**Target not achieved.** The Department did not achieve the delivery of 44 schools due to several factors, including: • Budget Constraints • Insufficient funding and reprioritization of the budget

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME INFRASTRUCTURE DEVELOPMENT								
Outcome	**Output**	**Output Indicator**	**Audited Actual Performance**		**Planned Annual Target**	**Actual Achievement**	**Deviation from planned target to Actual Achievement**	**Reasons for deviations**
			2022/23	**2023/24**	**2024/25**	**2024/25**		
learn and educators to teach.								• Withdrawal of projects from original plans following feasibility assessment recommendations.
School physical infrastructure and environment that inspires learners to learn and educators to teach	Increase the proportion of schools which reach minimum physical infrastructure norms and standards.	**NSOI. 606** Number of new schools that have reached completion (includes replacement schools).	6	8	11	5	-6	**Target not achieved.** The Department did not achieve the delivery of 6 schools due to several factors, including: • Budget Constraints Asherville, David Livingstone, Masizakhe, Lingcom, Wilo and Mngomanzi remain under construction but could not be finalized due to year end funding shortfalls.
		NSOI. 607 Number of new schools under construction (includes replacement schools).	37	32	45	32	-13	**Target not achieved.** The Department did not achieve the delivery of 13 schools due to several factors, including: • Delayed implementation of projects to avoid over-commitment of the programme. • Three schools had contractors terminated mid-year for non-performance and thus no longer qualify as "under construction", namely Khiba, Hendrick Kanise and Bazindlovu SSS.
		NSOI. 608 Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools).	13	19	19	9	-10	**Target not achieved.** The Department did not achieve the provision of 10 Grade R classrooms. This was due to the following: • Delayed implementation of projects to avoid over-commitment of the programme. • Budget Constraints (10 grade R classrooms) • Depletion of budget for construction of the 6 schools that were planned to yield these classrooms.

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME INFRASTRUCTURE DEVELOPMENT								
Outcome	**Output**	**Output Indicator**	**Audited Actual Performance**		**Planned Annual Target**	**Actual Achievement**	**Deviation from planned target to Actual Achievement**	**Reasons for deviations**
			2022/23	**2023/24**	**2024/25**	**2024/25**		
	Provision of additional classrooms	**NSOI. 609** Number of additional classrooms built in, or provided for, existing public schools (includes new and replacement schools).	439	360	260	298	38	**Target achieved.** The department delivered 298 classrooms, exceeding the 260-classroom target by 38 classrooms.
School physical infrastructure and environment that inspires learners to learn and educators to teach	Provision of Specialist rooms.	**NSOI. 610** Number of additional specialist rooms built in public schools (includes specialist rooms built in new and replacement schools).	29	27	40	7	-33	**Target not achieved.** The Department did not achieve the delivery of 5 schools due to several factors, including: • Budget Constraints • Asherville, David Livingstone, Masizakhe, Lingcom, Wilo remain under construction but could not be finalized due to year end funding shortfalls.

Linking performance with budgets

The programme has spent R1.852 billion of the final appropriation of R1.854 billion in 2024/25. The programme has underspent its budget by R1.424 million. The under expenditure is because of delayed of processing invoices on the system at financial year end. A request for the rollover of unspent funds has been submitted to Provincial Treasury.

Sub-programme expenditure

Sub- Programme Name	2023/2024			2024/2025		
	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
6.1. Administration	492 632	310 376	182 256	387,310	384,464	2,846
6.2. Public Ordinary Schools	1 134 805	1 283 711	(148 906)	1,279,243	1,282,089	(2,846)
6.3. Special Schools	46 057	54 054	(7 997)	128,333	126,909	1,424
6.4. Early Childhood Development	29 205	48 931	(19 726)	58,864	58,864	-
Total	**1 702 699**	**1 697 072**	**5 627**	**1,853,750**	**1,852,326**	**1,424**

Strategy to overcome areas of underperformance.

Underperformance in this program this year has been mainly due to budgets being depleted before their elected time. Furthermore, due to the implementation of tranche payments to IAs and their contractors, the cashflow on projects has added a positive impetus to all projects leading to smaller projects like classrooms completing ahead of their time. The department will endeavour to slow down some of the smaller projects in favour of older projects in order to get them completed earlier. The maintenance program has seen significant delays owing to challenges with material suppliers and procurement obstacles. The project will be repackaged for allocation to Implementing Agents and will be delivered in a conventional manner

Output Indicator	Strategy to overcome under-performance
SOI 601 Number of public schools provided with water infrastructure SOI 602 Number of public schools provided with electricity infrastructure SOI 603 Number of public schools supplied with sanitation facilities SOI. 604 Number of schools provided with new or additional boarding facilities. SOI 605 Number of schools where scheduled maintenance projects were completed NSOI. 606 Number of new schools that have reached completion (includes replacement schools). NSOI. 607 Number of new schools under construction (includes replacement schools) NSOI. 608 Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools). NSOI. 610 Number of additional specialist rooms built in public schools (includes specialist rooms built in new and replacement schools).	Strengthen Planning Validation: Implement a pre-planning audit of project status and scope to ensure only due-for-completion schools are included in the published listing. Cross-verify prior year's completion records against the current year's plan by Q2 and adjust accordingly Improve tracking of schools and monitoring Strengthen project tracking of progress and scoping to ensure that carry-over projects are updated on the published listing during the adjustment period Conduct a budget-versus-project pipeline alignment to prevent overcommitting beyond available resources Enhance Budget management protocols Implement budget reviews and minimize project funding shortfalls Improve quarterly reporting Collect portfolio of evidence monthly Obtain written reports on performance from all implementing agents monthly

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

Not applicable.

4.7 Programme 7: Examinations And Education Related Services

Purpose

To provide the education institutions with examination and education related services.

Sub-Programmes

Sub-Programmes	Purpose
Payments to SETA	To provide employee HRD in accordance with the Skills Development Act.
Professional Services	To provide educators and learners in schools with Departmentally managed support services.
Special Projects	To provide for special Departmentally managed intervention projects in the education system as a whole.
External Examinations	To provide for Departmentally Managed Examination services and Assessment Services.
Conditional Grants	Conditional Grant Projects ▪ To provide for projects specified by the Department of Basic Education that are applicable to more than one programme and funded from conditional grants: ▪ To support South Africa's HIV prevention strategy by increasing sexual and reproductive knowledge, skills and appropriate decision-making amongst learners and educators. ▪ To mitigate against the stigma of HIV and TB by providing a caring, supportive, and enabling environment for learners and educators. ▪ To improve performance of learners in Mathematics, Science and Technologies (MST) through targeted resourcing of specific public ordinary schools. ▪ To ensure the provision of a safe, rights-based environment in schools that is free of discrimination, stigma, and any form of sexual harassment/abuse. ▪ To reduce the vulnerability of children to HIV, TB and STI infection, particularly orphaned and vulnerable children.

Programme Strategic Outcomes

Strategic Outcome
Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa.

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements

PROGRAMME 7: EXAMINATIONS AND EDUCATION RELATED SERVICES

Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
Youth leaving the schooling system more prepared to contribute towards prosperous and equitable South Africa	Grade 12 learners passing the National Senior Certificate	**SOI. 701** Percentage of learners who passed the National Senior Certificate (NSC) examination.	77.3%	81.4%	85%	84.98%	-	**Target achieved**. The intensive support programmes to ensure completion of the Annual Teaching Plans (ATPs); rigorous revision programmes and support programmes sustained until all papers to be written were completed. The hard work by teachers, support by officials and the intensive implementation of the LAIS Programmes resulted to the overachievement.
	Improve Grade 12 learner Bachelor Pass level passes	**SOI. 702** Percentage of Grade 12 learners passing at the bachelor's pass level.	36.8%	39.6%	42%	45.8%	3.8%	**Target achieved.** The intensive support programmes to ensure completion of the ATP, rigorous revision programmes and support programmes sustained until all papers to be written were completed.
	Improve Grade 12 learner Performance in in Mathematics	**SOI. 703** Percentage of Grade 12 learners achieving 60% and above Mathematics.	8.8%	12.3%	15%	13.3%	-1.7%	**Target not achieved.** Biasness of intervention to the high-risk learners at the expense of highfliers. Homogenous approach followed by other centres during revision discouraging highfliers and struggling learners as their expectations are not met. The stubborn challenge of highly mobile mathematics and science teachers away from rural schools to urban schools, also from rural provinces to urbanized provinces. Budget cuts led to suspension of other planned programmes to support Mathematics Programmes. This has adversely impacted on the achievement of the target set.

Outcomes, Outputs, Output Indicators, Targets & Actual Achievements								
PROGRAMME 7: EXAMINATIONS AND EDUCATION RELATED SERVICES								
Outcome	Output	Output Indicator	Audited Actual Performance		Planned Annual Target	Actual Achievement	Deviation from planned target to Actual Achievement	Reasons for deviations
			2022/23	2023/24	2024/25	2024/25		
								Poor subject combinations compromised performance in Mathematics and Physical Sciences.
	Improve Grade 12 learner performance in Physical Sciences	**SOI. 704** Percentage of Grade 12 learners achieving 60% or more in Physical Sciences.	12.4%	14.1%	18%	13.3%	-4.7%	**Target not achieved.** Biasness of intervention to the high-risk learners at the expense of highfliers. Homogenous approach followed by other centres during revision discouraging highfliers and struggling learners as their expectations are not met. The stubborn challenge of highly mobile Mathematics and Science teachers away from rural schools to urban schools, also from rural provinces to urbanized provinces.
	Improve Secondary School NSC pass rate	**SOI. 705** Number of secondary schools with National Senior Certificate (NSC) pass rate of 60% and above.	811	872	900	922	22	**Target achieved.** The target was exceeded. The intensive support programmes to ensure completion of the ATPs; rigorous revision programmes and support programmer sustained until all papers to be written were completed. It was also due to accurate profiling and diagnosis of challenges followed by prompt remediation. Collaboration with School Administration in monitoring and supporting Section 58 (b)schools in line with Circular D 53 of 2023. (All schools that performed below 70% are categorized as underperforming)

Linking performance with budgets

The programme spent 100 per cent of its appropriation for 2024/25 financial year.

Sub-programme expenditure

Sub-Programme Name	2023/2024			2024/2025		
	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
7.1 Payments to SETA	71 365	71 365	-	74,569	74,569	-
7.2 Professional Services	16 975	15 889	1 086	11,428	11,428	-
7.3 External Examination	496 810	490 938	5 872	556,176	556,176	-
7.4 Special Projects	1 171 189	1 154 925	16 264	44,197	44,590	(393)
7.5 Conditional Grant	41 989	44 685	(2 696)	46,020	45,627	393
Total	**1 798 328**	**1 777 802**	**20 526**	**732,390**	**732,390**	**-**

Strategy to overcome areas of underperformance.

Output Indicator	Strategy to overcome under-performance
SOI. 703 Percentage of Grade 12 learners achieving 60% and above Mathematics. SOI 704 Percentage of Grade 12 learners achieving 50% or more in Physical Sciences	This calls for the strengthening of the teaching and learning of Mathematics and Science intensively in the lower grades, using different methodologies and available technologies. The advent of artificial intelligence can assist in the development of solutions to the challenges of learning and teaching that are customized and fit for purpose. Ensuring utilisation of e-teaching and learning solutions introduced by the Department. These solutions can further ameliorate the challenge of the shortage and mobility of highly qualified Mathematics and Physical Sciences educators. Strengthening the partnerships and collaboration programmes and projects that make the teaching and learning of Mathematics and Science fun at the lower grades to ensure the creation of solid foundation. This will be done for the purposes of instilling passion in these gateway subjects and total attitudinal change. Turning Science and Mathematics that were historically used as tools of exclusion reserved for the elite and instead use it as a catalyst for making the world a better place by providing sustainable solutions to make life easier and smart for human beings. To conduct diagnostic analysis on Mathematics and Sciences performance from Grades 10-11. Advocate for proper curriculum streams to improve results and ultimately, informed career pathing for learners.

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

Not applicable.

5. TRANSFER PAYMENTS

5.1 Transfer payments to public entities.

Not Applicable.

5.2 Transfer payments to all organisations other than public entities.

The table below reflects the transfer payments made for the period 1 April 2024 to 31 March 2025

Name of transferee	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
Administration	Exit Benefits for Individual Personnel	Yes	54,535	54,534	Not Applicable
Public Ordinary Schools Level	Norms and Standards for funding to Public Ordinary Schools	Yes	1,253,481	1,243,829	
	*National School Nutrition Programme	Yes	1,696,634	1,696,656	
	Exit Benefits for Individual Personnel	Yes	322,591	322,486	
Independent Schools Subsidies	Subsidy to qualifying Independent Schools	Yes	103,769	103,769	
Public Special Schools	Norms and Standards to Public Special Schools	Yes	155,153	155,523	
	Exit Benefits for Individual Personnel	Yes	6,044	6,044	
Early Childhood Development	Subsidy to ECD centres	Yes	498,134	507,422	
	Exit Benefits for Individual Personnel	Yes	-	106	
Infrastructure Development	Exit Benefits for Individual Personnel	Yes	-	-	
Payments to SETA	Training and Development	Yes	74,569	74,569	
External Examinations	Payments to Marking Centres for Exam purposes	Yes	55,531	55,511	
Special Projects	MEC Top achievers	Yes	14,841	14,833	

* *The Department complied with S 38 (1) (j) of the PFMA, however, for the year under review, AGSA states that 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.*

6. CONDITIONAL GRANTS

6.1 Conditional grants and earmarked funds paid.

Not Applicable.

6.2 Conditional grants and earmarked funds received.

The tables below detail the conditional grants and ear marked funds received during for the period 1 April 2024 to 31 March 2025

Conditional Grant 1: Mathematics, Science and Technology (MST)

Department who transferred the grant	Department of Basic Education
Purpose of the grant	- To provide support and resources to schools, teachers and learners in line with the CAPS for the improvement of Mathematics, Sciences and Technology teaching and learning in selected public schools. - To improve the achievement of learner participation and success rates, teacher demand, supply, utilisation, development and support, school resourcing and partnerships.
Expected outputs of the grant	- ICT & Coding & Robotics, - Technical schools' workshops - MST Laboratory and Consumables - Learner Development - Teacher Development - MSTCG administration and support - DBE – Cuban programmes
Actual outputs achieved	- ICT - 496 EGD Laptops to 16 Technical High Schools - E-Learning solution for 15 schools - Civil Tech equipment for 5 schools - Mechanical tech equipment for 4 schools - Electrical tech equipment for 5 schools - Agricultural Sciences equipment for 17 focus schools - Life Science kits for 30 Senior Secondary schools. - Physical Science kits for 30 Senior Secondary schools - Agricultural study guides for 17 schools - Maritime study guides 500 booklets - Mathematics study guides to 4000 learners - Learner activities (NSW, Eskom Expo, Maths Horizon, Quizzes, Sasol Skills Competition, etc.) to 15000 learners. - Learner camps & Last push preparatory examination lessons for Maths, Sciences & Technology to 3 districts - Teacher support - Mathematics FET and GET training - Coding and Robotics training - Maritime Studies training - Training for Natural Science teachers
Amount per amended DORA	R55 256 million
Amount received (R'000)	R55 256 million
Reasons if amount as per DORA was not received	All the expected amount was received
Amount spent by the department (R'000)	R55 255 million
Reasons for the funds unspent by the entity	All the received funds were spent.
Reasons for deviations on performance	No deviations on performance.
Measures taken to improve performance	- One Admin officer & 2 Interns appointed to support MSTCG implementation. - Meeting with MSTCG schools principals. - Regular meetings with Finance, Supply Chain management unit, H/O Curriculum planners and other Directorates representatives having a stake on the MSTCG implementation. - Having MSTCG school support visit teams with comprising of district subject advisors as well. - Attending MSTCG inter provincial meetings with the entire team from the EC, where all provinces are discussing MSTCG issues.

Department who transferred the grant	Department of Basic Education
Monitoring mechanism by the receiving department	- Province has to send monthly, quarterly and annual reports. - There is also an annual evaluation report required followed by the physical evaluation to certain selected districts and schools. - A team from National (DBE) quarterly do provincial MSTCG school support visits where they check compliance with the framework outputs implementation. - Provincial MSTCG management teams also attend quarterly MSTCG interprovincial meetings hosted in various provinces where each provincial progress on implementation is presented and also bench marking on other provinces implementation is done.

Conditional Grant 2: National School Nutrition Programme

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To promote nutritious meals to Q1-3 Public Ordinary and targeted special schools on time
Expected outputs of the grant	5064 schools that prepare nutritious meals for learners (projected data) 1,677,847 learners benefitting from the provision of a nutritious meal (projected data)
Actual outputs achieved	Provided nutritious meals to 1 576 373.00 learners in Q1-3 Public Ordinary and targeted special schools on time. 54 monitors have been appointed to be based in districts and monitor schools per CMC.
Amount per amended DORA	R1 740 078 billion
Amount received (R'000)	R1 740 078 billion
Reasons if amount as per DORA was not received	Not applicable
Amount spent by the department (R'000)	R1 736 479 billion
Reasons for the funds unspent by the entity	–
Reasons for deviations on performance	Compensation of Employees – unfilled vacant conditional grant posts
Measures taken to improve performance	Submission to advertise the vacant posts was done and submitted to Human Resource.
Monitoring mechanism by the receiving department	The following mechanism was carried out by the department: 1. Fincom reports 2. Quarterly Reports

Conditional Grant 3: Education Infrastructure Grant

Department who transferred the grant	Department of Basic Education	
Purpose of the grant	To provide goods and services required for Public Ordinary schools (mainstream and full service), Special School and ECD infrastructure development and maintenance. Provide adequate basic services such as water, sanitation and electricity. Systematically eliminate the backlog in classroom accommodation. Development of infrastructure for the re-alignment and rationalisation of public ordinary schools. Intensify efforts towards providing infrastructure facilities that ensure all schools have safe environments for all children. Intensify efforts towards eradication of inappropriate schools.	
Expected outputs of the grant	• Number of public ordinary schools to be provided with water supply. • Number of public ordinary schools to be provided with electricity supply. • Number of public ordinary schools to be supplied with sanitation facilities. • Number of classrooms to be built in public ordinary schools. • Number of specialist rooms to be built in public ordinary schools (laboratories, stock rooms, sick bay, kitchen, etc.)	
Actual outputs achieved	• SOI 601: 57 public ordinary schools were provided with water infrastructure. • SOI 602: 03 public schools were provided with electricity infrastructure. • SOI 603: 20 public schools were supplied with sanitation facilities. • SOI 604: (0) No school was provided with new or additional boarding facilities. • SOI 605: 104 Schools received scheduled maintenance projects were completed. • NSOI 606: 5 New schools that have reached completion (includes replacement schools). • NSOI 607: 32 New schools are under construction (includes replacement schools). • NSOI 608: 9 New Grade R classrooms were built or provided (includes those in new, existing and replacement schools). • NSOI 609: 296 Additional classrooms were built in, or provided for, in existing public schools (includes new and replacement schools). • NSOI 610: 7 additional specialist rooms were built in public schools (includes specialist rooms built in new and replacement schools).	
Amount per amended DORA	R1 853 750 billion	
Amount received (R'000)	R1 853 750 billion	
Reasons if amount as per DORA was not received	All amounts were received from the grant administrator and not tranches were withheld from the department.	
Amount spent by the department (R'000)	R1 852 326 billion	
Reasons for the funds unspent by the entity	Whereas payables of R155 million were received in the form of invoices, duly processed for payment, funds amounting to R1 424 million have not been spent, due payment system authorisation challenges encountered at financial year end during the reporting month of March. A roll-over application has been made for the unspent funds.	
Reasons for deviations on performance	SOI 601 Number of public schools provided with water infrastructure	The Department did not achieve the delivery of 13 schools due to several factors, including: Security-related delays caused by crime syndicates affecting smooth delivery of projects. Carry-over projects from the previous financial year. All achievements were aligned with the IPMP and Annexure B5.
	SOI 602 Number of public schools provided with electricity infrastructure	The Department did not achieve the delivery of 22 Schools. This is due to the following: • Budget constraints that led to funding limitations thus preventing completion of electrical works within the review period.
	SOI. 603: Number of public schools supplied with sanitation facilities.	The Department did not achieve the delivery of 55 schools. This is due to the following: • Data integrity issues. • Budget constraints prevented completion of the sanitation within the review period. • Projects carried forward or implemented outside of the current year's formal plan

Department who transferred the grant	Department of Basic Education	
	SOI. 604 Number of schools provided with new or additional boarding facilities.	The department did not achieve of this indicator due to budget constraints.
	SOI 605 Number of schools where scheduled maintenance projects were completed	The Department did not achieve the delivery of 44 schools due to several factors, including: • Budget Constraints • Insufficient funding and reprioritization of the budget • Withdrawal of projects from original plans following feasibility assessment recommendations.
	NSOI. 606 Number of new schools that have reached completion (includes replacement schools).	The Department did not achieve the delivery of 5 schools due to several factors, including: • Budget Constraints • Asherville, David Livingstone, Masizakhe, Lingcom, Wilo remain under construction but could not be finalized due to year end funding shortfalls.
	NSOI. 607 Number of new schools under construction (includes replacement schools)	The Department did not achieve the delivery of 13 schools due to several factors, including: • Delayed implementation of projects to avoid over-commitment of the programme. • Three schools had contractors terminated mid-year for non-performance and thus no longer qualify as "under construction", namely Khiba, Hendrick Kanise and Bazindlovu SSS.
	NSOI. 608 Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools).	The Department did not achieve the provision of 10 Grade R classrooms. This is due to the following: The Department did not achieve the delivery of 10 schools due to several factors, including: • Delayed implementation of projects to avoid over-commitment of the programme. • Budget Constraints (10 grade R classrooms) • The remaining 10 grade R classrooms could not proceed due to depletion of budget for construction of the 6 schools that were planned to yield these classrooms.
	NSOI. 609 Number of additional classrooms built in, or provided for, existing public schools (includes new and replacement schools).	The department delivered 298 classrooms, exceeding the 260-classroom target by 38 classrooms.
	NSOI. 610 Number of additional specialist rooms built in public schools (includes specialist rooms built in new and replacement schools).	The Department did not achieve the delivery of 5 schools due to several factors, including: • Budget Constraints • Asherville, David Livingstone, Masizakhe, Lingcom, Wilo remain under construction but could not be finalized due to year end funding shortfalls.
Measures taken to improve performance	Introduction of decentralised procurement system to Districts to improve delivery. The involvement of consultation with local SMMEs through stakeholder facilitators from DoE to explain procurement processes and how communities can position themselves to benefit from projects that come into their areas. Speedy appointment of replacement contractors where terminations occurred. The handover of projects to contractor where procurement process was successful in the new financial year. Repackaging of maintenance projects to conventional projects.	

Department who transferred the grant	Department of Basic Education
Monitoring mechanism by the receiving department	- Monthly Executive Reporting Meetings with Implementing Agents - Education Facilities Management System - Infrastructure Reporting Model - Site visits by Clerks of Works and Works Inspectors - Contract management by appointed Professional Service Providers

Conditional Grant 4: Early Childhood Development

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To increase the number of poor children accessing subsidies through ECD services and to improve existing conditionally registered ECD services providing an Early Childhood Development programme to attain full registration.
Expected outputs of the grant	- Number of children eligible for the subsidy as agreed in the Service Level Agreements (SLA) - Number of all children attending registered ECD services in fully registered services - Number of all children attending ECD services in conditionally registered services - Number of children that benefit from the subsidy component of the conditional grant in fully registered services - Number of children that benefit from the subsidy component of the conditional grant in conditionally registered services - Number of days subsidised for centre-based programmes - Number of children benefiting from the subsidy in registered non-centre based ECD programmes - Number of ECD Practitioners and other staff employed in registered ECD services benefiting from the Conditional grant - Number of ECD services assessed for the maintenance component. - Number of ECD services that benefitted from the infrastructure support - Number of children that can be accommodated (capacity) in ECD services that have moved from conditional registration to full registration - Number of low-cost ECD centres constructed. - Compensation of employees - Purchase of working tools for employees
Actual outputs achieved	The target for the children accessing ECD programmes for the financial year under review was 115 000. The Department achieved this target, 122 100, due to strategic support from external stakeholders. There was a significant number of newly registered centres due to the support from the external stakeholder. The achieved target of 434 centres was accomplished. This increase translates to an increase in the number of children to be subsidised in the next financial year. Furthermore, the increase of funded centres subsequently leads to an increase of employment opportunities.
Amount per amended DORA	R271 895 million
Amount received (R'000)	R271 895 million
Reasons if amount as per DORA was not received	Not Applicable
Amount spent by the department (R'000)	R271 821 million
Reasons for the funds unspent by the entity	Not Applicable
Reasons for deviations on performance	Over expenditure was due to centres that submitted their information late in the previous year subsequently causing an over expenditure.
Measures taken to improve performance	Centre are encouraged to submit their banking information and contracting documents three months before the financial year end.
Monitoring mechanism by the receiving department	Quarterly expenditure reports submitted to Districts by subsidised early learning programmes.

Conditional Grant 5: HIV/AIDS Grant (Life Skills Education)

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To support South Africa’s HIV prevention strategy by: providing comprehensive sexuality education and information on access to sexual and reproductive health services to learners. supporting the provision of employee health and wellness programmes for educators. To mitigate the impact of HIV and TB by providing a caring, supportive and enabling environment for learners and educators.
Expected outputs of the grant	Educators trained to implement comprehensive sexuality education and TB prevention programmes for learners to be able to protect themselves from HIV, TB and the associated key drivers. This includes alcohol and drug use leading to unsafe sex, learner pregnancy and HIV infections, prioritising schools in areas with a high burden of HIV and TB infections. School management teams and school governing bodies trained to develop policy implementation plan focusing on keeping mainly young girls in school, ensuring that comprehensive sexuality education and TB education is implemented for all learners in schools, access to comprehensive sexual and reproductive health and TB services. Advocacy and Social Mobilisation Co-curricular activities Care and Support for Teaching and Learning Monitoring and Support Learning and Teaching Support Material
Actual outputs achieved	Table 1: Reach of activities on key performance areas

Output	Outcome Indicators	Number of schools/learners’/ educators reached in year 2024-2025	% reached of total target
Advocacy	Number of schools and public reached through awareness of HIV risk factors	84109	336%
		862	16.4%
	Number of schools reached through TB and COVID-19 awareness activities.	429	85.8%
Training And Development	Quality Sexual Reproductive Health (SRH) and HIV prevention programmes implemented in all schools	330	66%
		330	66%
		286	57.2

Outcome	Outcome Indicators	Outputs	Target 2024/25	Beneficiaries	Cumulative Achievement	% reached of total target
Peer Education	Establishment of functional peer education programmes.	Establishment of Peer Education/Soul Buddyz Clubs.	500	574	589	114.8%
	Reduction in learner pregnancy rate.	Curriculum-based learner pregnancy programmes	500	87	307	17.4%
	Reduction in drug and substance use.	Drug and Substance use training for learners and educators	500	187	286	37.4%
Care and Support	Care and support programmes implemented in schools.	Training & establishment of SBST	500	542	97	108.4%
		Placement of LSAs	500	461	461	92%
		OVC identification	12 500	25910	30044	207%

Department who transferred the grant	Department of Basic Education						
			Referral system	5 000	12361	3486	247%
	LTSM	Age-appropriate HIV and SRH Learner Teacher Support Material (LTSM) used in schools.	Schools targeted	500	500	500	100%
			Sets distributed	15 000	500	226	3.3%
	Monitoring and Support	Number of schools monitored.	Schools monitored	500	1003	594	200%
Amount per amended DORA	R46 020 million						
Amount received (R'000)	R46 020 million						
Reasons if amount as per DORA was not received	Not Applicable.						
Amount spent by the department (R'000)	R45 627 million						
Reasons for the funds unspent by the entity	Over costing of CoE Budget resulted to an under expenditure of R 393 000 by the year end.						
Reasons for deviations on performance	Due to budget constraints some of the Business plan activities could not take place including CSTL Conference which was targeting among other things to provide guidance to all role-players who support learners and educators in and through school.						
Measures taken to improve performance	The section will prioritise the capacitation of the contracted personnel that is placed at the school level (Learner Support Agents) and the social work graduates that are placed at the CMC level. The focus will also be on increasing the number of Life Skills and Life Orientation Educators that are trained on Comprehensive Sexuality Education. Strengthening collaboration with internal and external stakeholders for the purposes of sharing of resources, emulating best practices and utilizing evidence-based strategies in mitigation the social ills that threaten an effective teaching and learning environment.						
Monitoring mechanism by the receiving department	The work conducted by Learner Support Agents at schools is monitored and supported at CMC level through cluster meetings that are convened by School Health Coordinators and Learner Support Agent Supervisors based in the districts office. Districts compile monthly reports of work done including a Portfolio of Evidence that is submitted at the Provincial Office. Monitoring and Support visits to the CSTL implementing schools are conducted monthly by the Learner Support Agent Supervisors, Social Work graduates and School Health Coordinators. Quarterly visits are conducted by provincial officials to monitor the implementation of the programme activities as per the business plan. The provincial office further conducts accountability sessions for district managers for the purposes of monitoring the implementation of all CSTL activities and address concerns that are raised. The Provincial Office is also mandated to conduct pre- grant evaluation in terms of the division of the Revenue Act (5 of 2023). Hence the Department of Basic Education further conducts Grant Evaluation.						

Conditional Grant 6: EPWP Grants - Social Sector Incentive Grant

Department who transferred the grant	National Department of Public Works
Purpose of the grant	To incentivize Provincial Social Sector Departments identified in 2017 Social Sector EPWP log frame. To increase work opportunities by focusing on the strengthening and expansion of Social Sector programmes that have employment potential
Expected outputs of the grant	964 Full-Time Equivalents (FTE's) to be created. • Number of work opportunities to be created through the EPWP. • Number of people with disabilities or special needs to be employed. • Number of accredited training programmes to be conducted. • Number of people to be employed.
Actual outputs achieved	1155 job work opportunities created
Amount per amended DORA	R48 283 million
Amount received (R'000)	R48 283 million
Reasons if amount as per DORA not transferred	N/A
Amount spent by the department/ municipality (R'000)	R48 283 million
Reasons for the funds unspent by the entity	N/A
Reason for deviations on performance	N/A
Measure taken to improve performance	N/A
Monitoring mechanism by the transferring department	The following mechanism was carried out by the department: 1. Fincom reports 2. Narrative and Evaluation Report 3. Quarterly Reports

Conditional Grant 7: EPWP Grants - Integrated Incentive Grant

Department who transferred the grant	National Department of Public Works
Purpose of the grant	To incentivize provincial department to expand work creation efforts using labourintensive delivery methods in the following identified focus areas, in compliance with the Expanded Public Works Programme (EPWP) guidelines: • Maintenance of buildings. • Waste management. • Other economic and social infrastructure.
Expected outputs of the grant	• Number of Full Time Equivalents (FTE's) employed. • Number of youths to be employed. • Number of women to be employed. • Number of disabled people to be employed. • Number of people to be trained in various skills. • Community empowerment and development.
Actual outputs achieved	64 job work opportunities created
Amount per amended DORA	R2 582 million
Amount received (R'000)	R2 582 million
Reasons if amount as per DORA not transferred	N/A
Amount spent by the department/ municipality (R'000)	R2 582 million
Reasons for the funds unspent by the entity	N/A
Reason for deviations on performance	N/A
Measure taken to improve performance	N/A
Monitoring mechanism by the transferring department	The following mechanism was carried out by the department: 1. Fincom reports 2. Narrative and Evaluation Report 3. Quarterly Reports

Conditional Grant 8: Learners with Severe to Profound Intellectual Disabilities

Department who transferred the grant	Department of Basic Education
Purpose of the grant	To provide the necessary support, resources and equipment to identified special care centres and schools for the provision of education to children with severe to profound intellectual disabilities.
Expected outputs of the grant	To ensure that learners with severe to profound intellectual disabilities access quality, publicly funded education and support.
Actual outputs achieved	Trained 60 care givers on accredited ECD level 4, Placed 19 learners in schools, provided 131 learners with assistive devices provided
Amount per amended DORA	R30 934 million
Amount received (R'000)	R30 934 million
Reasons if amount as per DORA was not received	All tranches were received
Amount spent by the department (R'000)	R30 929 million
Reasons for the funds unspent by the entity	The amount of R4 606 could not be spent because of variance in the delivery of wheelchair spares by the service provider.
Reasons for deviations on performance	No deviation happened
Measures taken to improve performance	To spent within time frames.
Monitoring mechanism by the receiving department	Desktop monitoring through SharePoint, quarterly and annual report, monitoring and evaluation.

7. DONOR FUNDS

7.1. Donor Funds Received

Not applicable.

8. CAPITAL INVESTMENT

8.1. Capital Investment, Maintenance and Asset Management Plan

While one out of the ten indicators (SOI) were successfully achieved in the 2024/25. This is despite significant efforts being achieved to bring projects with poor health back online leveraging tranche payments to IAs. In this regard, lots of lessons have been learned in the past year to enhance the effect of the tranches and sharpen the compliance in their issuing. There were 230 individual projects under construction at the end of the financial year though the number may vary as various completion certificates are received.

Despite these achievements, enhancements in the oversight of implementing agents have necessitated concrete adjustments in certain targets, as it became evident that completions would not be attained within the stipulated timelines.

The department Immoveable Asset Management Plan (I-AMP) once again garnered commendable ratings during moderation sessions with the Provincial Treasury, achieving a remarkable 97% success rate, equivalent to 23 out of 24 indicators. Progress was made on the fulfilment of condition assessments in 2024/25 financial year. To address this issue comprehensively, a broad-based consultative process was initiated to formulate a unified 'One Plan' for infrastructure within the Department.

The Eastern Cape had some of South Africa's most dilapidated school infrastructure, with facilities classified as unsafe or unsuitable for learning. In response to the above, the department undertook a comprehensive condition assessment of school infrastructure in line with the Government Immovable Asset Management Framework. This initiative aimed to evaluate the structural integrity, functionality, and safety of public schools across the province to inform prioritized maintenance, rehabilitation, and new infrastructure development.

Whereas the province battles a significant condition backlog the conditions of the EIG framework still insist that 60% of the budget was allocated to maintenance. This continues to impact on the Department's ability to address the backlog in basic services and provide replacement infrastructure that was in dire need. While the maintenance portion of the Norms & Standards funding directly to schools was somewhat restored, it was not sufficient given that the municipal services proportion overpowers these competing priorities.

The GIAMA Condition assessment of 5 030 education facilities was a multi-year project which commenced in 2023 with a first batch of 1 075 schools completed on 30 April 2023. The second batch comprising 817 schools was also completed in April 2025. A detailed report with schools that require immediate intervention will be provided on the closeout report to be tabled in May 2025 and inform the I-AMP of the Department.

The third phase of this project is targeting 1600 schools to be assessed over the 2025/26 financial year. This assessment will contribute positively towards the strategic planning and management of education facilities through:

- Ensure schools meet Minimum Uniform Norms and Standards for School Infrastructure.
- Provide evidence-based data for the Department to allocate funds fairly and efficiently and helps to distinguish between emergency repairs and long-term infrastructure projects thus reducing wasteful spending by targeting the most critical needs first.
- Improved Safety and Risk Mitigation by identification of structural hazards (collapsing roofs, cracked walls, unsafe electrical wiring) and ensure compliance with building safety regulations and helps prioritize urgent repairs to prevent disasters.

Infrastructure projects	2023/2024			2024/2025		
	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	41 876	18 193	23 683	139 746	150 617	(10 871)
Existing infrastructure assets	1 396 883	1 400 373	(3 490)	1 377 559	1 364 274	13 285
- Upgrades and additions	700 130	915 062	(214 932)	906 182	888 270	17 912
- Rehabilitation, renovations and refurbishments	117 197	107 682	9 515	46 887	54 915	(8 028)
- Maintenance and repairs	579 556	377 629	201 927	424 490	421 089	3 401
Non-Infrastructure	263 940	278 506	(14 556)	359 746	360 342	(596)
- Infrastructure transfer	-	-	-	-	-	-
- Current	-	-	-	-	-	-
Capital	-	-	-	-	-	-
Total	**1 702 699**	**1 697 072**	**5 627**	**1 877 051**	**1 875 233**	**1 818**

PART C

GOVERNANCE

1. INTRODUCTION

The Department is dedicated to upholding the principles of good governance while fulfilling its mandate to deliver quality education to all learners across the province. It promotes participatory governance by establishing structures such as School Governing Bodies to involve stakeholders in decision-making processes.

The Department adheres to key values of accountability, transparency, and responsiveness in both its internal operations and external engagements. It takes its obligations to oversight bodies including the National and Provincial Legislatures, the Department of Basic Education, the Premier's Office, Provincial Treasury, and the Auditor-General seriously and responds appropriately. To ensure clean governance and operational excellence, the Department continually reviews its approaches to risk management, fraud and corruption prevention, and conflict of interest mitigation.

2. RISK MANAGEMENT

Enterprise Risk and Integrity Management plays a pivotal role in promoting business continuity and addressing risk-related matters within the organization. The Risk Management Policy and Enterprise Risk Management Framework developed by this office aimed to ensure that risk management remained an effective and integral part of minimizing departmental risk while aligning with the principles of sound corporate governance. By implementing effective risk management practices, the Department was better positioned to achieve better levels of performance, meet some of the service delivery targets, and minimize potential losses of resources. This contributed to the development of efficient systems that fostered accountability, enhanced performance, ensured compliance with laws and regulations, and protected the Department's reputation.

Key benefits derived from the risk management efforts included:

- Alignment of risk appetite with strategic objectives
- Improved decision-making in response to risks
- Strengthened financial and asset management practices
- Increased likelihood of achieving organizational goals and targets

To support these initiatives, the Department established the Risk Management Committee (RMC), composed of an external chairperson and a representative from the Departmental Audit Committee. The Risk Management Implementation Plan, adopted by the RMC and recommended by its chairperson, is approved by the Head of Department and reviewed annually. This plan provided guidance on risk-related matters and facilitated the execution of planned risk management activities.

Comprehensive risk assessments were conducted, and the implementation of corresponding action plans was closely monitored. All identified strategic and operational risks were presented quarterly at RMC meetings. The Risk Committee also monitored the progress of these action plans, offering independent, effective, and objective opinions on the risk management system. Both the RMC and the Audit Committee supported the Department by identifying risks and overseeing mitigation strategies. They regularly reviewed risk assessments to identify emerging and significant issues and evaluated the effectiveness of mitigation measures in reducing material risks to the Department.

3. FRAUD AND CORRUPTION

The Department remains strongly committed to combating fraud and corruption through a comprehensive, integrated strategy. At the heart of this effort is the annually reviewed and approved Fraud Prevention and Anti-Corruption Policy, which outlines robust controls for preventing, detecting, and investigating fraudulent activities. It also provides clear procedures for responding to identified incidents. The policy maintains the essential elements of an effective fraud control framework, with a strong focus on thorough risk assessments and detailed prevention planning to proactively reduce the risk of fraud. All reported cases are documented in a case register and assigned to investigators based on available resources. Where appropriate, cases are referred to Employee Relations and Wellness Services for disciplinary or corrective action.

The Whistleblowing Policy, embedded within the Fraud Prevention and Anti-Corruption Policy, ensures secure and confidential reporting channels. It protects individuals who report suspected fraud or corruption from retaliation. Reports can be submitted via the National Anti-Corruption Hotline (NACH), which forwards cases to the Public Service Commission (PSC) before they reach the Head of Department (HoD) for investigation. Alternatively, reports may be made in person through walk-ins at the Department's customer care centre, the HoD's office, or the office of the Director of Enterprise Risk and Integrity Management (ER&IM).

To support its anti-fraud efforts, the Department has established a clear governance structure with well-defined roles and responsibilities. The Accounting Officer holds overall accountability, while the Risk Management Committee oversees anti-fraud initiatives, including risk assessments, incident handling, and execution of the Risk and Fraud Implementation Plan. Annual risk assessments are conducted to identify and address emerging risks effectively.

4. MINIMISING CONFLICT OF INTEREST

The Department implements the measures contained in Provincial Treasury Circular 12 of 2020/21 which was issued in December 2020. Provincial Treasury is requested to remove potentially conflicted officials from the Central Supplier Database (CSD) on a quarterly basis. The Human Resource Unit is making it part of the conditions of service that officials with shareholding in private companies must remove themselves from the CSD.

Where applicable, the Department Implements consequence management against Supply Chain Management officials who issued/processed the orders to companies where the owners/directors are government officials. The Department through its Enterprise Risk Management Directorate, provides PT, and OTP with feedback, including documentary evidence, which clearly outlines what consequence management the Department has been taken against the conflicted officials for the year under review.

Complementing this is the Department's Ethics Policy, which highlights Regulation 13(c) of the Public Service Regulations, 2016 (PSR, 2016). This regulation stipulates that employees are prohibited from conducting business with any organ of state or from serving as directors of public or private companies that do so. It also reminds employees that they are not permitted to register on the Government's Central Supplier Database.

5. CODE OF CONDUCT

The ECDoE uses the following pieces of legislation in managing discipline to the different categories of employees:

- Employees appointed under the Employment of Educators Act – Section 17 & 18 of Employment of Educators Act 76 of 1998 as amended
- Schedule 2 of Employment of Educator's Act 76 of 1998 as amended – Code of conduct for educators

- Educators alleged to have committed sexual misconduct with learners – Inquiry by arbitrator - Collective agreement 3 of 2018
- SACE code of professional ethics for educators
- Employees appointed under Public Service Act – PSCBC 1 of 2003 – Disciplinary code and procedures for the public service
- Senior Management Service Employees – Chapter 7 of SMS handbook
- The Department has got standard Operating Procedures (SoP's) informed by the above prescripts where matters alleged misconduct is investigated then brought to the disciplinary enquiry if investigation outcome warrants that.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

Occupational Health & Safety Management, environment management, risk and quality management to create a conducive work environment that enables employees to function optimally. According to OHS Act 85 of 1993 our role is identify potential hazards and report them to relevant offices

OHS committees were established and orientated in 12 districts, only one district missed out due to competing programmes and OHS committee members conducted the site assessment in all offices and compiled a report and send it to the office of the HOD and Infrastructure.

The implementation of eliminating risks and mitigating hazards took place in various districts and the findings were: -

- Septic tank that is overflowing in Alfred Nzo East.
- Buildings that have holes, no ceiling and cracked windows and flooring in schools.
- Offices that are overcrowded
- Water crises- Amathole West, Amathole East have no running water, BCM has water cuts frequently.
- Bird flies- affect office heavily in district offices including Head office.
- Snakes and other reptiles- They invade offices that causes anxiety and stress.
- Electricity cuts without backup system – causes officials to leave willy-nil affecting service delivery.
- The department should provide alternative means of electricity.
- Broken windows and blinds that affect eyesight and lead to an unconducive environment.
- Air conditioners that are not available or working.
- An elevator that is forever broken causes the head office not to be easily accessible.
- Potholes in the sites which can easily be fixed.

The report was written and submitted to facilities, and they managed to fix and done maintenance in:-

- All plumbing problems have been prioritised to avert user frustration of blocking toilets, urinals and drains.
- Blocking problems have been fixed with 110mm pipes
- Vandalised copper pipes were immediately replaced with PVC.
- We have converted the fluorescent tube to LED tubes to reduce the electrical load.
- The exam building has been completed.
- Power points were added where necessary.
- HOD building lights and Plugs were done.
- New gutters were installed
- Electrical work has been completed.
- New lights and additional plugs have been installed.
- New outdoor flood lights were installed.
- Power skirting and loose cables were fixed.
- Distribution board and surge arrestors redressed. 86 New aircons have been installed at Zwelitsha,
- Amathole East District (Butterworth); supplied with 12 new Fire extinguishers for the first time.
- Albertina Nontsikelelo Sisulu Science Centre; serviced 26 fire extinguishers

- Supplied 2 new fire extinguishers
- Serviced 2 fire hydrants
- Serviced 4 Hose reels
- Servicing has been completed.
- All Fire extinguishers have been serviced,
- 12 Hose reels serviced
- 3 Fire hydrants serviced
- Pressure gauges 16 installed
- Exam Centre: 85 gas cylinders for fire suppression system sent for service.
- Fire suppression system at Exam Centre at 80Installed 157 new aircons at MMELI since we took over Facilities Management.
- We repaired one chiller for Exam HVAC, still busy with the second chiller.
- Repaired the 6 Air handling units at Exam centre.
- Aircons that need to be serviced will be done as the contractors are working.
- First Aid Kit refills were distributed
- Awaiting Certificate of Compliance.

Having enough budged and dedicated EWS staff would assist the department to improve the implementation of program.

7. PORTFOLIO COMMITTEES

The table below is an illustration of the matters raised by the portfolio committee and how the department addressed them for 2024/25 financial year.

Date	Matters raised	Response by the Department.
23 Aug 2024 30 Aug 2024 03 Sept 2024	1. The internet connectivity at the Departmental Head Office and in district offices is unreliable and hinders productivity	As entailed within the ECDOE Digital Strategy, the department has embarked on numerous projects to improve connectivity across our province. First is an existing project to manage and maintain existing hardware through visible and reliable ICT support. This is backed up by interventions to improve user-support and maintenance Wi-Fi switches and all other hardware and improvement related initiatives to maintain a high connectivity presence. This project does require additional funding and prioritization. The second one is a project to scale and enhance our Data Centers and acquisition of a redundant line, upgrading of cabling and installation of WiFi across all our District offices. This is in the progress of approval and acquisition of funds. In the current financial year, the department aims to prioritize these projects based on available funds. The Unit is aiming to ensure that all outstanding projects are funded for the next financial year. Collective achievement and implementation of these projects will resolve the challenge at hand and provide a high level of connectivity, availability and digital equity in our offices across the.Province
	2. There is insufficient support and monitoring provided to underperforming schools.	The following activities were conducted to strengthen support and monitoring mechanisms to underperforming schools including provisioning of human resources and tools: • Adoption of underperforming secondary schools with enrolments of more than 100 learners in Grade 12 by the Senior Management. • Training of School Management Teams (SMTs) from 58 underperforming schools with high enrolment of more than 100 Grade 12 learners on Instructional Leadership, Curriculum Delivery and Curriculum Management. • Focused Whole School Evaluation/ External Evaluation conducted to 11 chronically underperforming secondary schools. • Support visits focused on Curriculum Management Systems, Subject Improvement plans and target setting, tracking curriculum coverage, • Assessment, feedback processes and utilization of Examination Guidelines, Participation in co-curricular programmes • Holding Accountability sessions with Grade 12 teachers in and onsite support • Capacity building of 162 selected principals of underperforming Primary and Secondary schools on School Self-evaluation (SSE) and School Improvement Planning (SIP) undertaken in Alfred Nzo West; Chris Hani East; Chris Hani West and Joe Gqabi • SSE and SIP verification including monitoring of implementation of recommendation made during external evaluation undertaken in four districts: • Amathole East (13 schools); Chris Hani East (06 schools); Chris Hani West (19 schools) and Joe Gqabi (18 schools). • Analysis of Term 2 learner performance to identify the root causes of underperformance for development of differentiated intervention strategies and strategies to sustain performance in good performing subjects. • Motivation of Grade 12 learners and teachers for improved academic performance. The Department has established an ongoing program that will end by 18 October 2024, the LAIS LAST PUSH STRATEGY which puts emphasis on Focused Intervention. A Provincial Broadcasting platform to support 2024 Provincial Grade 12 learners virtually has also been established. In August, 20 Circuit Managers were appointed. The Circuit Managers appointed in May 2024 were provided with laptops. All the above strategies yielded positive results hence the majority of underperforming schools met the required 70% pass target by Term 3.

Date	Matters raised	Response by the Department.
	3. There are still outstanding payments on leave gratuities for ex-employees. The delays or non-payment of these leave gratuities have resulted in the accumulation of accruals	• The Department has declared 1 798 leave gratuity cases, including cases that were outstanding from 1 279 and 1 158. • These outstanding cases are monitored on monthly bases and to date there 188 cases that the department is still tracing relevant beneficiaries and following up on unresolved family disputes. • There are 1 181 cases that have been paid from April - September 2024 • The department has revived the task team that is leading the payment of employee benefits timeously, comprising of HRA, Accounting Services, ICU and Salaries to fast track the payment of all CoE related cases. • This task team is enforcing continuous accountability and capacitation. • Non availability of letters authority from Department of Justice and family disputes remains the main challenges for the department to process payments. • The Department is working with all education stakeholders to trace these beneficiaries. • Tracing unpaid cases is continuously ongoing.
	4. Although there is an observable improvement on connectivity and broadband installation in schools, connectivity remains a challenge with only 594 schools having reliable connectivity to broadband.	The Department is in continuous engagement with OTP and SITA at a technical level. The ECDoE team is working on resolving the challenges on the ground for schools that are unable to connect. The Department is also in the process of installing WiFi in 800 schools. The planning work has commenced with the service provider in this regard. Major challenges around this are a result of vandalism and cable theft. This causes unavailability of Broadband and thus is recorded as underutilisation.
	5. Not all deserving and/or qualifying learners are benefiting from Scholar transport.	There are 103 000 learners that are currently ferried in 2024. 44 000 learners could not be included in the deserving cohort due to budget limitations. DoT has been engaged on this matter on several platforms and it was resolved that the deserving but non ferried learners database be submitted to DoT for them to cost and request additional budget from Treasury. DoE is currently exploring utilisation of hostels where possible, but this option has its own challenges.
	6. The Department is faced with challenges in filling its critical Senior Management Services (SMS) posts in the current financial year due to financial constraints.	The PCMT has approved 22 SMS posts for filling for the 2024/25 financial year (six posts for Chief Directors and sixteen Directors). These posts have been advertised and recruitment processes are in progress.
05 Nov 2024 08 Nov 2024 14 Nov 2024	1.The programme underspent by R84 090 million due to delays in the filling of vacant posts.	The underspending was mainly on the Compensation of Employees. The process of implementing the Annual Recruitment Plan is centrally managed from initiation up until the full implementation of the approved Annual Recruitment Plan (ARP). The process of advertising and appointment also requires external approvals from the date of advertisement to the assumption of duties by the respective successful candidates. It has also been identified that in some of the posts where assumption of duty has been done, the financial implications were below the anticipated due to internal appointments made. When promoting or capacitating internally the Department incurred savings as incumbents are only paid the difference in their notches. Upon completion of the recruitment processes, it became clear that most of the posts filled were filled through promotion of officials within the Department. This, therefore, resulted in further savings which were reserved for the filling of replacement posts which became vacant from the 3rd quarter of the financial year. The filling of replacement posts did not materialize on projected timeframes as PCMT approval processes took longer than anticipated. DPSA Circular 49 of 2023 on cost containment measures also had negative implications in filling the vacancies because the Department has to seek approvals from DPSA. The PCMT approved 310 office-based posts for Head Office and District Offices and 682 for school-based support staff. The Department advertised twenty-two SMS posts and busy with recruitment processes. Interviews for SMS posts were conducted and competency assessments have been completed. The

Date	Matters raised	Response by the Department.
		Department is finalising the appointment approvals. Districts and Head Office are busy with the recruitment processes for the posts that closed on the 31st December 2024.Posts for Support staff were advertised closed on the 31st January 2025. The recruitment process will be finalised before the end of the financial year
	Broadband connectivity and other forms of connectivity are still a challenge which is facing majority of schools especially in rural areas.	The Department works in close collaboration with SITA on the broadband rollout and remains dependent on their support to reach all targeted sites. The Department actively engages with and encourages SITA to expedite services, ensuring more schools have the necessary connectivity. • The Department works closely with SITA on broadband rollout and is dependent on their services to reach all designated sites. To this end, we maintain regular engagements with SITA, encouraging progress to expand connectivity to additional schools. This collaboration has enabled the Department to address connectivity challenges significantly over the past fiscal year. • Schools Without Internet and Broadband: Previously, 3,013 Schools lacked connectivity, but as of the current fiscal year, all schools now have some form of internet access, closing the gap entirely. • Timeline for Full Connectivity: With recent progress, all schools have baseline internet access. The Department is focused on enhancing this connectivity through the phased installation of LAN infrastructure, expecting to expand reach and reliability across campuses over the next few fiscal years. • Interventions for Schools Without Connectivity: Immediate interventions include mobile routers in administration areas of the 3,013 schools previously without access. Looking forward, the Department will work to build a more extensive network within these schools.
	The challenge of recruiting qualified teachers for scarce skills such as Mathematics and Science persists.	As means of addressing the shortages in scarce and critical skills, the Department has implemented Fundza Lushaka and Matthew Goniwe bursary programmes targeted to offer bursaries to the unemployed youth, in order to curb the challenge of Maths Science, languages and Accounting that are declared as critical scarce skills. The priority areas are identified by the sector through a sector skills plan and aligned to the National skills development plan. The Department has provided opportunities through bulletins and recruitment strategies to attract qualified educators that meet the requirements of the hard to fill posts due to scarcity. The shortage of educators in various subjects is analyzed during each academic year. With the investment on Bursaries the Province can produce a minimum of 200 educators per annum through the bursaries. The issue of supply and demand is a risk and affects prompt recruitment in these areas of specialization. The vacancies of school-based educators is addressed through a budgeted PPN that is implemented in an academic year. All declared posts were implemented as outlined by the PPN. This therefore means that there were no focused savings that were realized because all posts that were provided met each school profile.
	The Department failed to make payment to suppliers within 30 days of receipt of invoices as required by the PFMA and Treasury Regulation.	The department strives to make payment of invoices within 30 days as per the regulations. In some cases this becomes impossible due to: • Budget constraints that occur during the year as a result of in-year budget cuts implemented wherein funds have to be reprioritised. • Discrepancies between the invoice submitted and the services rendered, these have to be reconciled before they can be paid and this might delay the payment processes.

Date	Matters raised	Response by the Department.
		• End-users who do not confirm the services rendered through GRVs result in delays in payments No steps were taken as yet. The Department has reconsidered its approach to consequence management regarding the timely payment payments. Officials who have been found to have neglected their responsibilities and this has led to late payments of invoices will be written to. The following interventions have commenced: • The Department developed and implemented the use of an invoice tracking tool. The payment of invoices turn-around time has improved to between 97% and 99%. • Standard operating procedure was implemented and there is an improvement of paying our creditors within 30 days. The reconciliation of payments made is done on a weekly basis and there is follow up for any invoices that have not yet been paid to verify on the reasons for non-payments e.g non-submission of GRV. • Department has started to engage programme managers through a payment acceleration forum to encourage them to validate contracts based on available funds before commitment. This proactive approach aims to prevent accruals that are because of cash flow shortfalls. Meetings are held monthly. Payment tracking for invoices is conducted weekly, ensuring that all invoices are taken through to the end users for them to confirm receipt of goods and thus have all the payment documents prepared and signed by the delegated officials To address the issues of supplier disputes, several steps have been implemented to enhance alignment between suppliers and internal processes. This is done through Clear Escalation Procedures and focusing on maintaining open lines of communication with suppliers to prevent misunderstandings that can lead to disputes of invoices, particularly in light of ongoing issues with delayed.
	There are delays in the payment of leave gratuities of employees who had exited the system in the current year and a few years before and some cases are referred to court due to disputes. Out of 1 798 leave gratuity cases, 95 cases are still outstanding.	The underspending in Households is due to non-payment of Leave Gratuities of employees who had exited the system in the current year and a few years before. The delays in payment were due to outstanding documents which were still to be submitted for those who exited in the year under review. For those employees who exited the system not been submitted because of family disputes which still needed to be resolved to identify the beneficiary. The Department disclosed 1 798 leave gratuity cases for 2023/2024 financial year, amounting to R225 529 715.44. 1348 cases have been paid, amounting to R189 768 480.12. There are 95 cases that are being validated to be processed for payment and 126 cases that cannot be processed due to the following challenges: ▪ Unresolved family disputes, ▪ Outstanding letter of authority and ▪ Non-submission of working tools i.e. laptops prior to the year under review, some of their documents have
	The Department failed to achieve the target of filling teaching vacant posts at 80% of schools.	The Department endeavours at all times to fill all posts in schools. Due to the fluidity of the system, the posts are never at 100 percent filled. Of the declared 52 817 PPN posts the warm bodies in the system as at end of March 2024 as obtained from PERSAL snapshot was 51,344 which is 99.1% of total number of declared posts filled. However, when heads are compared to posts by school, some schools will result in having vacant posts as well as additional educators whereas others will have either vacancies or additional educators. The above analysis "Schools Posts Filled" looks at schools where the Heads (warm bodies) is equal to or exceeds the number of posts declared.

Date	Matters raised	Response by the Department.
		As at the end of March 2024, 3 057 schools had all teaching posts filled, and 1 986 schools had some teaching posts not filled. If all additional Educators were placed in respective schools, the number of schools with vacancies should be less than 2 percent because 99.1 percent of posts were filled, but some educators were additional in their schools and not moved. 19.4% represent 977 schools. The Department does not have a teacher shortage. The issue is the non-movement of additional educators to schools where they are needed. The vacancy rate by the end of March 2024 was 0.9% caused by natural attrition (99.1% posts were filled).
	There are still many learners who did not benefit from scholar transport due to budget constraints. This is a repetitive finding	• A series of joint meetings were held where DoT and DoE at district level resolved scholar transport matters prioritising the neediest learners due to limited budget. A list of non-ferried but deserving learners of 44 000 learners was submitted to DoT for further engagement with Treasury and requesting additional budget. • Collaboration between DoT and DoE is cordial as engagements are fruitful both Provincial and District.
16 Jan 2025	The Committee of the Whole house sat to receive the state of readiness for the Opening of Schools for the 2025 Academic year.	The Department presented the State of Readiness and addressed all the issues that were raised by the Members.

8. SCOPA RESOLUTIONS

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
a)	The consequence management in the Department has slightly improved from previous years, however, the majority of transgressions still remain unaddressed.	The Department must institutionalise the culture of consequence management, linking it to performance evaluations, ensuring that recurring lapses are identified, and corrective measures are consistently applied. Regular reporting on the status of consequent management should be tabled to the relevant governance structures to facilitate continuous monitoring and ensure sustainable improvements.	The Department acknowledges the recommendations made by the Standing Committee on Public Accounts (SCOPA) regarding the institutionalisation of a culture of consequence management and the department has increased its level in the implementation of consequence management. The Department fully supports this directive and recognise its critical role in strengthening accountability, improving performance, and sustaining institutional integrity. 1. Consequence management is now being formally integrated into the performance evaluation processes for Senior and Middle management, thus emphasizing that Supervisors are accountable. 2. Instances of non-compliance, irregular expenditure, or operational lapses are being linked to the Annual Performance Assessments, in line with applicable Public Service Regulations. For Senior Managers, this is linked to the Key Performance Area on Human Resource Management. 3. In accordance with the framework of combined assurance, the Legal Services, Risk Management Unit, and Labour Relations Directorate have been specifically	Ongoing

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
			mandated to provide combined assurance support. These units play a critical role in assisting management in aligning governance, risk, compliance, and assurance activities, thereby strengthening the overall control environment of the Department. **4. REPORTS TO BE USED** Internal audit findings, AGSA reports, and departmental internal compliance reports will be analysed systematically to identify recurring lapses, also taken from the current Audit Improvement Plan (AIP). Root cause analyses are conducted, and action plans are drawn up by management with clear accountability assigned and isolation of responsibility. These are monitored through quarterly performance reviews. 5. Training sessions and internal workshops were conducted to capacitate managers on consequence management procedures, ethical leadership, and financial accountability. This aims to embed a preventative and corrective culture across the Department. 6. A quarterly Status Report on active cases is tabled before Risk Committee. This report provides updates on active cases under review, actions taken, and lessons learned.	
b)	The audit intervention plan covers issues only raised during the audit, this in turn is a limiting factor, reactive and takes focus of the Department away from other areas of the department.	The Internal audit/risk unit must conduct periodic risk assessments, identify systemic weaknesses and preventative measures across all functional areas of the department. This will ensure a more holistic approach to governance, reduce reliance on reactive measures, and allow the Department to address root causes of recurring issues. Additionally, the department should establish a monitoring and evaluation framework to assess the effectiveness of interventions.	The Department acknowledges SCOPA's recommendation regarding the strengthening of internal audit and risk management functions and the establishment of a monitoring and evaluation (M&E) framework. The guidance aimed at fostering a more proactive and systemic approach to governance is appreciated. The Internal Audit and Risk Management units are conducting annual strategic and operational risk assessments, covering all the critical functions of the Department. These assessments focus on identifying systemic weaknesses, control failures, and high-risk areas that require immediate and long-term interventions. The Department compiles a strategic risk register aligned with its strategic plan, as well as operational risk registers for each directorate.	Ongoing

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
			The Risk Management Unit conducts quarterly follow-ups on these registers, including monitoring emerging and material risks. The implementation of strategic and operational mitigation plans including monitoring emerging and material risks is reported to the Provincial Treasury, the Risk Committee, and the Audit Committee. The Department has initiated the development of a comprehensive Monitoring and Evaluation (M&E) Framework, which: • Track the implementation of internal audit recommendations and risk mitigation plans. • Assess the effectiveness and sustainability of management interventions. • Inform planning and resource allocation based on performance and risk trends. • This framework is aligned with the Department's Annual Performance Plan (APP) to ensure integration with existing performance management structures.	
c)	Immovable tangible capital assets were not valued correctly due to incorrect application of the methodology for measuring assets at fair value, the assets were stated at R13 billion (2022-23: R12 billion)	The Committee urges all stakeholders involved in the review of the asset register process to formally commit to the implementation of the action plan and adhere to the agreed-upon timelines.	All key stakeholders involved in the asset register review process namely: Supply Chain Management, Finance, Infrastructure, Works Inspectors, and Audit Controllers and Internal Control Unit supported by Provincial Treasury have been formally engaged. A dedicated Asset Management Task Team, led by the Chief Financial Officer (CFO), has been established to coordinate and monitor implementation. This team meets every Monday to track progress against the plan and resolve any emerging issues that may impede delivery and initiate escalations where appropriate. Each stakeholder attends these standing Monday meetings to deal with the implementation of the action plan with specific responsibilities and timelines as part of the consolidated Asset Register Improvement Action Plan. The Department reiterates its commitment to resolving legacy issues associated with the Fixed Asset Registers and to ensuring that its asset management practices are compliant, transparent, and audit ready.	Yes

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
d)	There was no evidence that appropriate measures were maintained to ensure that transfers and subsidies to entities were applied for their intended purposes as required by treasury regulation 8.4.1. This is a recurring finding.	The Department must ensure recovery of funds misused from the National School Nutrition Programme (NSNP), provide the Committee with a detailed report on the recovery including the total amount recovered, timelines for recovery, and any unresolved cases. Furthermore, the department must outline the specific controls and measures implemented to prevent the misuse of NSNP funds in the future.	The Department acknowledges the Committee's directive regarding the recovery of funds misused from the National School Nutrition Programme (NSNP). The Department recognizes the urgency and importance of addressing this matter and wish to outline the steps currently being taken on the attached report. Reported cases are with Risk Management and the process is continuing. There are specific Control Measures that are put in place: • Deputy Director managing NSNP Finances has been appointed, and a meeting was held where all districts were represented outlining the urgent processes to be followed when managing school finances. • There is a schedule of meetings with district Deputy Directors Finance, SGB Coordinators that are at district level and School Principals targeting schools that are highly at risk. The Department remains committed to ensuring the integrity of the NSNP.	On-going
e)	There was insufficient evidence that disciplinary steps were taken against officials who incurred and or permitted <u>irregular expenditure, fruitless and wasteful expenditure</u> in prior years as required by section 38 (1) (h) (iii) of the PFMA.	The Department must revise, review policies and procedures to address gaps in consequence management and enhance oversight mechanisms. This should include clear timelines, outputs, targets, and a prioritized list of cases to be resolved. A detailed plan must be developed and presented to the committee, addressing how these measures will improve accountability and compliance.	The department has a policy on unauthorised, irregular, fruitless, and wasteful expenditure, which guides the identification, recording, and investigation of such expenditure. Irregular expenditure totaling R973,000.00 for 2023/24 and R294,000.00 for 2024/25 financial year respectively arises from legacy infrastructure projects, specifically those initiated in the 2015/16 financial year, which incurred costs during multi-years. The Chief Director: Supply Chain Management (SCM) has been appointed to assist with the condonement of irregular expenditure and represents the Chief Financial Officer (CFO) at the weekly meetings convened for this purpose. Weekly meetings are convened between the Internal Control Unit of the Eastern Cape Department of Education (ECDoE) and the Norms and Standards Division of the Eastern Cape Provincial Treasury (ECPT) to review submissions for the condonation of irregular expenditure, using the Decision Matrix as a guiding tool. To date, submissions amounting to R425,302,882 for the 2024/25 financial year have been condoned by ECPT.	On-going

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
			Furthermore, an amount of R273,349,558.84 in irregular expenditure for the 2024/25 financial year has been submitted to the ECPT for condonation. Which emanate from the previous year's disclosed figures On receipt of the investigation file from Enterprise Risk, recommendations are implemented as tabulated in the report. In the implementation of disciplinary enquiry, the Department is guided by the SOP's which are informed by the prescripts such as Public Service Act, Employment of Educators Act, PSCBC Resolution 1 of 2003 and Chapter 7 of SMS handbook , according to the category of the affected employee.	
f)	The financial statements submitted for auditing were not prepared in accordance with the prescribed framework or supported by full and proper records as required by section 40 of the PFMA. The corrected misstatements and supporting documents that were not provided to the auditors resulted in financial statements receiving a qualified audit opinion.	As this is a recurring finding, the department must strengthen financial reporting capacity through staff training, automated systems, and external support, while enhancing oversight, ensuring audit readiness, and enforcing accountability for non-compliance. Proactively engage with the Auditor-General to address recurring issues and prevent future qualifications.	A structured training programme was rolled out for financial reporting staff at provincial levels by Provincial Treasury, focusing on the Modified Cash Standard (MCS), asset management, disclosure notes, and audit trail documentation. 1. The Department has proactively engaged with managers on early audit sessions to deal with areas that resulted to negative findings thus findings on preparation of Annual Financial Statements. The engagements dealt with qualification areas aiming to: • Clarify audit expectations • Resolve interpretation issues early • Track implementation of prior year recommendations With the appointment of a Director, Deputy Director, 2 Assistant Director that deals with AFS will assist with stability in the unit compiling and consolidating Financial Statements. There is already more advocacy and close working relations with management as custodians of the information submitted in the financial statements. This will yield a positive change from the past. With advocacy comes the understanding of submissions on time and this will allow enough time for reviews by the Director, Chief Director, CFO, Internal Audit and Audit Committee. This includes engagements with the Auditor General when issues are raised by them.	Yes
g)	Resources of the Department were not utilised economically as required by section 38(1)(b) of the	The Department must implement the intervention plan for Microsoft licenses and	The Microsoft Usage Policy has been formally adopted and is currently in effect across the Department. All users have been notified through official communication channels, and	Ongoing

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
	PFMA and treasury regulation 8.2.3.	provide a detailed update on progress, including: • Confirmation of whether the Microsoft usage policy has been adopted and is currently in use. • Details on the monitoring mechanisms in place to oversee the service provider's performance and ensure compliance with the agreed terms. • Any measurable improvements or challenges encountered since the plan's implementation.	compliance is being reinforced via periodic reminders. The policy governs appropriate use of Microsoft 365 services, license allocation procedures, and acceptable software utilization practices. To ensure the service provider's performance meets contractual obligations, the following monitoring mechanisms are in place: • Monthly License Utilization Reports from the Microsoft 365 Admin Centre, providing real-time data on allocation and usage. • Weekly Performance Reviews with the service provider to track onboarding progress, resolve access issues, and verify service level compliance. • Portfolio of Evidence (PoE) documenting all provisioning, deactivations, and configuration changes for audit purposes. • Escalation Framework ensuring that any non-compliance or delays are addressed within 48 hours. Teacher accounts experience usage fluctuations during school holiday periods. This is a normal and expected pattern where license activity may decrease temporarily but resumes upon term commencement. These fluctuations are monitored and recorded to ensure licenses remain assigned to the correct users and that utilization trends are documented for audit review. A 30-60-90-day Standard Operating Procedure (SOP) has been implemented to: • 30 Days: Verify license allocation post-onboarding, ensuring accounts are active and being used as intended. • 60 Days: Audit device and account activity to confirm continued use, flagging dormant accounts for investigation. • 90 Days: Recover and reassign licenses from unused accounts, ensuring optimal utilization and cost efficiency. Onboarding and Device Assurance The onboarding process includes: • Assign licenses only after device and user identity verification.	

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
			• Tracking all assigned devices to their respective licensed users. • Maintaining a central asset register that links devices, users, and licenses for accountability. • Using monitoring tools to verify that licenses are being actively used, with assurance provided through regular reporting. **6.** Measurable Improvements Since Implementation: • License utilization rate improved from below 85% to 96% across corporate and educational accounts. • Significant progress in onboarding all head office staff (target completion: 29 August 2025) with three dedicated technical resources assigned to expedite completion. • Reduction in dormant accounts, resulting in cost savings and alignment with AGSA recommendations. Though the Department has addressed the resolution , there are challenges encountered i.e. legacy system cleanup which continues to require manual intervention before license allocation in some cases.	
h)	The following material irregularities were raised in the current year: Unused Microsoft licenses subscriptions -fruitless expenditure R5,6 million.	The Department must accelerate the investigations into all material irregularities and should provide the Committee with an update, including overpayments to terminated employees and unused Microsoft licenses, the implementation of corrective recommendations, preventative measures to avoid recurrence, and evidence of consequence management. The report must be provided to the Committee within 30 days of adopting the report.	There has been an investigation into Material Irregularity relating to the unutilized Microsoft Licenses.	Ongoing
	Payments of employees after termination 2021/2022 R1,2 million. • Payments of employees after termination 2022/23 R12,7 million.		Internal control measures have been strengthened by the line function that resulted into material recoveries that have reduced the material irregularity aligned to late terminations: • Directive on the management of terminations. • Approved standard operation procedure on the management of terminations. • Capacitation of all stakeholders on the value chain for the management of terminations in the department. • Monthly analyses of salary reversal account • Ongoing recovery from pension or leave gratuity benefits • Ongoing handing over to debtor collectors for all cases without source of recovery e.g. internship, contract expiry, etc	Yes

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
			The Department analysed the salary reversal account to establish if there are any officials that can be held liable for salary overpayments as most of the cases were death cases and payment of substitutes for services rendered. These salary overpayments are due to structural and systemic deficiencies. Therefore, there are no officials held liable for the course of payment after termination. The findings shows that officials are processing terminations timeously beside death cases that cannot be avoided. In cases where there are salary overpayments that could not be avoided e.g. deaths, those are recovered from pension or leave gratuity benefits. In cases where there are no sources of recovery, they are handed over to debt collectors for tracing and collection. The Department is currently engaging with DPSA and other relevant departments to address this national challenge as it requires National Policy Review. The salary payment date is the main contributing factor to late terminations. The systematic challenge detects reversal especially to salaries paid late due to death.	

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
Immovable tangible capital assets were scoped in the 2017/18 financial year and received a qualified opinion from the Auditor–General. The main paragraphs are Capital Work-In-Progress, Completed Assets and Section 42	2017 - 18	The Department has adopted a two-fold approach to disclosing its Immovable Tangible Capital Assets, a combination of Cost and Fair value. A methodology detailing the process has been developed in the 2021-22 financial year and, in conjunction with AGSA, included definitions in 2024-25 and has been audited by AGSA to ascertain whether we have reasonably disclosed all our assets

10. INTERNAL CONTROL UNIT

Purpose and mandate

The primary purpose of internal audit is to help the department accomplish its objectives by providing independent, objective assurance, advice, and insight to the Audit Committee and management. The mandate of internal audit is to evaluate and improve the effectiveness of governance, risk management, and internal control processes. This includes assessing the adequacy and effectiveness of risk management, compliance, finance, and other control functions.

Internal audit provides assurance to the Audit Committee and management that the organization's objectives are being achieved and that risks are being effectively managed and offers advice and insight to help the department improve its governance, risk management, and internal control processes.

Internal audit contributes to the department's ability to create, protect, and sustain value and has the mandate of Evaluating Effectiveness of governance, risk management, and internal control processes by Identifying and Assessing key Risk factors and assessing their significance. It also Provides Recommendations for the improvement of the governance systems by ensuring compliance with relevant regulations and policies. Internal Audit plays a role in detecting and preventing fraud by ensuring operational Efficiency helping improve operational efficiency and by reviewing policies and procedures.

In essence, the internal audit function is a critical component of the department’s governance, risk management, and internal control framework, ensuring that the organization is operating effectively and efficiently while mitigating risks and staying compliant with relevant regulations and policies.

Vision and strategy

The vision of the internal audit function is to contribute to the organization's success by providing independent, objective assurance and advice on governance, risk management, and internal controls. Its strategy focuses on aligning audit activities with the organization's strategic objectives and ensuring the audit function is a strategic partner that supports long-term goals. This includes understanding future risks, departmental direction, and tailoring audit priorities and methodologies accordingly.

The vision of the Internal Audit unit is to add value by enhancing and protecting the departmental value by providing risk-based and objective assurance, advice, and insight through alignment with the department's overall objectives, contributing to its mission and strategic initiatives. Internal audit also plays a crucial role in strengthening these areas, which are vital for departmental stability and public trust. The audit strategy is tightly linked to the department’s strategic objectives, ensuring that audit activities are focused on areas that are most critical to its success.

Risk-Based Approach:

The Internal Control Unit (ICU) prioritise our audit activities using a risk-based approach based on our risk profile, focusing on areas where the greatest risks exist and continuously add value by a Value-Added Approach and going beyond simply identifying issues but more importantly offer actionable recommendations that can improve processes, reduce costs, and enhance performance. Furthermore, the unit communicate effectively with stakeholders, including management, the audit committee, and other relevant parties, to ensure their expectations are met and regularly review and update the audit strategy to ensure it remains relevant and effective in the face of changing business conditions and risks. It also addresses Talent Management by ensuring that the internal audit function has the necessary skills and expertise to carry out its strategic objectives, including hiring, training, and retention strategies.

Internal Control Unit (ICU) utilise technology to improve audit efficiency and effectiveness, such as data analytics and automation tools.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

In terms of Section 38(1)(a)(ii) of the Public Finance Management Act (PFMA), Act No. 1 of 1999, and Treasury Regulation 3.1.8, the Department is required to establish a system of internal audit under the direction of the Audit Committee.

The Internal Audit function provides management with independent and objective assurance as well as consulting services on the effectiveness of governance, risk management, and internal control processes. Its role is to add value, continuously improve departmental operations, and support the achievement of strategic objectives.

The internal audit function evaluates risk exposures relating to the Department's governance, operations, and information systems regarding the:

1. Reliability and integrity of financial and operational information.
2. Effectiveness and efficiency of operations and programs.
3. Safeguarding of assets; and
4. Compliance with laws, regulations, policies, procedures, and contracts

Vision: “To serve as a strategic advisor and an integral pillar of effective governance, risk management and internal control systems”.

Mission: “To provide expert guidance, objective insights and actionable recommendations to support informed decision making, drive organisational excellence and foster a culture of transparency, accountability and responsible governance”.

The nature of work conducted by Internal Audit encompasses assurance and consulting reviews: Assurance reviews entail the internal audit team's objective assessment of evidence to provide an independent opinion or conclusions regarding the Department's operations, functions, processes and systems. The nature and scope of the assurance engagements are determined by the internal audit function and approved by the Audit Committee in the Annual Internal Audit Plan.

Consulting reviews are advisory in nature and are generally performed at the specific request of the Audit Committee, the Head of Department or management. The nature and scope of the consulting engagements are subject to agreement with the engagement client and approval by the Audit Committee

Charter, methodology and internal audit plans

Internal Audit Charter

The Internal Audit Charter outlines the purpose, authority, and responsibility of the internal audit function within the department. It is a formal document that defines our function's mandate, organizational position, reporting relationships, scope of work, and other key specifications. The Purpose of the Charter is to establish the internal audit function's role and authority within the department, ensuring its independence and objectivity.

The key elements of our Charter include:

- Purpose and mission of internal audit.
- Authority and responsibility.
- Reporting relationships (functional and administrative).
- Scope of internal audit services.
- Conformance with IIA Standards (International Standards for the Professional Practice of Internal Auditing), and
- Quality assurance and improvement program.

Internal Audit Methodology

Our Audit methodology provides a structured approach for conducting internal audits engagements.
The purpose of our methodology is to provide a consistent and standardized way for auditors to perform their work, ensuring quality and effectiveness.

The key features of our methodology are**:**

- Guidance on the different phases of an audit engagement.
- Standardized procedures for planning, performing, and reporting audits.
- Tools and techniques for assessing risks and controls.

Internal Audit Plans

The departmental Internal Audit Plan is a documented roadmap outlining the planned scope and timing of our internal audit engagements and its purpose is to prioritize audit efforts based on risk, resource allocation, and our departmental goals. Internal audit plans detail specific audits to be performed, prioritizing those based on risk and aligning with our departmental goals. The key elements of our Audit Plan are:

- Identification of audit areas based on risk assessment.
- Allocation of resources to high-risk areas.
- Timing and frequency of audit activities.
- Alignment with the organization's strategic plan.
- Identification of costs and resources needed to fulfil the plan.

Independence And Objectivity

Independence and objectivity are fundamental principles of internal auditing, ensuring the credibility and value of the function. Independence means internal auditors are free from undue influence, enabling them to perform their duties without interference from management or other stakeholders. Objectivity, on the other hand, requires auditors to be impartial, unbiased, and free from conflicts of interest, allowing them to make professional judgments based on evidence and standards.

According to the Institute of Internal Auditors (IIA), objectivity is defined as "the state or quality of being impartial, unprejudiced, and unbiased". On the other hand, independence is defined as "the state or quality of being free from influence, control, or determination by another person or thing"

Staffing

The IAF has an approved establishment of 34 positions. At year-end, 9 positions were filled, with recruitment processes underway for 11 vacancies, including 1 Chief Director, 2 Directors, 2 Assistant Directors, and 6 Internal Auditors. Capacity has been further strengthened through the placement of 12 interns, providing immediate support and a pipeline for future recruitment.

The team's collective skills and experience are not fully sufficient to deliver the Internal Audit Plan across financial, compliance, governance, risk, and IT audit areas. To address specialised ICT audit needs, co-sourcing support was obtained through Provincial Treasury, while other skills gaps are being addressed through targeted recruitment and professional development initiatives.

Training and development remain a priority, supported by a dedicated budget. Staff actively participate in professional programmes through the Institute of Internal Auditors and other accredited providers, with satisfactory attendance ensuring continuous enhancement of technical and soft skills.

Consulting reviews are advisory in nature and are generally performed at the specific request of the Audit Committee, the Head of Department or management. The nature and scope of the consulting engagements are subject to agreement with the engagement client and approval by the Audit Committee.

Quality assurance and improvement program (QAIP)

A Quality Assurance and Improvement Program (QAIP) for an Internal Audit Unit is a structured approach to evaluating and enhancing the effectiveness of the internal audit function, ensuring compliance with standards, and promoting continuous improvement. It's a program designed by the Chief Audit Executive (CAE) to evaluate the internal audit activity's conformance with the Global Internal Audit Standards, assess its efficiency and effectiveness, and identify opportunities for improvement. The program ensures that the internal audit function complies with professional standards, such as the International Professional Practices Framework (IPPF), issued by the Institute of Internal Auditors (IIA). "A quality assurance and improvement program is designed to enable an evaluation of the internal audit activity's conformance with IIA SA. Our quality assurance and improvement program is designed to enable an evaluation of our internal audit activity's conformance with the Definition of Internal Auditing and the Standards and an evaluation of whether internal auditors apply the Code of Ethics.

The key aspects of our QAIP are as follows:

- On Evaluation of Conformance the program assesses whether our internal audit activity adheres to the IIA's Global Internal Audit Standards and the Code of Ethics.
- On Performance Assessment: The QAIP program evaluates the efficiency and effectiveness of the internal audit function in achieving its performance objectives.
- On Continuous Improvement: the QAIP aims to identify areas for improvement in the internal audit process, leading to better practices and increased value delivered by the audit function. The QAIP typically includes both internal self-assessments and external assessments conducted by independent parties or organizations and the results of the QAIP, including any recommendations for improvement, are communicated to relevant stakeholders, including the audit committee and management.
- On Conformance Statement it is expected that A well-developed QAIP should result in a conformance statement that demonstrates the internal audit function's adherence to professional standards whilst at the same time the program also includes mechanisms for disclosing any non-conformance with the standards or the Code of Ethics.

Stakeholder relationships

Internal Audit Stakeholder relationships refer to the interactions and connections that internal audit builds and maintains with individuals or groups (stakeholders) who have a vested interest in the organization's activities, decisions, or performance. This includes establishing open communication channels, fostering trust, and ensuring that audit activities align with stakeholder needs and expectations. Our Internal Stakeholders are individuals or departments within the department that have an interest in our operations, such as management, employees, and various departments like finance or IT whilst our External Stakeholders are individuals or groups outside the department that have an interest in our performance, including Labour, regulators, and external auditors. It is important to manage our stakeholder relationship as it builds trust and credibility for Internal Audit. expectations, and needs, allowing for more relevant and impactful audits.

Effective stakeholder relationships ensure that audit findings are communicated clearly and effectively, leading to better understanding and action and by aligning audit activities with stakeholder needs, internal audit can demonstrate its value and contribute to the organization's success. We manage Stakeholder Relationships by Establishing open and transparent communication channels to keep stakeholders informed about our audit activities and findings, actively listen to stakeholder concerns and feedback to ensure that audits address their needs and participate in meetings, committees, and other activities to build relationships with stakeholders. We must provide timely and informative reports to stakeholders, highlighting key issues and recommendations, collaborating with stakeholders to identify areas for improvement and develop solutions.

Building trust with senior management ensures that audit findings are taken seriously and acted upon. Maintaining a strong relationship with the audit committee ensures that internal audit is aligned with their expectations and provides assurance on key areas. Collaborating with external auditors helps ensure a coordinated approach to assurance and avoids duplication of effort and maintaining positive relationships with regulators ensures that audit activities comply with regulatory requirements.

Summary of Planned and Completed Audit Work – 2024/25

Of the 21 audits planned for the year, 8 were completed, 1 was in planning stage, 1 execution and 1 in reporting stage. 10 Audits were allocated to a co-sourced as it was anticipated that they would be appointed in the 2nd Quarter of 2023/24 financial year, however, there was no appointment until the financial year ended. Details of the audits are outlined in the table below:

NO	PROJECT NAME	NATURE OF WORK	PROJECT ALLOCATION	STATUS
1.	Review of Supply Chain Management	Assurance	In House Internal Auditors	Completed
2.	Review of Annual Financial Statements	Assurance	In House Internal Auditors	Completed
3.	Review of Annual Report	Assurance	In House Internal Auditors	Completed
4.	Annual Employee Verification	Assurance	In House Internal Auditors	Completed
5.	Agricultural Schools Review	Assurance	In House Internal Auditors	Completed
6.	Review of Audit Improvement Plan (Adequacy)	Advisory	In House Internal Auditors	Completed
7.	ICT Audits	Assurance/ Advisory	Co – Sourced Provincial Treasury	Completed
8.	SCOPA Review	Assurance	In House Internal Auditors	Completed
9.	Review of Audit Improvement Plan (Effectiveness)	Assurance	In House Internal Auditors	Reporting
10.	PFMA Reporting	Assurance	In House Internal Auditors	Execution
11.	Payments Review (Incl. Utilities)	Assurance	In House Internal Auditors	Planning
12.	District Operations Audit	Assurance	In House Internal Auditors	Not Started
13.	Early Chldhood Development (ECD)	Assurance	In House Internal Auditors	Not Started
14.	Review of Risk Register (Advisory)	Advisory	Co-Sourced	Not Started
15.	Review of Performance Information Q2	Assurance	Co-Sourced	Not Started
16.	Human Resource Administration	Assurance	Co-Sourced	Not Started
17.	Human Resource Development	Assurance	Co-Sourced	Not Started
18.	Review of IFS Q	Assurance	Co-Sourced	Not Started
19.	Assets Management/ Inventory	Advisory	Co-Sourced	Not Started
20.	Transfer Payments		Co-Sourced	Not Started
21.	Policy and SOP Gap Analysis	Advisory	Co-Sourced	Not Started

Ad-hoc Projects

During the period, the IAF initiated 2 ad-hoc projects in response to emerging risks or management requests, of which 2 were completed. These projects provided timely insights and recommendations to support operational and governance improvements.

Internal Audit Recommendations

The IAF issued multiple recommendations focused on enhancing efficiency, strengthening internal controls, mitigating risks, and aligning operations with strategic objectives. Key areas included process optimization, technology adoption, performance management, risk assessment, compliance, fraud prevention, financial management, and stakeholder engagement.

Implementation Status**:** 20% of recommendations issued during the period have been implemented. Follow-up on outstanding recommendations, including those from previous years 3 years, is ongoing. These recommendations have contributed to improved governance, operational efficiency, and risk management across the Department.

Value-Add

The Internal Audit Function contributed to departmental performance and accountability through:

Enhanced Insights and Risk Assessment

- Provided independent and objective reviews of processes and controls.
- Identified operational, financial, compliance, and reputational risks for proactive mitigation.
- Highlighted emerging risks through an early warning approach.
- Supported strategic alignment of departmental objectives with overall business goals.

Improved Operational Efficiency and Performance

- Identified process improvements to enhance efficiency and productivity.
- Optimized resource allocation to ensure effective use of departmental resources.
- Provided data and insights to support informed decision-making.

Enhanced Compliance and Accountability

- Ensured compliance with relevant laws, regulations, and internal policies.
- Supported fraud prevention initiatives and implementation of anti-fraud measures.
- Promoted accountability by monitoring performance and adherence to objectives.

Limitations

The IAF faced constraints that affected optimal performance, including:

- Limited specialised skills, particularly in ICT audits (addressed through co-sourcing via Provincial Treasury).
- Technology limitations impacting audit efficiency and reporting.
- Vacancies within the audit team affecting full coverage.
- Despite these limitations, the IAF delivered key audit objectives, provided assurance, and enhanced the Department's governance, risk management, and operational performance.

The audit committee is an independent governance structure whose function is to provide an oversight role on the system of internal control risk management and governance. The audit committee operates in terms of the approved Audit Committee Charter which follows the PFMA and Treasury Regulations. The Audit Committee provides an oversight role on the effectiveness of internal audit, audit progress, financial reporting, risk management and internal control processes.

Attendance of audit committee meetings by audit committee members (Tabular form)

The objectives of the audit committee are to provide independent oversight function over governance, risk management and internal control processes of the department and provide guidance and recommendations on areas of improvements to the accounting officer and management.

In line with its oversight responsibility as defined in its charter in ensuring continuous improvement of departmental operations, the audit committee interacted with the Head of the Department, management, internal & external auditors, and is yet to engage with the and the Executive Authority.

During its quarterly meetings and through internal audit reports reviews, recommendations for improvement of operations were provided, discussed, and agreed with management as evidenced in the minutes.

The table below discloses relevant information on the audit committee members:

Name	Qualifications	Professional Affiliation (e.g. SAICA, IIA, IOD(SA))	Appointment: Term of Office		No. of meetings attended 2024/25	Has the AC member declared private and business interests in every meeting? (Yes/No)	Is the AC member an employee of an organ of state? (Yes / No)	No. of other ACs that the member served on during the reporting period (whether in the public sector or not)	No. of other governance structures the member served on during the reporting period, e.g. Boards, Risk Committee, IT Committee, etc, whether in this or any other institution(s)
			Start date	End Date					
Mr. Temba Zakuka	CA(SA) CIA Post Graduate Diploma Accounting. Post Graduate Diploma in Financial Management BCom Accounting	SAICA IRBA	01/01/2024	31/12/2026	8	Yes	No	5	
Dr. Mduduzi Zakwe	Phd Cyber Security Education MBA	SAICA IRBA ISACA IIA BCI	01/01/2024	31/12/2026	7	Yes	No	6	
Ms Faith Kobo	MBA Certified Business Continuity Management Systems (ISO23301:2019) Lead Implementer Btech Labour Relations Management Certificate in Practical Labour law Diploma Human Resources Management	IODSA IRMSA Associate Member IRMSA Eastern Cape Committee member	01/01/2024	31/12/2026	6	Yes	No	7	
Ms Zamela Kiviet	Post Graduate Diploma in	CGISA IODSA	01/01/2024	31/12/2026	7	Yes	No	1	

Name	Qualifications	Professional Affiliation (e.g. SAICA, IIA, IOD(SA))	Appointment: Term of Office		No. of meetings attended 2024/25	Has the AC member declared private and business interests in every meeting? (Yes/No)	Is the AC member an employee of an organ of state? (Yes / No)	No. of other ACs that the member served on during the reporting period (whether in the public sector or not)	No. of other governance structures the member served on during the reporting period, e.g. Boards, Risk Committee, IT Committee, etc, whether in this or any other institution(s)
			Start date	End Date					
	Secretariat and Governance Public Sector Governance Certificate Batchelo of Law								
Mr. Christian Martin	Dip in Education		1/10/24	31/12/2026	4	Yes	No	1	

Audit Committee response on SCOPA resolutions

SCOPA Resolutions	Audit Committee Responses
a) The Department must institutionalise the culture of consequence management, linking it to performance evaluations, ensuring that recurring lapses are identified, and corrective measures are consistently applied. Regular reporting on the status of consequent management should be tabled to the relevant governance structures to facilitate continuous monitoring and ensure sustainable improvements.	a) The Audit Committee wishes to embrace the continuous monitoring of the institutionalisation of consequence management and hereby confirms that it will require actions taken against transgressors to be reported quarterly to the Audit Committee as a standing item. A percentage of the performance scorecard of the Audit Committee will be assigned matters relating to consequence management.
b) The Internal audit/risk unit must conduct periodic risk assessments, identify systemic weaknesses and preventative measures across all functional areas of the department. This will ensure a more holistic approach to governance, reduce reliance on reactive measures, and allow the Department to address root causes of recurring issues. Additionally, the department should establish a monitoring and evaluation framework to assess the effectiveness of interventions.	b) The Audit Committee will expect the Risk Management Committee to consider a holistic view that will bring the entire risk universe of the ECDOE on the table and that Risk Assessment be performed on the entire risk universe to rank the risks in terms of severity and impact. To achieve this, the capacity in the risk management unit needs to be strengthened to assist the Department in ensuring that risk mitigation in the form of controls, the majority of which should be preventive rather than detective and corrective, is implemented. This will ensure that based on residual risks, our Internal Audit effort is directed to the highest areas of risk and improvements in the control environment be expected from Internal Audit in the advisory capacity. Quarterly reports will be presented to the Audit Committee.
c) The Committee urges all stakeholders involved in the review of the asset register process to formally commit to the implementation of the action plan and adhere to the agreed-upon timelines.	c) The point made by SCOPA is well received especially in view of the monitoring of the AIP which has featured consistently in the Audit Committee meetings and the robust discussions that have taken place to address this matter alongside special update sessions that were requested from the infrastructure team. The AGSA has also been brought into discussions to help resolve areas of disagreement. We hope going forward, we have better chances of eliminating this finding.
d) The Department must ensure recovery of funds misused from the National School Nutrition Programme (NSNP), provide the Committee with a detailed report on the recovery including the total amount recovered, timelines for recovery, and any unresolved cases. Furthermore, the department must outline the specific controls and measures implemented to prevent the misuse of NSNP funds in the future	d) The Audit Committee supports the view of recovery of funds spent inappropriately but also would like to suggest an advisory project by Internal Audit of enhancing preventative controls over the NSNP to prevent further occurrence of such transgressions. Furthermore, we are of the view that officials that caused such misappropriation be reported to the appropriate disciplinary structures and subjected to the due processes.
e) The Department must revise, review policies and procedures to address gaps in consequence management and enhance oversight mechanisms. This should include clear timelines, outputs, targets, and a prioritized list of cases to be resolved. A detailed plan must be developed and presented to the committee, addressing how these measures will improve accountability and compliance.	e) The Committee supports the view of elevating consequence management coupled with prioritized cases and timelines within which they must be resolved for all cases relating to Unauthorized, Irregular Fruitless and Wasteful Expenditure. The committee further commits to elevating this monitoring matter to be a standing item for reporting in the Audit Committee quarterly meeting to give it a platform for continuous monitoring, especially that such meetings are also attended by AGSA.
f) As this is a recurring finding, the department must strengthen financial reporting capacity through staff training, automated systems, and external support, while enhancing oversight, ensuring audit readiness, and enforcing accountability for non-compliance. Proactively engage with the Auditor- General to address recurring issues and prevent future qualifications.	f) The issue of Quality of Financial Statements submitted to AGSA for Audit is noted and a significant effort has been invested in this area, accompanied by a request for adequate time for review and avoidance of tight deadlines before submission. We will also insist on quarterly or half yearly Financial Statements to improve the quality of submissions continuously.
g) The Department must implement the intervention plan for Microsoft licenses and provide a detailed update on progress, including: Confirmation of whether the Microsoft usage policy has been adopted and is currently in use. Details on the monitoring mechanisms in place to oversee the service provider's performance and ensure compliance with the agreed terms. Any measurable improvements or challenges encountered since the plan's implementation.	g) The advice is noted and Contract management, especially in the ICT space has been identified as an area of concern and Internal Audit will be deployed to monitor and report deficiencies if any to Audit Committee to hold responsible managers to account and have them subjected to consequence management but also impacted in their performance scorecards.
h) The Department must accelerate the investigations into all material irregularities and should provide the Committee with an update, including overpayments to terminated employees and unused Microsoft licenses, the implementation of corrective recommendations, preventative measures to avoid recurrence, and evidence of consequence management. The report must be provided to the Committee within 30 days of adopting the report.	h) We noted the material irregularities raised, however we also noted actions taken by AGSA to follow up on them with management. We were encouraged by the actions, however, what remains is the implementation of preventative controls which IA will propose.

12. AUDIT COMMITTEE REPORT

We are pleased to present our report for the financial year ended 31 March 2025, set out in three parts:

Part 1: Audit Committee Reflections – 2024/25

The Audit Committee (AC) provides independent oversight and assurance to the Department on governance, risk management, and internal control processes. Its purpose and mandate are rooted in the Public Finance Management Act (PFMA) and Treasury Regulations, supporting accountability, transparency, and sound financial management. The AC operates according to its core values of integrity, objectivity, and professionalism, ensuring that all deliberations are conducted with independence and impartiality.
During the 2024/25 financial year, the AC strategically focused on strengthening the Department's governance and accountability frameworks, enhancing risk management, and improving the oversight of internal audit and external audit processes. Emphasis was placed on ensuring that audit findings were addressed, recommendations implemented, and value was derived from both assurance and advisory services.

The AC maintained full independence in carrying out its duties, with all members disclosing potential conflicts of interest in line with regulatory requirements. This enabled the AC to provide unbiased guidance to management and the accounting officer. The AC engaged effectively with management, the Chief Audit Executive (CAE), internal and external auditors, and relevant regulatory bodies. These relationships ensured open communication, effective collaboration, and alignment of audit priorities with the Department's strategic objectives.

The AC confirmed that the internal audit function is appropriately positioned within the Department, reporting functionally to the AC. The CAE provided independent assurance and contributed strategically beyond traditional auditing, advising management on risk management, governance, and operational improvements.
The AC conducted a self-evaluation to assess its effectiveness, considering feedback from stakeholders. The evaluation identified areas for improvement and informed actions to enhance the AC's oversight role.

The AC faced challenges including limited specialised skills in the internal audit function, delayed implementation of some audit recommendations, and emerging operational risks requiring attention. These were mitigated through co-sourcing of specialised audits, enhanced follow-up mechanisms, and prioritisation of high-risk audit areas.

Part 2: Audit Committee Composition and Meeting Attendance

The audit committee consists of 5 members. The committee is properly constituted, with a balanced representation of independent members with a diverse and appropriate mix of qualifications, skills, and experience. The committee convened 7 times during the year with 4 being ordinary meetings and the remainder special meetings.

Name	Qualification	Is the AC member an employee of an organ of state? (Yes / No)	Number of ordinary meetings attended	Number of special meetings attended
Mr. Temba Zakuza	CA(SA), CIA, Post Graduate Diploma in Accounting, Post Graduate Diploma in Financial Management, BCom Accounting	No	4	7

Dr. Mduduzi Zakwe	CA(SA) and CIA, PhD Cyber Security Education, MBA	No	4	3
Ms Faith Kobo	MBA, BTech Labour Relations Management, Certificate in Practical Labour Law, Diploma in Human Resources Management	No	4	2
Ms Zamela Kiviet	Post Graduate Diploma in Secretariat and Governance, Public Sector Governance Certificate, Bachelor of Law	No	4	3
Mr. Christian Martin**	Diploma in Education	No	4	1

**Member attended additional meetings as chair for SCOPA and ACCF*

**Member appointed with effect from 01 October 2024*

Part 3: Audit Committee Focus Areas

The following were the focus areas during the year under review:

Effectiveness of the internal control systems

In line with PFMA and Treasury Regulation requirements, the AC worked closely with management to provide assurance on the status, appropriateness, and effectiveness of internal controls. This assurance was derived from the risk management process, identification of corrective actions, and recommendations for continuous improvement.

Where reports from internal and external auditors identified deficiencies, the AC ensured management developed appropriate audit implementation plans and monitored their execution. Based on this oversight, the AC concluded that the system of internal controls was partially effective for the year under review.

Effectiveness of the Internal Audit Function (IAF)

The Internal Audit Function (IAF) has continued to demonstrate its effectiveness in providing independent and objective assurance on the adequacy of governance, risk management, and internal controls within the Department. Its work has been guided by the Internal Audit Charter, approved by the Audit Committee, and aligned to the requirements of the PFMA, Treasury Regulations, and the Global Internal Audit Standards™.

Key elements of effectiveness during the reporting period included:

- Delivery of the Audit Plan: Despite resource constraints, the IAF successfully completed the majority of its planned audits (both assurance and advisory), while ensuring that high-risk areas were prioritised. Rollovers were justified and incorporated into the subsequent year's plan.
- Quality of Recommendations: Audit recommendations were relevant, practical, and risk-focused, aimed at strengthening internal controls, promoting compliance, and improving operational efficiency. The quality and acceptance of these recommendations reflect positively on the credibility of the IAF.
- Follow-up and Monitoring: The IAF played an active role in tracking the implementation of management action plans, ensuring that recommendations from current and prior years were addressed. This has contributed to gradual improvements in audit outcomes and accountability.
- Stakeholder Confidence: The Audit Committee and senior management have expressed confidence in the independence, objectivity, and value-add of the IAF. Its ability to provide timely insights and proactive advice has enhanced decision-making and risk responsiveness.

- Use of Co-Sourcing for ICT Audits: The strategic use of co-sourcing through Provincial Treasury enabled the IAF to access specialised ICT audit skills, ensuring coverage of critical areas such as ICT governance, Service Level management, Functionality of ICT steering committee and ICT network vulnerability, User access management and follow up on the AGSA's previous year's findings thereby enhancing audit scope and depth and also looking at matters raised that led to material irregularities.
- Value Addition: Beyond assurance work, the IAF has supported management through advisory engagements, risk register reviews, and process improvement initiatives, thereby contributing to improved efficiency, compliance, and governance.

The Internal Audit Function has proven effective in supporting the Department's governance structures, identifying and addressing risks, and strengthening accountability. Its work continues to contribute meaningfully to improved audit outcomes, organisational performance, and the overall control environment.

Activities of the IAF

The Department's internal audit function is delivered through a co-sourced arrangement. In respect of Internal Audit, the Committee:

- Reviewed the effectiveness and adequacy of the Internal Audit (IA) function and oversight of its activities.
- Confirmed the appropriateness of the IA's independence, objectives, organisation, staffing, financial budget, audit plans, and scope of work.
- Reviewed the results of IA work relating to governance, risk management, performance, strategic, and other corporate reporting processes.
- Monitored coordination between the IA and the external auditors.
- Oversaw the implementation of corrective actions addressing control weaknesses identified in IA reports.

Despite the co-sourced internal audit services commencing later they provided valuable targeted assistance, particularly in reviewing and quality-checking documents prior to submission to the external auditors. This contribution enhanced the completeness, accuracy, and timeliness of the information presented for audit purposes.

The independence of the internal audit function ensures objective evaluation of the Department's operations, risks, and controls without undue influence. The Chief Audit Executive reported no issues compromising independence during the year. The AC was satisfied with the internal audit function's positioning, freedom from undue influence, and absence of threats or victimisation. No interventions were required to protect internal auditors.

Effectiveness of risk management

The Audit Committee is satisfied that the Department's risk management processes were effective during the year under review. Risk management is increasingly embedded in planning and operations, supported by governance structures, regular risk assessments, and the combined assurance model. Importantly, some Audit Committee members also serve on the Risk Management Committee, which enhances oversight, alignment, and integration of assurance activities. While a fully risk-aware culture is still being embedded, notable progress has been made in strengthening controls, mitigating key risks, and supporting the achievement of strategic objectives.

Adequacy, reliability, and accuracy of financial and performance information

The Audit Committee reviewed the unaudited and audited Annual Financial Statements for 2024/25 and assessed budget comparisons. The Annual Report, including performance information, was reviewed, noting some findings requiring corrective action. Recommendations were provided to strengthen reporting and compliance with PFMA provisions. While financial information is largely reliable, performance reporting requires further improvement. Corrective measures are being monitored by management and the Internal Audit Function. The Committee is satisfied that these actions will enhance accuracy, completeness, and credibility in future reporting.

Accounting and auditing concerns identified as a result of internal and external audits

Key accounting and auditing concerns identified during the year included financial reporting, performance information and compliance. To address these, management will implement a comprehensive Audit Intervention Plan, monitored by the Internal Audit Function. The IAF will track progress, provide regular updates to the Audit Committee, and ensure corrective actions are effectively implemented to strengthen governance and support the Department’s objective of a clean audit outcome.

Compliance with legal and regulatory provisions

The AC confirms that it has complied with its responsibilities under the PFMA and Treasury Regulations 3.1.8–3.1.16. The Committee has internalised the requirements of the Global Internal Audit Standards™ in its work. It has adopted formal terms of reference through its Audit Committee Charter, regulated its affairs accordingly, and discharged its responsibilities as contained therein. The AC functioned without hindrance or limitations throughout the reporting period.

The quality of the in-year management and monthly/quarterly reports submitted in terms of legislation

The Audit Committee reviewed quarterly financial and performance reports submitted in terms of the PFMA and Treasury Regulations. The quality of reporting has improved compared to previous years, with greater consistency, accuracy, and timeliness. These reports provided management and oversight structures with the necessary information to monitor progress against planned objectives and to identify variances early.

Importantly, the improvement in reporting quality is also indicative of strengthened internal controls, particularly in financial management and performance monitoring. The Audit Committee notes, however, that further work is required to ensure the completeness and reliability of performance information and to embed rigorous internal review processes prior to submission. The Committee will continue to monitor this area closely, as credible and timely reporting is a cornerstone of effective oversight, informed decision-making, and accountability.

Combined Assurance

The audit committee plays a crucial role in combined assurance by providing oversight and ensuring a coordinated approach to all assurance activities. They are responsible for approving the combined assurance plan, monitoring its implementation, and providing oversight of the assurance provided by different assurance functions. The Audit Committee was not able to fully engage in its role in the combined assurance programme, which is to oversee the combined assurance programme of the Department. The audit committee reviews the organization's risk management framework and ensures that it is effective in identifying, assessing, and mitigating risks. They also ensure that assurance activities are aligned with the organization's risk strategy. Unfortunately, we were unable to attain the desired comfort in this regard.

Evaluation of the annual financial statements

The Audit Committee has reviewed the Department's Annual Financial Statements (AFS) for 2024/25, together with management and Internal Audit. The Committee is satisfied that the AFS were prepared in accordance with the PFMA and applicable reporting frameworks and fairly present the Department's financial position, results, and cash flows, subject to the findings noted in the unqualified opinion.

Significant progress has been made in addressing prior year audit findings, particularly in financial reporting, asset management, and compliance. The Committee continues to monitor areas requiring improvement

Overall, the Committee confirms that the AFS provide a credible basis for accountability and informed decision-making.

External Audit

The Committee engaged extensively with the Auditor-General of South Africa (AGSA) to ensure strong cooperation and coordination between internal and external audits. This included holding dedicated sessions with the AGSA to discuss the scope, audit methodology, risk focus areas, and interim findings before the conclusion of the audit. The Committee also sought to understand key audit risks identified by the AGSA and to ensure that management responded with credible, actionable plans.

During the audit process, the Committee reviewed the Auditor-General's management report, final audit opinion, and all related findings in detail. It also evaluated the timeliness, completeness, and quality of management's responses to audit findings, including root cause analysis and long-term remedial actions. Where findings recurred from prior years, the Committee required management to provide escalation reports and timelines for resolution.

Furthermore, the Committee monitored follow-up on AGSA recommendations and confirmed whether corrective actions were fully implemented within agreed deadlines. The Committee recognises the AGSA's role as a critical independent assurance provider and reaffirms its commitment to supporting a transparent, accountable audit environment in the Department.

Auditor-General's Report

The Audit Committee has carefully considered the Auditor-General's (AGSA) audit outcomes for the 2024/25 financial year. The AGSA issued an **unqualified audit opinion with findings**, marking a significant improvement compared to the department's historic audit outcomes.

The Committee commends management for the progress made in addressing long-standing weaknesses, particularly in financial reporting processes, immovable asset management, and compliance with key legislation. These improvements were instrumental in breaking the cycle of qualified audit opinions that had persisted since the dawn of democracy.

However, the AGSA also highlighted persisting challenges, particularly in areas of performance information reporting, supply chain management, and the management of irregular expenditure. These findings underscore the need for strengthened internal controls, enhanced accountability, and sustained monitoring of corrective measures.

The Audit Committee will engage extensively with management to understand the root causes of these findings and has provided counsel on strengthening the Audit Action Plan. Robust follow-up mechanisms will be instituted to ensure that corrective actions are implemented, monitored, and sustained.

Looking forward, the Committee will intensify its oversight role to support management in maintaining the current progress and in addressing all remaining findings. The ultimate goal remains the achievement and sustainability of a clean audit outcome in the near future.

Conclusion

Sincere appreciation is extended to the MEC, members of the Audit Committee, the Head of Department, management, Internal Audit, and the AGSA for their unwavering support, cooperation, and dedication, which enabled the Department to meet its oversight and accountability obligations.

The Committee also warmly congratulates the Department for achieving an unqualified audit opinion for the 2024/25 financial year. This milestone is a testament to the Department's commitment to sound financial management, strong governance practices, and compliance with applicable legislation. In particular, the significant progress made in the verification, valuation, and accurate reporting of immovable assets played a pivotal role in strengthening the credibility of the Department's financial statements and audit outcomes. This achievement reflects the collective effort, professionalism, and integrity of all officials involved, and serves as a benchmark for maintaining and further enhancing operational excellence in the years ahead.

Mr. Temba Zakuza (CA(SA))
Audit Committee Chairperson
August 2025

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 Department / Public Entity 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 B-BBEEE certificate levels 1-8 has been repealed with the introduction of the new PPR of 2022 of which all departments/ institutions had to review their SCM policies in line with the specific goals as contemplated in section 2(1)(d) of the Act with specific reference to the HDI goals including the Reconstruction and Development Programme (RDP) before any procurement can commenced. The policy was reviewed on the 16 January 2022, resulting in no B-BBEEE certificates were considered during the 2022-23 financial year to date. • The MEC's office has established PPP Unit in his office at a Senior Management level who is in the process of developing criteria into partnerships with the private sector.
Developing and implementing a preferential procurement policy?	Yes	
Determining qualification criteria for the sale of state-owned enterprises?	N/A	
Developing criteria for entering into partnerships with the private sector?	Yes	
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	N/A	

PART D

HUMAN RESOURCE MANAGEMENT

1. INTRODUCTION

This report presents the Human Resource Management and Development (HRM&D) strategy of the Eastern Cape Department of Education (ECDoE), which was directed at fostering workforce development and promoting excellence across the education sector. The Department remained committed to building a vibrant and capable workforce that could ensure outstanding curriculum delivery and the provision of quality education throughout the province.

To achieve this, the Department anchored its programmes and activities on several strategic priorities. These included the effective management of Post Provisioning Norms (PPN), the development and monitoring of Employment Equity Plans, post establishment maintenance on PERSAL, the development and implementation of the Human Resource Plan, and the facilitation of Annual Recruitment Plans (ARP). Further focus areas included the monitoring and management of vacancies, the implementation of basic conditions of employment, strengthening the Performance Management and Development System (PMDS), and rolling out comprehensive skills development programmes.

A major initiative within the skills development portfolio was the implementation of the Workplace Skills Plan (WSP), training and development initiatives, bursary programmes, internships, and learnerships. The success of these initiatives was evident in the awarding of bursaries to both unemployed youth and departmental employees, spanning fields such as Bachelor of Education, Inclusive Education, Early Childhood Development, Autism studies, Mathematics, Accountancy, and Public Management. Additional bursaries were awarded to Top Achievers, Military Veterans, office-based employees, school-based employees, and members of the Senior Management Service. Notably, 1,200 Expanded Public Works Programme (EPWP) participants between the ages of 18 and 35 were recruited into an Early Childhood Development Learnership.

Complementing these initiatives were broader Unemployed Youth Development Programmes, which included Internships, Work-Integrated Learning, Learnerships, and EPWP placements. These initiatives were designed to provide skills development, workplace exposure, and improved employment readiness for young people. Beyond technical training, the Department prioritised the development of soft skills and other capacity-building programmes. These efforts were supported through collaboration with the Office of the Premier (OTP), Provincial Treasury, and the Education, Training and Development Practices Sector Education and Training Authority (ETDP SETA), with implementation guided by the approved WSP after extensive stakeholder consultation.

The Department also remained committed to providing structured bursaries in critical fields to employees and unemployed youth pursuing qualifications such as the Bachelor of Education and Honours in Inclusive Education. This was part of a broader strategy to address sectoral performance, teacher demand and supply, and the promotion of inclusive education that is aligned with labour market demands. To strengthen inclusivity, bursaries were extended to 200 individuals with disabilities, aged between 18 and 40, in fields such as Automotive, Hospitality, and Beauty, thereby supporting educational attainment and professional development opportunities for historically marginalised groups.

The ECDoE also sought to enhance leadership development and improve recruitment processes in order to attract and retain top talent while responding to the growing demands of the provincial education sector. HRM&D focused on implementing the ARP, while updating the PERSAL system with the latest data to improve workforce planning and resource allocation. In 2024, the Department presented its ARP to the PCMT for 3,602 posts, which was approved. Following extensive consultations, a distribution ratio of 80% for District Offices and 20% for Head Office was adopted. A second approval was granted for the filling of 220 posts that became vacant between April and September 2024. While recruitment processes commenced, delays were encountered due to bureaucratic challenges linked to the centralisation of advertisements in the Office of the Premier and the DPSA. The recruitment of infrastructure professionals proved especially difficult, with challenges further compounded by high staff turnover.

In terms of compliance, HRM&D ensured that Human Resources Administration activities were carried out in line with DPSA prescripts. The Department recorded no complaints related to recruitment and selection, ARP, employee contracting, records management, service benefits, exit benefits, capped leave, or basic conditions of employment. Limited challenges arose in relation to late terminations caused by employee deaths, which remained a strategic concern. To address this, the Department prioritised the development and enforcement of a Standard Operating Procedure (SOP) for terminations to ensure that no payments were processed beyond an employee's termination date. Furthermore, the Department recorded no complaints in the implementation of workplace skills plans, training plans, performance management, quality management systems, or succession planning.

The HRM&D strategy was implemented through the Compensation of Employees (CoE) budget. However, the lingering financial impact of COVID-19 adjustments from 2020/21 to 2022/23 significantly constrained the CoE budget, creating debt obligations that continue to affect implementation. Despite these challenges, the Department successfully advanced the Employment Equity Plan. At present, female employees constitute 70.34% of the workforce, amounting to 43 041 personnel. Representation of women at SMS level stands at 39.06%, with a target of 50% still being pursued. Youth employment (employees aged 35 years and below) accounts for 22% of the workforce, equivalent to 13 489 staff members.

Notwithstanding these achievements, several challenges persisted. Leave management, in particular, proved to be a complex area requiring strengthened collaboration between supervisors and managers to ensure compliance. This included reinforcing attendance registers, securing approval of leave applications prior to absence, and prioritising the finalisation of capped leave audits to ensure that figures reflected on PERSAL were accurate, valid, and complete.

2. OVERVIEW OF HUMAN RESOURCES

The Eastern Cape Department of Education (ECDoE) made notable progress in strengthening skills development and capacity building among its personnel, unemployed youth, and individuals living with disabilities. At the centre of this progress was the Human Resource Management and Development (HRM&D) Chief Directorate, which played a pivotal role in advancing the Department's strategic objectives. The Directorate focused on ensuring effective recruitment, management, development, and deployment of human resources while aligning its practices with corporate governance, risk management, and compliance requirements. All strategies and interventions were implemented in line with policies guided by the Department of Public Service and Administration (DPSA).

The HRM&D Chief Directorate further worked to create a positive and supportive work environment that motivated employees and encouraged productivity. This was achieved through strengthening employee relations, offering professional development opportunities, and ensuring fair compensation and benefits. Accordingly, this report provides a detailed account of HRM&D's contributions, including audit reporting and audit improvement strategies that enhanced HR administration across the province.

As an integral component of the Department's management, HRM&D remained central to optimising both the performance and potential of its human capital. Recognising that the success of the Department depends on the strength of its workforce, the Directorate advanced several initiatives during the 2024/2025 financial year. These included significant improvements in recruitment, employee development, workforce equity, and performance management. The Department successfully recruited and managed a workforce of approximately 72 000 personnel, comprising both educators and non-educators across the province.
Capacity building was further expanded, underscoring the Department's commitment to inclusivity and professional growth. In promoting Occupational Health and Safety (OHS) standards, the Department recorded only 10 occupational hazard incidents out of its total workforce reflecting its dedication to employee welfare. Beyond safety, the Department also upheld work-life balance values, positioning itself as a caring and responsible employer.

Several additional milestones were also achieved. The introduction of the Post Provisioning Norms (PPN) enabled the Department to respond more effectively to staffing demands in public schools. A focused Workplace Skills Plan was developed and implemented, and targeted interventions contributed to improvements in matriculation outcomes. Furthermore, resources were strategically allocated for skills development: 30% was directed towards SETA administration (including 20% for discretionary projects), 20% supported training and development for unemployed individuals through internships, learnerships, and artisan and technician programmes, while 50% was invested in capacity building for serving employees through mandatory training and skills-gap interventions.

Key initiatives were rolled out to provide structured bursaries, development programmes, and soft skills training to further enhance the capabilities of participants. These measures collectively demonstrated the Department's ongoing commitment to human capital development as a cornerstone of improved service delivery and education outcomes across the province.

3. HUMAN RESOURCES OVERSIGHT STATISTICS

3.1 Personnel related expenditure

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

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

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2024 to 31 March 2025

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)
PR1: Administration	2,857,876	2,262,256	19,018	0	79.1%	639
PR2: Public Ordinary School Education	34,596,629	29,122,570	124,548	0	84.2%	447
PR3: Independent School Subsidies	103,769	0	0	0	0	0
PR4: Public Special Schools	1,136,884	900,381	8,692	0	79.20%	444
PR5: Early Childhood Development	1,134,475	504,686	17,170	0	44.5%	227
PR6: Infrastructure Development	1,852,326	34,983	376	0	1.9%	606
PR7: Examination & Edu Related Services	732,390	317,780	4,651	0	43.4%	6,366
Total	**42,449,999**	**33,142,656**	**174,455**	**0**	**78.1%**	**454**

**The CoE expenditure excludes the statutory amount R2.280 million.*

Table 3.1.2 Personnel costs by salary band for the period 1 April 2024 to 31 March 2025

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)	72,993	0.2%	354	206
Skilled (level 3-5)	1,360,832	4.1%	4,544	299
Highly skilled production (levels 6-8)	21,661,608	65.4%	42,956	504
Highly skilled supervision (levels 9-12)	9,378,556	28.3%	12,604	744
Senior and Top management (levels 13-16)	99 315	0.3%	64	1,552
Contract Other	21,438	0.1%	618	35
*Periodical Remuneration	46,865	0.1%	3,447	14
**Abnormal Appointments	501,049	1.5%	8,435	59
Total	**33,142,656**	**100%**	**73,022**	**454**

**Periodical Remuneration Refers to: payments on Periodical Appointments "NOA 17" are Non-Post Employees and Payments like Exam Fees.*

***Abnormal Appointments "NOA 32" are Non-Post Employees e.g Payments like ECD Practitioners , EPWP funding , Youth Employment Initiative ,Internship, Projects with Non-Post Based*

Table 3.1.3 Salaries, Overtime, Homeowners Allowance and Medical Aid by Programme for the period 1 April 2024 to 31 March 2025

Programme	Salaries		Overtime		Homeowners 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
PR1: ADMINISTRATION	1,530,763	68	15	1	64,106	3	111,276	5
PR2:PUB ORDIN SCH EDU	21,576,078	74	(6)	0	1,025,067	4	1,652,393	6
PR4:PUB SPEC SCH EDUC	631,977	70	1,193	0	36,518	4	67,442	7
PR5: EARLY CHILDHOOD DEVELOPMENT	164,699	33	0	0	6,799	1	7,528	1
PR6: INFRASTRUCTURE DEVELOPMENT	24,775	71	0	0	1,278	4	1,311	4
PR7: EXAMINATION AND EDUCATION RELATED SERVICES	11,443	4	21,954	7	832	0	1,407	0
TOTAL	23,939,735	72	23,153	0	1,134,600	3.4	1,840,800	6

Table 3.1.4 Salaries, Overtime, Homeowners Allowance and Medical Aid by salary band for the period 1 April 2024 to 31 March 2025.

Salary band	Salaries		Overtime		Homeowners 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)	53,330	68	29	0	5,723	7.80	6,737	9
Skilled (level 3-5)	1,018,543	74	6,760	1	82,316	6.00	122,308	9
Highly skilled production (levels 6-8)	14,812,435	68	8,002	0	799,753	3.60	1,279,863	5
Highly skilled supervision (levels 9-12	7,592,568	33	7,144	0	245,289	2.60	415,843	4
Senior management (level 13-16)	81,453	71	0	0	1,519	1.60	655	1
Contract Other	21,397	4	0	0	0	0.00	22	0
Periodical Remuneration	46,861	72	0	0	0	0.00	0	0
Abnormal Appointment	313,148	68	0	0	0	0.00	0	0
TOTAL	**23,939,735**	**72**	**23,153**	**1**	**1,134,600**	**3.4**	**1,840,800**	**6**

3.2 Employment and Vacancies

Table 3.2.1 Employment and vacancies by programme as at 31 March 2025

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
PR1: ADMINISTRATION, Permanent	10,142	3,895	61.6	786
PR2:PUB ORDIN SCH EDU, Permanent	62,824	54,574	13.1	3,130
PR4:PUB SPEC SCH EDUC, Permanent	2,893	2,015	30.3	35
PR5: EARLY CHILDHOOD DEVELOPMENT, Permanent	775	634	18.2	310
PR6: INFRASTRUCTURE DEVELOPMENT, Permanent	55	47	14.5	1
PR7: EXAMINATION AND EDUCATION RELATED SERVICES, Permanent	31	21	32.3	16
TOTAL	**76,720**	**61,186**	**20.2**	**4,278**

Table 3.2.2 Employment and vacancies by salary band as at 31 March 2025

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)	1,311	354	73	14
Skilled (3-5)	11,461	4,544	60.4	212
Highly skilled production (6-8)	47,324	42,956	9.2	3,009
Highly skilled supervision (9-12)	15,862	12,604	20.5	405
Senior management (13-16)	98	64	34.7	1
Other, Permanent	664	664	0	637
Total	**76,720**	**61,186**	**20.2**	**4,278**

Table 3.2.3 Employment and vacancies by critical occupations as at 31 March 2025

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Account Clerk(Public Relations/Communication)	4	3	25	0
Administration Clerks	195		15.4	11
Administration Officer	66	49	25.8	14
Administrative And Governance Policy Manager	3	2	33.3	0
Administrative Related	194	51	73.7	7
Agriculture Related	1	1	0	0
All Artisans In The Building Metal Machinery Etc.	5	3	40	0
Architects Town And Traffic Planners	10	7	30	0
Archives Manager	1	0	100	0
Audiologist	1	0	100	0
Auxiliary And Related Workers	75	50	33.3	0
Building And Other Property Caretakers	343	40	88.3	1
Bus And Heavy Vehicle Drivers	5	1	80	0
Caretaker/ Cleaner	8	3	62.5	0
Child Care Worker	2	2	0	0
Cleaners In Offices Workshops Hospitals Etc.	3,104	1,246	59.9	99
Clerical Suppleme. Workers Not Elsewhere Classified	4	1	75	0
Client Inform Clerks(Switchb Recept Inform Clerks)	2	2	0	0
Communication And Marketing Manager	1	0	100	0
Compositors Typesetters & Related Printing Workers	1	1	0	0
Computer System Designers And Analysts.	40	9	77.5	0
Customer Service Manager	2	1	50	0
Data Entry Clerk	14	13	7.1	11
Diplomats	1	1	0	1
Engineers And Related Professionals	3	2	33.3	0
Enquiry Clerk	2	1	50	0
Farm Hands And Labourers	1	0	100	0
Farming Forestry Advisors And Farm Managers	41	32	22	3
Finance And Economics Related	90	51	43.3	4
Finance Clerk	17	13	23.5	0
Finance Manager	7	5	28.6	0
Financial Accountant	5	5	0	0
Financial And Related Professionals	159	101	36.5	4
Financial Clerks And Credit Controllers	328	250	23.8	6
Food Services Aids And Waiters	311	172	44.7	4
Food Trade Assistant	1	0	100	0
Geologist	3	0	100	0
Geologists Geophysicists Hydrologists & Relat Prof	1	1	0	0
Groundskeeper	2	1	50	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Handyperson	4	3	25	0
Head Of Department/Chief Executive Officer	23	16	30.4	0
Healthcare Cleaner	1	1	0	0
Household And Laundry Workers	1,010	524	48.1	14
Household Food And Laundry Services Related	32	24	25	0
Housekeepers Laundry And Related Workers	13	12	7.7	0
Human Resource Clerk	21	17	19	2
Human Resource Manager	4	3	25	0
Human Resource Practitioner	4	3	25	0
Human Resources & Organisat Developm & Relate Prof	56	23	58.9	1
Human Resources Clerks	217	117	46.1	3
Human Resources Related	197	87	55.8	1
Information Technology & Systems Manager	1	1	0	0
Inspectors Of Apprentices Works And Vehicles	14	14	0	1
Laundry Worker (General)	2	2	0	0
Legal Administration Officer	3	3	0	0
Legal Related	4	3	25	0
Library Mail And Related Clerks	101	74	26.7	1
Light Vehicle Driver	4	3	25	0
Light Vehicle Drivers	375	109	70.9	3
Logistical Support Personnel	46	34	26.1	1
Managers Not Elsewhere Classified	6	5	16.7	2
Material-Recording And Transport Clerks	65	53	18.5	14
Messengers Porters And Deliverers	55	5	90.9	0
Messengers	2	1	50	0
Midd.Manager:Household/Food &Laundry Services Rel.	1	0	100	0
Midd.Manager:Human Resource & Organisa.Devel.Rela	8	3	62.5	0
Middle Manager: Administrative Related	33	19	42.4	1
Middle Manager: Finance And Economics Related	10	6	40	0
Middle Manager: Information Technology Related	1	1	0	0
Middle Manager: Internal Audit Related	1	0	100	0
Middle Manager: Social Science Related	4	2	50	0
Middle Manager:Communication & Information Related	2	1	50	0
Motor Vehicle Drivers	4	1	75	0
Motorised Farm And Forestry Plant Operator	1	1	0	0
Not Available	349	8	97.7	0
Nursing Assistants	10	8	20	0
Occupational Therapist	3	3	0	0
Occupational Therapy*	13	12	7.7	0
Office Cleaner	3	3	0	1
Other Administrat & Related Clerks And Organisers	5,274	3,701	29.8	84
Other Administrative Policy And Related Officers	457	178	61.1	19
Other Information Technology Personnel.	26	11	57.7	3
Other Middle Manager	6	3	50	0
Other Occupations	54,313	46,517	14.4	3,933
Physiotherapy	2	2	0	0
Policy And Planning Managers	2	2	0	0
Professional Nurse	5	1	80	0
Public/Media Relations Manager	1	0	100	0
Quantity Surveyors & Rela Prof Not Class Elsewhere	2	1	50	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Rank: Departmental Head	810	810	0	0
Rank: Deputy Principal	197	197	0	0
Rank: Principal P1	19	19	0	0
Rank: Principal P2	128	128	0	0
Rank: Principal P3	45	45	0	0
Rank: Principal S1	1	1	0	0
Rank: Teacher	5,410	5,410	0	1
Receptionist (General)	1	0	100	0
Registry And Mailing Clerk	5	3	40	0
Risk And Integrity Manager	2	0	100	0
Risk Management And Security Services	11	9	18.2	0
Risk Officer	4	0	100	0
Safety Inspector	5	5	0	0
Saps	1	0	100	0
Secretaries & Other Keyboard Operating Clerks	64	47	26.6	10
Secretary (General)	13	12	7.7	4
Security Guards	394	273	30.7	2
Security Officer	10	2	80	0
Security Officers	1,503	187	87.6	5
Senior Managers	89	52	41.6	1
Social Auxiliary Worker	2	2	0	0
Social Counselling Worker	1	1	0	0
Social Sciences Supplementary Workers	47	30	36.2	5
Social Work And Related Professionals	17	12	29.4	0
Social Worker	6	3	50	0
Speech Therapist	1	1	0	0
Speech Therapy And Audiology	6	3	50	0
Staff Nurse	2	2	0	0
Staff Nurses And Pupil Nurses	14	10	28.6	0
Strategy/Monitoring &Evaluation Manager	1	1	0	0
Supply Chain Manager	3	1	66.7	0
Supply Chain Practitioner	1	1	0	0
Systems Administrator	1	0	100	0
Teachers Aide	2	2	0	0
Trade Labourers	3	1	66.7	0
Training Manager	1	0	100	0
Youth Workers	56	10	82.1	1
TOTAL	**76,720**	**61,186**	**20.2**	**4,278**

3.3 Filling of SMS Posts

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

Table 3.3.1 SMS post information as at 31 March 2025

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	0	0%	1	100%
Salary Level 16	1	1	100%	0	0%
Salary Level 15	4	4	100%	0	0%
Salary Level 14	18	12	67%	6	33%
Salary Level 13	72	47	65%	25	35%
Total	**96**	**64**	**67%**	**32**	**33%**

Table 3.3.2 SMS post information as at 30 September 2024

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	0	0%	1	100%
Salary Level 16	1	1	100%	0	0%
Salary Level 15	4	4	100%	0	0%
Salary Level 14	18	12	67%	6	33%
Salary Level 13	72	48	67%	24	33%
Total	96	65	68%	31	32%

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2024 to 31 March 2025

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	1	1	0
Salary Level 16	0	0	0
Salary Level 15	0	0	0
Salary Level 14	6	0	0
Salary Level 13	21	4	0
Total	**28**	**5**	**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 2024 to 31 March 2025

Reasons for vacancies not advertised within six months
The centralisation of advertisement at Office of the Premier delays the release of advertisements. The advertisement of 22 SMS posts was released in October 2024 and recruitment processed started in November and finalised in March 2025.

Reasons for vacancies not filled within twelve months
The advertisement of 22 SMS posts was released in October 2024 and recruitment processed started in November and finalised in March 2025.

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 2024 to 31 March 2025

Reasons for vacancies not advertised within six months
No disciplinary steps taken by the department

Reasons for vacancies not filled within six months
Delay on getting approval from the PCMT and releasing of advertisement

3.4 Job Evaluation

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

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2024 to 31 March 2025

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 (Levels1-2)	1,311	0	0	0	0.0%	0	0.0%
Skilled (Levels 3-5)	11,461	0	0	0	0.0%	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
Highly skilled production (Levels 6-8)	47,324	0	0	0	0.0%	0	0.0%
Highly skilled supervision (levels 9-12)	15,862	0	0	0	0.0%	0	0.0%
Other	664	0	0	0	0.0%	0	0.0%
Senior Management Service Band A	73	0	0	0	0.0%	0	0.0%
Senior Management Service Band B	19	0	0	0	0.0%	0	0.0%
Senior Management Service Band C	4	0	0	0	0.0%	0	0.0%
Senior Management Service Band D	2	0	0	0	0.0%	0	0.0%
Total	**76,720**	**0**	**0**	**0**	**0.0%**	**0**	**0.0%**

The following table provides a summary of the number of employees whose positions were upgraded due to their post being upgraded. The number of employees might differ from the number of posts upgraded since not all employees are automatically absorbed into the new posts and some of the posts upgraded could also be vacant.

Table 3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2024 to 31 March 2025

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

Employees with a disability	None

Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2024 to 31 March 2025

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
0	0	0	0	0
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 2024 to 31 March 2025

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

Employees with a disability	None

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

3.5 Employment Changes

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

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2024 to 31 March 2025

Salary band	Number of employees at beginning of period-1 April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Lower Skilled (Levels 1-2)	364	0	4	1.1
Skilled (Levels 3-5)	4,685	48	206	4.4
Highly Skilled Production (Levels 6-8)	43,618	4,132	3,878	8.9
Highly Skilled Supervision (Levels 9-12)	12,062	46	1,163	9.6
Other	121	634	21	17.4
Senior Management Service Band A	46	3	6	13
Senior Management Service Band B	12	0	0	0
Senior Management Service Band C	4	0	0	0
Senior Management Service Band D	1	0	0	0
TOTAL	**60,913**	**4,863**	**5,278**	**8.7**

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2024 to 31 March 2025.

Occupation	Number of employees at beginning of period-1 April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Administration Clerks	0	11	3	0
Administration Officer	0	4	2	0
Administrative And Governance Policy Manager	0	1	0	0
Administrative Related	61	0	6	9.8
Agriculture Related	1	0	0	0
All Artisans In The Building Metal Machinery Etc.	3	0	1	33.3
Architects Town And Traffic Planners	9	0	0	0
Audiologist	1	0	0	0
Auxiliary And Related Workers	53	0	3	5.7
Building And Other Property Caretakers	44	0	0	0
Bus And Heavy Vehicle Drivers	1	0	0	0
Caretaker/ Cleaner	0	1	0	0
Cleaners In Offices Workshops Hospitals Etc.	1,348	0	105	7.8
Clerical Suppleme. Workers Not Elsewhere Classified	0	13	12	0
Client Inform Clerks (Switch Receipt Inform Clerks)	4	0	0	0
Compositors Typesetters & Related Printing Workers	1	0	0	0
Computer System Designers and Analysts.	12	0	0	0
Customer Service Manager	0	1	0	0
Data Entry Clerk	0	6	1	0
Diplomats	1	0	0	0
Engineers And Related Professionals	3	0	1	33.3
Farm Hands and Labourers	0	0	2	0
Farming Forestry Advisors and Farm Managers	33	0	0	0
Finance And Economics Related	57	0	2	3.5
Financial And Related Professionals	118	0	6	5.1
Financial Clerks and Credit Controllers	319	0	6	1.9
Food Services Aids and Waiters	186	0	12	6.5
Geologists Geophysicists Hydrologists & Related Prof	1	0	0	0
Head Of Department/Chief Executive Officer	6	0	2	33.3
Household And Laundry Workers	534	0	14	2.6
Household Food and Laundry Services Related	24	0	0	0
Housekeepers Laundry And Related Workers	12	0	0	0
Human Resource Clerk	0	2	0	0
Human Resource Manager	0	2	0	0

Occupation	Number of employees at beginning of period-1 April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Human Resources & Organisation Development & Relate Prof	27	0	2	7.4
Human Resources Clerks	220	0	24	10.9
Human Resources Related	90	0	5	5.6
Inspectors Of Apprentices Works and Vehicles	21	0	2	9.5
Laundry Worker (General)	0	2	0	0
Legal Administration Officer	0	0	1	0
Legal Related	4	0	0	0
Library Mail and Related Clerks	94	0	8	8.5
Light Vehicle Driver	1	1	0	0
Light Vehicle Drivers	114	0	4	3.5
Logistical Support Personnel	33	0	2	6.1
Managers Not Elsewhere Classified	0	9	6	0
Material-Recording and Transport Clerks	129	0	12	9.3
Messengers Porters And Deliverers	6	0	1	16.7
Middle Manager: Administrative Related	0	12	0	0
Middle Manager: Finance And Economics Related	0	3	0	0
Motor Vehicle Drivers	1	0	0	0
Not Available	5	0	0	0
Nursing Assistants	8	0	0	0
Occupational Therapist	2	2	2	100
Occupational Therapy*	12	0	0	0
Office Cleaner	0	6	0	0
Organisational Development Practitioner	0	1	0	0
Other Administrat & Related Clerks And Organisers	3,795	0	62	1.6
Other Administrative Policy And Related Officers	218	0	9	4.1
Other Clerical Support Workers	0	0	1	0
Other Information Technology Personnel.	17	0	3	17.6
Other Occupations	45,853	4,778	4,920	10.7
Physiotherapy	3	0	1	33.3
Professional Nurse	1	0	0	0
Quantity Surveyors & Rela Prof Not Class Elsewhere	2	0	1	50
Rank: Departmental Head	790	0	0	0
Rank: Deputy Principal	193	0	0	0
Rank: Principal P1	19	0	0	0
Rank: Principal P2	127	0	0	0
Rank: Principal P3	45	0	0	0
Rank: Principal S1	2	0	0	0
Rank: Teacher	5,524	0	0	0
Registry And Mailing Clerk	0	0	1	0
Risk Management And Security Services	11	0	0	0
Safety Inspector	0	1	0	0
Secretaries & Other Keyboard Operating Clerks	103	0	8	7.8
Secretary (General)	0	3	0	0
Security Guards	279	0	3	1.1
Security Officer	0	1	0	0
Security Officers	191	0	9	4.7
Senior Managers	61	0	7	11.5
Social Sciences Supplementary Workers	39	0	0	0
Social Work and Related Professionals	10	0	0	0
Speech Therapist	1	0	0	0
Speech Therapy and Audiology	4	0	1	25
Staff Nurses and Pupil Nurses	13	0	1	7.7
Strategy/Monitoring &Evaluation Manager	0	1	0	0
Supply Chain Manager	1	1	2	200
Teacher's Aide	0	1	0	0
Trade Labourers	1	0	0	0
Youth Workers	11	0	2	18.2
Total	**60,913**	**4,863**	**5,278**	**8.7**

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

Table 3.5.3 Reasons why staff left the department for the period 1 April 2024 to 31 March 2025

Termination Type	Number	% of Total Resignations
Death	291	5.5
Resignation	484	9.2
Expiry of Contract	2,578	48.8
Discharge due to Ill Health	67	1.3
Dismissal Misconduct	51	1
Retirement	1,807	34.2
TOTAL	**5,278**	**100**

Table 3.5.4 Promotions by critical occupation for the period 1 April 2024 to 31 March 2025

Occupation	Employees 1 April 2024	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
Account Clerk(Public Relations/Communication)	0	0	0	2	0
Administration Clerks	0	1	0	70	0
Administration Officer	0	0	0	3	0
Administrative And Governance Policy Manager	0	1	0	0	0
Administrative Related	61	0	0	31	50.8
Agriculture Related	1	0	0	0	0
All Artisans In The Building Metal Machinery Etc.	3	0	0	2	66.7
Architects Town And Traffic Planners	9	0	0	2	22.2
Audiologist	1	0	0	0	0
Auxiliary And Related Workers	53	0	0	4	7.5
Biochemistry Pharmacol. Zoology & Life Scie.Techni	0	0	0	1	0
Builder_S Worker	0	0	0	1	0
Building And Other Property Caretakers	44	0	0	12	27.3
Bus And Heavy Vehicle Drivers	1	0	0	1	100
Caretaker/ Cleaner	0	0	0	8	0
Cleaners In Offices Workshops Hospitals Etc.	1,348	0	0	608	45.1
Clerical Suppleme.Workers Not Elsewhere Classified	0	0	0	1	0
Client Inform Clerks(Switchb Recept Inform Clerks)	4	0	0	0	0
Compositors Typesetters & Related Printing Workers	1	0	0	1	100
Computer System Designers And Analysts.	12	1	8.3	0	0
Conservation Labourers*	0	0	0	1	0
Diplomats	1	0	0	0	0
Engineers And Related Professionals	3	0	0	0	0
Farm Hands And Labourers	0	0	0	2	0
Farming Forestry Advisors And Farm Managers	33	0	0	18	54.5
Finance And Economics Related	57	0	0	31	54.4
Finance Clerk	0	1	0	2	0
Finance Manager	0	1	0	3	0
Financial Accountant	0	0	0	3	0
Financial And Related Professionals	118	0	0	33	28
Financial Clerks And Credit Controllers	319	0	0	100	31.3
Food Services Aids And Waiters	186	0	0	88	47.3
Geologists Geophysicists Hydrologists & Relat Prof	1	0	0	1	100
Groundskeeper	0	0	0	1	0

Occupation	Employees 1 April 2024	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
Head Of Department/Chief Executive Officer	6	0	0	0	0
Health And Safety Managers	0	1	0	0	0
Healthcare Cleaner	0	0	0	5	0
Household And Laundry Workers	534	0	0	305	57.1
Household Food And Laundry Services Related	24	0	0	8	33.3
Housekeepers Laundry And Related Workers	12	0	0	8	66.7
Human Resource Clerk	0	0	0	1	0
Human Resource Manager	0	1	0	2	0
Human Resource Practitioner	0	0	0	3	0
Human Resources & Organisation Development & Relate Prof	27	0	0	6	22.2
Human Resources Clerks	220	0	0	125	56.8
Human Resources Related	90	0	0	30	33.3
Inspectors Of Apprentices Works And Vehicles	21	0	0	9	42.9
Laundry Worker (General)	0	0	0	2	0
Legal Administration Officer	0	0	0	2	0
Legal Related	4	0	0	2	50
Library Mail And Related Clerks	94	0	0	21	22.3
Light Vehicle Drivers	115	0	0	35	30.4
Logistical Support Personnel	33	0	0	12	36.4
Managers Not Elsewhere Classified	0	0	0	13	0
Material-Recording And Transport Clerks	129	0	0	91	70.5
Messengers Porters And Deliverers	6	0	0	5	83.3
Mid. Manager: Human Resource & Organisation. Development .Rela	0	1	0	0	0
Middle Manager: Administrative Related	0	2	0	2	0
Middle Manager: Finance And Economics Related	0	2	0	1	0
Middle Manager: Information Technology Related	0	0	0	1	0
Motor Vehicle Drivers	1	0	0	0	0
Not Available	5	0	0	0	0
Nursing Assistants	8	0	0	4	50
Occupational Therapist	2	0	0	2	100
Occupational Therapy*	12	0	0	1	8.3
Office Cleaner	0	0	0	8	0
Other Administrator & Related Clerks And Organisers	3,795	0	0	1,733	45.7
Other Administrative Policy And Related Officers	218	0	0	41	18.8
Other Clerical Support Workers	0	0	0	1	0
Other Information Technology Personnel.	17	0	0	8	47.1
Other Middle Manager	0	1	0	0	0
Other Occupations	45,853	1,352	2.9	45,206	98.6
Personal Assistant	0	0	0	4	0
Physiotherapy	3	0	0	2	66.7
Policy And Planning Managers	0	0	0	1	0
Probation Workers	0	0	0	1	0
Professional Nurse	1	0	0	1	100
Quantity Surveyors & Rela Prof Not Class Elsewhere	2	0	0	0	0
Rank: Departmental Head	790	0	0	0	0
Rank: Deputy Principal	193	0	0	0	0
Rank: Principal P1	19	0	0	0	0

Occupation	Employees 1 April 2024	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
Rank: Principal P2	127	0	0	0	0
Rank: Principal P3	45	0	0	0	0
Rank: Principal S1	2	0	0	0	0
Rank: Teacher	5,524	0	0	0	0
Risk And Integrity Manager	0	2	0	0	0
Risk Management And Security Services	11	0	0	0	0
Secretaries & Other Keyboard Operating Clerks	103	0	0	18	17.5
Secretary (General)	0	0	0	6	0
Security Guards	279	0	0	152	54.5
Security Officers	191	0	0	74	38.7
Senior Managers	61	0	0	3	4.9
Social Auxiliary Worker	0	0	0	1	0
Social Sciences Supplementary Workers	39	0	0	4	10.3
Social Work And Related Professionals	10	0	0	11	110
Speech Therapist	1	0	0	0	0
Speech Therapy And Audiology	4	0	0	2	50
Staff Nurses And Pupil Nurses	13	0	0	2	15.4
Strategy/Monitoring &Evaluation Manager	0	0	0	1	0
Supply Chain Clerk	0	1	0	0	0
Supply Chain Manager	1	1	100	0	0
Supply Chain Practitioner	0	0	0	2	0
Teacher's Aide	0	0	0	1	0
Trade Labourers	1	0	0	1	100
Training Manager	0	0	0	1	0
Youth Workers	11	0	0	1	9.1
Total	**60,913**	**1,369**	**2.2**	**49,012**	**80.5**

Table 3.5.5 Promotions by salary band for the period 1 April 2024 to 31 March 2025

Salary Band	Employees 1 April 2024	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)	364	0	0	285	78.3
Skilled (Levels 3-5)	4,685	1	0	2,977	63.5
Highly Skilled Production (Levels 6-8)	43,618	644	1.5	34,157	78.3
Highly Skilled Supervision (Levels 9-12)	12,062	721	6	11,575	96
Senior Management (Levels >= 13)	63	3	4.8	18	28.6
Other	121	0	0	0	0
TOTAL	**60,913**	**1,369**	**2.2**	**49,012**	**80.5**

3.6 Employment Equity

Table 3.6.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as at 31 March 2025.

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Officials And Managers	60	11	1	0	81	6	1	0	160
Professionals	13,532	1,059	41	661	32,488	2,560	133	2,225	52,699
Technicians And Associate Professionals	95	8	1	2	171	12	0	7	296

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Clerks	957	29	0	6	3,001	174	2	100	4,269
Service Shop And Market Sales Workers	300	28	0	1	78	8	0	0	415
Craft And Related Trade Workers	15	0	0	0	8	0	0	0	23
Plant And Machine Operators And Assemblers	62	8	0	4	2	2	0	0	78
Labourers And Related Workers	1,097	150	0	14	1,739	183	0	55	3,238
Other	2	0	0	1	3	0	0	2	8
TOTAL	**16,120**	**1,293**	**43**	**689**	**37,571**	**2,945**	**136**	**2,389**	**61,186**
Employees with Disability	48	7	0	1	51	3	0	7	117

Table 3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as at 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	3	0	0	0	1	1	0	0	5
Senior Management	32	3	1	0	20	2	1	0	59
Professionally qualified and experienced specialists and mid-management	4,368	452	25	219	6,592	504	52	392	12,604
Skilled technical and academically qualified workers, junior management, supervisors, foremen	9,743	632	17	434	27,953	2,183	83	1,911	42,956
Semi-skilled and discretionary decision making	1,668	171	0	31	2,381	213	0	80	4,544
Unskilled and defined decision making	139	26	0	2	159	26	0	2	354
Other	167	9	0	3	465	16	0	4	664
TOTAL	**16,120**	**1,293**	**43**	**689**	**37,571**	**2,945**	**136**	**2,389**	**61,186**
Employees with Disability	48	7	0	1	51	3	0	7	117

Table 3.6.3 Recruitment for the period 1 April 2024 to 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Management	2	0	0	0	1	0	0	0	3
Professionally Qualified and Experienced Specialists and Mid-Management	15	0	1	2	26	0	0	2	46
Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen	1,081	67	1	43	2,452	301	6	181	4,132
Semi-Skilled and Discretionary Decision Making	18	1	0	0	18	11	0	0	48

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Other	157	9	0	0	453	15	0	0	634
TOTAL	**1,273**	**77**	**2**	**45**	**2,950**	**327**	**6**	**183**	**4,863**
Employees with Disability	3	0	0	0	3	0	0	0	6

Table 3.6.4 Promotions for the period 1 April 2024 to 31 March 2025

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	10	2	0	0	7	0	1	0	20
Professionally Qualified and Experienced Specialists and Mid-Management	4,046	442	24	202	6,644	505	53	380	12,296
Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen	7,670	488	18	357	23,020	1,624	83	1,541	34,801
Semi-Skilled and Discretionary Decision Making	989	81	0	19	1,725	104	0	60	2,978
Unskilled and defined decision making	107	21	0	2	132	23	0	0	285
TOTAL	**12,822**	**1,034**	**42**	**580**	**31,529**	**2,256**	**137**	**1,981**	**50,381**
Employees with Disability	26	5	0	1	37	1	0	6	76

Table 3.6.5 Terminations for the period 1 April 2024 to 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Management	3	0	0	1	1	1	0	0	6
Professionally Qualified and Experienced Specialists and Mid-Management	318	52	3	19	671	53	4	43	1,163
Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen	953	71	4	35	2,336	284	7	188	3,878
Semi-Skilled and Discretionary Decision Making	93	7	0	1	88	14	0	3	206
Unskilled and defined decision making	0	0	0	0	4	0	0	0	4
Other	5	0	0	0	15	1	0	0	21
TOTAL	**1,372**	**130**	**7**	**56**	**3,115**	**353**	**11**	**234**	**5,278**
Employees with Disability	3	1	0	0	5	0	0	0	9

Table 3.6.6 Disciplinary action for the period 1 April 2024 to 31 March 2025

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Absenteeism	2	1	0	0	1	1	0	0	5
Assault & Corporal punishment	8	3	0	0	5	3	0	0	19
Financial misconduct	6	1	0	0	1	1	0	0	09
Sexual misconduct	25	0	0	0	0	0	0	0	25
Other forms of misconduct	10	10	0	0	20	3	0	0	43
Total	**51**	**15**	**0**	**0**	**27**	**8**	**0**	**0**	**101**

Table 3.6.7 Skills development for the period 1 April 2024 to 31 March 2025

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	34	0	0	1	73	3	0	2	113
Professionals	6241	956	166	542	17159	3457	576	1116	30213
Technicians and associate professionals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerks	217	0	0	0	980	16	0	0	1213
Service and sales workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled agriculture and fishery workers	0	0	0	0	373	69	0	11	453
Craft and related trades workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Plant and machine operators and assemblers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Elementary occupations	766	14	0	0	1837	66	0	16	2699
Total	**7258**	**970**	**166**	**543**	**20422**	**3611**	**576**	**1145**	**34691**
Employees with disabilities	4	0	0	0	9	0	0	0	13

3.7 Signing of Performance Agreements by SMS Members

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

Table 3.7.1 Signing of Performance Agreements by SMS members as to 31 July 2024

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	
Salary Level 16	1	0	0	0
Salary Level 15	4	04	04	100%
Salary Level 14	18	12	11	99%
Salary Level 13	72	44	41	93%
Total	**96**	**60**	**56**	**93.3%**

Table 3.7.2 Reasons for not having concluded Performance Agreements for all SMS members as at 31 July 2024

Reasons
One SMS member was promoted at the beginning of the cycle, two were seconded from districts to Head Office, one moved to another Directorate.

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as at 31 July 2024

Reasons
List of non-complying SMS members has been compiled and will be submitted to the HODs office for disciplinary processes.

3.8 Performance Rewards

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

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2024 to 31 March 2025

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	1,00	16 072,00	0,00	29,28	29 276,00
Female	6,00	37 520,00	0,00	191,19	31 865,00
Asian					
Male	0,00	43,00	0,00	0,00	0,00
Female	0,00	136,00	0,00	0,00	0,00
Coloured					
Male	0,00	1 286,00	0,00	0,00	0,00
Female	1,00	2 942,00	0,00	31,86	31 865,00
White					
Male	0,00	688,00	0,00	0,00	0,00
Female	0,00	2 382,00	0,00	0,00	0,00
Total	**8.00**	**61 069,00**	**0.00**	**252,33**	**31 541,00**

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2024 to 31 March 2025.

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	
01 Lower Skilled (Levels 1-2)	0,00	353,00	0,00	0,00	0,00	0.00%
02 Skilled (Levels 3-5)	0,00	4 509,00	0,00	0,00	0,00	0.00%
03 Highly Skilled Production (Levels 6-8)	8,00	42 898,00	0,00	252,33	31 541,00	0.00%
04 Highly Skilled Supervision (Levels 9-12)	0,00	12 594,00	0,00	0,00	0,00	0.00%
09 Other	0,00	664,00	0,00	0,00	0,00	0.00%
10 Contract (Levels 1-2)	0,00	1,00	0,00	0,00	0,00	0.00%
11 Contract (Levels 3-5)	0,00	35,00	0,00	0,00	0,00	0.00%
12 Contract (Levels 6-8)	0,00	58,00	0,00	0,00	0,00	0.00%
13 Contract (Levels 9-12)	0,00	10,00	0,00	0,00	0,00	0.00%
Total	**8,00**	**61 122,00**	**0,00**	**252,33**	**31 541,00**	**0.00%**

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2024 to 31 March 2025.

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
ACCOUNT CLERK (PUBLIC RELATIONS/COMMUNICATION)	0,00	3,00	0,00	0,00	0,00
ADMINISTRATION CLERKS	0,00	165,00	0,00	0,00	0,00
ADMINISTRATION OFFICER	0,00	49,00	0,00	0,00	0,00
ADMINISTRATIVE AND GOVERNANCE POLICY MANAGER	0,00	2,00	0,00	0,00	0,00
ADMINISTRATIVE RELATED	0,00	51,00	0,00	0,00	0,00
AGRICULTURE RELATED	0,00	1,00	0,00	0,00	0,00
ALL ARTISANS IN THE BUILDING METAL MACHINERY ETC.	0,00	3,00	0,00	0,00	0,00
ARCHITECTS TOWN AND TRAFFIC PLANNERS	0,00	7,00	0,00	0,00	0,00
AUXILIARY AND RELATED WORKERS	0,00	50,00	0,00	0,00	0,00
BUILDING AND OTHER PROPERTY CARETAKERS	0,00	40,00	0,00	0,00	0,00
BUS AND HEAVY VEHICLE DRIVERS	0,00	1,00	0,00	0,00	0,00
CARETAKER/ CLEANER	0,00	3,00	0,00	0,00	0,00
CHILD CARE WORKER	0,00	2,00	0,00	0,00	0,00
CLEANERS IN OFFICES WORKSHOPS HOSPITALS ETC.	0,00	1 246,00	0,00	0,00	0,00
CLERICAL SUPPLEME.WORKERS NOT ELSEWHERE CLASSIFIED	0,00	1,00	0,00	0,00	0,00
CLIENT INFORM CLERKS(SWITCHB RECEPT INFORM CLERKS)	0,00	2,00	0,00	0,00	0,00
COMPOSITORS TYPESETTERS & RELATED PRINTING WORKERS	0,00	1,00	0,00	0,00	0,00
COMPUTER SYSTEM DESIGNERS AND ANALYSTS.	0,00	9,00	0,00	0,00	0,00
CUSTOMER SERVICE MANAGER	0,00	1,00	0,00	0,00	0,00
DATA ENTRY CLERK	0,00	13,00	0,00	0,00	0,00
DIPLOMATS	0,00	1,00	0,00	0,00	0,00
ENGINEERS AND RELATED PROFESSIONALS	0,00	2,00	0,00	0,00	0,00
ENQUIRY CLERK	0,00	1,00	0,00	0,00	0,00
FARMING FORESTRY ADVISORS AND FARM MANAGERS	0,00	32,00	0,00	0,00	0,00
FINANCE AND ECONOMICS RELATED	0,00	51,00	0,00	0,00	0,00
FINANCE CLERK	0,00	13,00	0,00	0,00	0,00
FINANCE MANAGER	0,00	5,00	0,00	0,00	0,00
FINANCIAL ACCOUNTANT	0,00	5,00	0,00	0,00	0,00
FINANCIAL AND RELATED PROFESSIONALS	0,00	101,00	0,00	0,00	0,00
FINANCIAL CLERKS AND CREDIT CONTROLLERS	0,00	250,00	0,00	0,00	0,00
FOOD SERVICES AIDS AND WAITERS	0,00	172,00	0,00	0,00	0,00
GEOLOGISTS GEOPHYSICISTS HYDROLOGISTS & RELAT PROF	0,00	1,00	0,00	0,00	0,00
GROUNDSKEEPER	0,00	1,00	0,00	0,00	0,00
HANDYPERSON	0,00	3,00	0,00	0,00	0,00
HEAD OF DEPARTMENT/CHIEF EXECUTIVE OFFICER	0,00	16,00	0,00	0,00	0,00
HEALTHCARE CLEANER	0,00	1,00	0,00	0,00	0,00
HOUSEHOLD AND LAUNDRY WORKERS	0,00	524,00	0,00	0,00	0,00
HOUSEHOLD FOOD AND LAUNDRY SERVICES RELATED	0,00	24,00	0,00	0,00	0,00
HOUSEKEEPERS LAUNDRY AND RELATED WORKERS	0,00	12,00	0,00	0,00	0,00
HUMAN RESOURCE CLERK	0,00	17,00	0,00	0,00	0,00
HUMAN RESOURCE MANAGER	0,00	3,00	0,00	0,00	0,00
HUMAN RESOURCE PRACTITIONER	0,00	3,00	0,00	0,00	0,00

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
HUMAN RESOURCES & ORGANISAT DEVELOPM & RELATE PROF	0,00	23,00	0,00	0,00	0,00
HUMAN RESOURCES CLERKS	0,00	117,00	0,00	0,00	0,00
HUMAN RESOURCES RELATED	0,00	87,00	0,00	0,00	0,00
INFORMATION TECHNOLOGY & SYSTEMS MANAGER	0,00	1,00	0,00	0,00	0,00
INSPECTORS OF APPRENTICES WORKS AND VEHICLES	0,00	14,00	0,00	0,00	0,00
LAUNDRY WORKER (GENERAL)	0,00	2,00	0,00	0,00	0,00
LEGAL ADMINISTRATION OFFICER	0,00	3,00	0,00	0,00	0,00
LEGAL RELATED	0,00	3,00	0,00	0,00	0,00
LIBRARY MAIL AND RELATED CLERKS	0,00	74,00	0,00	0,00	0,00
LIGHT VEHICLE DRIVER	0,00	3,00	0,00	0,00	0,00
LIGHT VEHICLE DRIVERS	0,00	109,00	0,00	0,00	0,00
LOGISTICAL SUPPORT PERSONNEL	0,00	34,00	0,00	0,00	0,00
MANAGERS NOT ELSEWHERE CLASSIFIED	0,00	5,00	0,00	0,00	0,00
MATERIAL-RECORDING AND TRANSPORT CLERKS	0,00	53,00	0,00	0,00	0,00
MESSENGERS	0,00	1,00	0,00	0,00	0,00
MESSENGERS PORTERS AND DELIVERERS	0,00	5,00	0,00	0,00	0,00
MIDD.MANAGER: HUMAN RESOURCE & ORGANISA.DEVEL.RELA	0,00	3,00	0,00	0,00	0,00
MIDDLE MANAGER: ADMINISTRATIVE RELATED	0,00	19,00	0,00	0,00	0,00
MIDDLE MANAGER: FINANCE AND ECONOMICS RELATED	0,00	6,00	0,00	0,00	0,00
MIDDLE MANAGER: INFORMATION TECHNOLOGY RELATED	0,00	1,00	0,00	0,00	0,00
MIDDLE MANAGER: SOCIAL SCIENCE RELATED	0,00	2,00	0,00	0,00	0,00
MIDDLE MANAGER: COMMUNICATION & INFORMATION RELATED	0,00	1,00	0,00	0,00	0,00
MOTOR VEHICLE DRIVERS	0,00	1,00	0,00	0,00	0,00
MOTORISED FARM AND FORESTRY PLANT OPERATOR	0,00	1,00	0,00	0,00	0,00
Not Available	0,00	8,00	0,00	0,00	0,00
NURSING ASSISTANTS	0,00	8,00	0,00	0,00	0,00
OCCUPATIONAL THERAPIST	0,00	3,00	0,00	0,00	0,00
OCCUPATIONAL THERAPY*	0,00	12,00	0,00	0,00	0,00
OFFICE CLEANER	0,00	3,00	0,00	0,00	0,00
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS	0,00	3 701,00	0,00	0,00	0,00
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS	0,00	178,00	0,00	0,00	0,00
OTHER INFORMATION TECHNOLOGY PERSONNEL.	0,00	11,00	0,00	0,00	0,00
OTHER MIDDLE MANAGER	0,00	3,00	0,00	0,00	0,00
OTHER OCCUPATIONS	8,00	46 517,00	0,00	252,33	31 541,00
PHYSIOTHERAPY	0,00	2,00	0,00	0,00	0,00
POLICY AND PLANNING MANAGERS	0,00	2,00	0,00	0,00	0,00
PROFESSIONAL NURSE	0,00	1,00	0,00	0,00	0,00
QUANTITY SURVEYORS & RELA PROF NOT CLASS ELSEWHERE	0,00	1,00	0,00	0,00	0,00
Rank: DEPARTMENTAL HEAD	0,00	810,00	0,00	0,00	0,00
Rank: DEPUTY PRINCIPAL	0,00	197,00	0,00	0,00	0,00
Rank: PRINCIPAL P1	0,00	19,00	0,00	0,00	0,00
Rank: PRINCIPAL P2	0,00	128,00	0,00	0,00	0,00
Rank: PRINCIPAL P3	0,00	45,00	0,00	0,00	0,00
Rank: PRINCIPAL S1	0,00	1,00	0,00	0,00	0,00

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Rank: TEACHER	0,00	5 410,00	0,00	0,00	0,00
REGISTRY AND MAILING CLERK	0,00	3,00	0,00	0,00	0,00
RISK MANAGEMENT AND SECURITY SERVICES	0,00	9,00	0,00	0,00	0,00
SAFETY INSPECTOR	0,00	5,00	0,00	0,00	0,00
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS	0,00	47,00	0,00	0,00	0,00
SECRETARY (GENERAL)	0,00	12,00	0,00	0,00	0,00
SECURITY GUARDS	0,00	273,00	0,00	0,00	0,00
SECURITY OFFICER	0,00	2,00	0,00	0,00	0,00
SECURITY OFFICERS	0,00	187,00	0,00	0,00	0,00
SENIOR MANAGERS	0,00	52,00	0,00	0,00	0,00
SOCIAL AUXILIARY WORKER	0,00	2,00	0,00	0,00	0,00
SOCIAL COUNSELLING WORKER	0,00	1,00	0,00	0,00	0,00
SOCIAL SCIENCES SUPPLEMENTARY WORKERS	0,00	30,00	0,00	0,00	0,00
SOCIAL WORK AND RELATED PROFESSIONALS	0,00	12,00	0,00	0,00	0,00
SOCIAL WORKER	0,00	3,00	0,00	0,00	0,00
SPEECH THERAPIST	0,00	1,00	0,00	0,00	0,00
SPEECH THERAPY AND AUDIOLOGY	0,00	3,00	0,00	0,00	0,00
STAFF NURSE	0,00	2,00	0,00	0,00	0,00
STAFF NURSES AND PUPIL NURSES	0,00	10,00	0,00	0,00	0,00
STRATEGY/MONITORING &EVALUATION MANAGER	0,00	1,00	0,00	0,00	0,00
SUPPLY CHAIN MANAGER	0,00	1,00	0,00	0,00	0,00
SUPPLY CHAIN PRACTITIONER	0,00	1,00	0,00	0,00	0,00
TEACHERS AIDE	0,00	2,00	0,00	0,00	0,00
TOTAL	8,00	61 186,00	0,00	252,33	31 541,00
TRADE LABOURERS	0,00	1,00	0,00	0,00	0,00
YOUTH WORKERS	0,00	10,00	0,00	0,00	0,00

Table 3.8.4 Performance related rewards (cash bonus), by Salary Band for Senior Management Service for the period 1 April 2024 to 31 March 2025.

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	0,00	47,00	0,00	0,00	0,00	0,00
Band B	0,00	12,00	0,00	0,00	0,00	0,00
Band C	0,00	4,00	0,00	0,00	0,00	0,00
Band D	0,00	1,00	0,00	0,00	0,00	0,00
Total	**0,00**	**64,00**	**0,00**	**0,00**	**0,00**	**0,00**

3.9 Foreign Workers

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

Table 3.9.1 Foreign workers by Salary Band for the period 1 April 2024 to 31 March 2025.

Major occupation	01-Apr-24		31-Mar-25		Change	
	Number	% of total	Number	% of total	Number	% Change
Senior management (Levels 13-16)	0	0.00	0	0.00	0	0.00
Highly skilled supervision (Levels 9-12)	5	15.60	6	16.20	1	20.00
Highly skilled production (Levels 6-8)	23	71.90	18	48.60	-5	-100.00
Skilled (Levels 3-5)	0	0.00	0	0.00	0	0.00
Other	4	12.50	13	35.10	9	180.00
TOTAL	**32**	**100.00**	**37**	**100.00**	**5**	**100.00**

Table 3.9.2 Foreign workers by Major Occupation for the period 1 April 2024 to 31 March 2025

Major occupation	01 April 2024		31 March 2025		Change	
	Number	% of total	Number	% of total	Number	% Change
C0000000	2	6.3	2	5.4	0	0
Other occupations	0	0	0	0	0	0
Professionals and managers	0	0	0	0	0	0
Technicians and associated professionals	0	0	0	0	0	0
Z0000000	30	93.8	35	94.6	5	100
TOTAL	**32**	**100**	**37**	**100**	**5**	**100**

3.10 Leave utilisation

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

Table 3.10.1 Sick leave for the period 1 January 2024 to 31 December 2024

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)
Senior management (Levels 13-16)	114.00	85.10	21	0.10	5.00	586
Highly skilled supervision (Levels 9-12)	31,710.00	83.80	5,177	19.70	6.00	89,310
Highly skilled production (Levels 6-8)	113,583.00	80.60	19,059	72.30	6.00	212,241
Skilled (Levels 3-5)	12,029.00	82.30	1,949	7.40	6.00	12,412
Lower skilled (Levels 1-2)	776.00	78.60	140	0.50	6.00	541
TOTAL	**158,212.00**	**81.30**	**26,346**	**100.00**	**6.00**	**315,090**

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2024 to 31 December 2024

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)
Highly skilled supervision (Levels 9-12)	31,652	100.00	416	22.50	76.00	86,777
Highly skilled production (Levels 6-8)	103,307	100.00	1,345	72.70	77.00	197,971
Skilled (Levels 3-5)	4,399	100.00	83	4.50	53.00	4,406
Lower skilled (Levels 1-2)	220	100.00	6	0.30	37.00	153
TOTAL	**139,578**	**100.00**	**1,850.00**	**100.00**	**75.00**	**289,307**

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

Table 3.10.3 Annual Leave for the period 1 January 2024 to 31 December 2024

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Senior management (Levels 13-16)	972.00	54	18.00
Highly skilled supervision (Levels 9-12)	30,384.00	1,435	21.00
Highly skilled production (Levels 6-8)	48,825.50	2,287	21.00
Skilled (Levels 3-5)	35,586.34	2,320	15.00
Lower skilled (Levels 1-2)	2,493.00	175	14.00
Contract Other	18.00	2	9.00
TOTAL	**118,278.84**	**6,273**	**19.00**

Table 3.10.4 Capped leave for the period 1 January 2024 to 31 December 2024

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 End of period
Senior management (Levels 13-16)	1	1	1.00	79
Highly skilled supervision (Levels 9-12)	882	146	6.00	70
Highly skilled production (Levels 6-8)	403	108	4.00	58
Skilled (Levels 3-5)	7	3	2.00	60
Lower skilled (Levels 1-2)	0	0	0.00	43
Contract Other	0	0	0.00	0
TOTAL	**1,293**	**258**	**5.00**	**65**

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 2024 to 31 March 2025

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Annual-Discounting: Unused Vacation Credits (Workdays)	255	1	255,000
Annual-Gratuity: Death/Retirement/Medical Retirement (Workdays)	9,660	280	34,500
Capped-Gratuity: Death/Retirement/Medical Retirement (Workdays)	271,682	1,691	160,664
Total	**281,597**	**1,972**	**142,798**

3.11 HIV/AIDS & Health Promotion Programmes

Table 3.11.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
• Field workers (Head Office and District Based Itinerant Employees who are often compelled to work away from their workstation and families while visiting districts and schools for several days in a week and sometimes for consecutive weeks • The Departmental Drivers who are travel within and sometimes outside the province and are way from their families for days and sometimes for weeks. • Educators who are forced by redeployment and the rationalisation of schools to move closer to their new worksites.	• Early detection of HIV infection through quarterly Health Testing Services to enable employees to have a regular check-up of their HIV. • Facilitating access to treatment (where necessary), care and support for infected employees and affected families. • Counselling to assist acceptance and adherence to treatment • Intensifying education on managing HIV so that it does not impede employee productivity. • Sensitising managers on reasonable accommodation (physically and emotionally) of employees who are infected.

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

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	X		The Department has appointed a Director at SMS level to manage Employee Health and Wellness
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	X		The Directorate: Employee Wellness Services. The Directorate has 7 permanent employees as follows: - • It is headed by a director appointed in terms of the Department's new Service Delivery Model • One Deputy Director and two Assistant Director employed permanently. • Two Wellness Practitioners have been appointed to implement the 4 Pillars of Employee Health and Wellness and one Admin clerk. • Social work interns and one administrator intern. • Nelson Mandela, Chris Hani West, Amathole East and Alfred Nzo East with appointed Wellness Practitioner all other districts does not have appointed staff. It is taken care of by officials employed as either Assistant Directors or Senior Admin Officers in HRD, PMDS and/or Labour Relations. We hope the organogram will take care as signed. • During the year under review a sum of R1200 000.00 has been allocated for programme 2 implementation and R1300 000 for Programme 1budget.
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	x		Yes. The Department is implementing an Integrated Employee Health and Wellness Programme modelled along the DPSA Strategic Framework for Employee Health and Wellness in the Public Service. The key elements of this programme are the following: • HIV, TB & STI's Management • Health and Productivity Management • Safety, Health, Environment, Risk and Quality Management • Wellness Management
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	X		Yes. The list follows hereunder. This is a new committee whose term of office is April 2020 – March 2024
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	X		The policies are in a process of review by the Department. • HIV, TB & STI's Management Policy • Health and Productivity Management Policy • Wellness Management Policy
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	x		• Upholding the confidentiality principle throughout the access to treatment, care and support process. • Ensuring anonymity during our HCT sessions placing no emphasis at all on the names of participants and putting all emphasis on statistics. • Identification of infected employees is protected during the referral process (names are kept strictly confidential by referring specialist only).
7. Does the department encourage its employees to undergo Voluntary Counselling	x		• During the year under review a total of 480 employees out of the ± 64000 employees used the opportunity to

Question	Yes	No	Details, if yes
and Testing? If so, list the results that you have you achieved.			get tested and to know their HIV Status in 125 HCT opportunities provided across the province. • Employees do not make use of the opportunity to know their status for early detection and access to treatment. • Employees who disclosed their status were assisted to access counselling and treatment with the support of their Medical Aids
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	x		• Quarterly Statistical reports indicating new infections and services utilisation. • Follow up the work attendance of employees who have disclosed their status and are on treatment with a view to negotiating reasonable accommodation with the supervisors for those who need that

Provincial Employee Health and Wellness Committee

Name	Telephone	Credentials	Email
DESIGNATED SENIOR MANAGER			
N Vazi	0406084227	Director: Employee Wellness Services	**Ntsikelelo.vazi@ecdoe.gov.za**
EMPLOYEE HEALTH AND WELLNESS UNIT : PROVINCIAL OFFICE			
CN Kunene	0406027808	Deputy Director: EWS	**nobukhosi.kunene@ecdoe.gov.za**
T Ngalwana	0406084785	Assistant Director	**thembalethu.ngalwana@ecdoe.gov.za**
N Falo	0406084113	Wellness Practitioner	**ntombizandile.falo@ecdoe.gov.za**
SG Kiva	0406084507	SHERQ Practitioner	**somila.kiva@ecdoe.gov.za**
BG. Makongolo	0406084785	Assistant Director	**bongiwe.godloza@ecdoe.gov.za**
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Ms U Xathisa	0406084013	HRD	**Unathi.xathisa@ecdoe.gov.za**
Ms B Somwahla	0406084210	Employee Relations	**Bulelwa.somwahla@ecdoe.gov.za**
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Mr A Mbambo	0406084298	HRA	**nokulinda.ntsele@ecdoe.gov.za**
DISTRICT REPRESENTATIVES			
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Mr Ndunge, S	0734009919	Amathole East	**Siyabulela.ndunge@ecdoe.gov.za**
Ms Gunguta T	0834934855	Amathole West	**thembeka.gunguta@ecdoe.gov.za**
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Mr Mtanase, B	0795237915	Chris Hani West	**bandile.mtanase@ecdoe.gov.za**
MR D Silele	0782483297	Joe Gqabi	**Dumabazwe.silele@ecdoe.gov.za**
Mr Hlekani, M	0826607369	Nelson Mandela Bay	**mphakamisi.hlekani@ecdoe.gov.za**
Mr Dalasile, K	0605300902	OR Tambo Coastal	**khwezi.dalasile@ecdoe.gov.za**
Ms Sikithi, N	0829232111	OR Tambo Inland	**nokulunga.sikithi@ecdoe.gov.za**
Mr S Bruiners	0605238695	Sara Baartman	**Selwyn.bruiners@ecdoe.gov.za**

3.12 Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2024 to 31 March 2025

Subject matter	Date
Collective Agreement 1 of 2024: Guidelines for advertising and filling of Educator posts at institutions	09 December 2024

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 2024 to 31 March 2025

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	9	6.20
Verbal warning	0	0
Written warning	0	0
Final written warning	20	14.0
Suspended without pay	24	16.80
Fine	7	4.90
Demotion	3	2.10
Dismissal	6	4.20
Not guilty	1	0.70
Case withdrawn	0	0
Total	**70**	**48.90**

Total number of Disciplinary hearings finalised	51

Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2024 to 31 March 2025

Type of misconduct	Number	% of total
Absenteeism	05	4.95
Assault & Corporal punishment	19	18.80
Financial mismanagement	09	0.89
Sexual misconduct	25	24.75
Other forms of misconduct	43	42.57
Total	**101**	**91.96**

Table 3.12.4 Grievances logged for the period 1 April 2024 to 31 March 2025

Grievances	Number	% of Total
Number of grievances resolved	29	22.33%
Number of grievances not resolved	48	36.96%
Total number of grievances lodged	**77**	**59.29%**

Table 3.12.5 Disputes logged with Councils for the period 1 April 2024 to 31 March 2025

Disputes	Number	% of Total
Number of disputes upheld	17	11.05%
Number of disputes dismissed	48	31.2%
Total number of disputes lodged	**65**	**42.25%**

Table 3.12.6 Strike actions for the period 1 April 2024 to 31 March 2025

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

Table 3.12.7 Precautionary suspensions for the period 1 April 2024 to 31 March 2025

Number of people suspended	28
Number of people who's suspension exceeded 30 days	24
Average number of days suspended	120
Cost of suspension(R'000)	R1 731 975.70

3.13 Skills Development

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

Table 3.13.1 Training needs identified for the period 1 April 2024 to 31 March 2025

Occupational category	Gender	Number of employees as at 1 April 2024	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	29	0	16	1	17
	Male	42	0	16	1	17
Professionals	Female	37,472	0	82	3	85
	Male	15,357	0	82	3	85
Technicians and associate professionals	Female	230	0	0	0	0
	Male	116	0	0	0	0
Clerks	Female	3,323	0	18	2	20
	Male	1,017	0	18	2	20
Service and sales workers	Female	92	0	0	0	0
	Male	350	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	10	0	4	0	4
	Male	15	0	4	0	4
Plant and machine operators and assemblers	Female	3	0	0	0	0
	Male	78	0	0	0	0
Elementary occupations	Female	1,610	4	10	5	19
	Male	1,169	4	10	5	19
Sub Total	Female	42,769	4	130	11	145
	Male	18,144	4	130	11	145
Total		**60,913**	**8**	**260**	**22**	**290**

Table 3.13.2 Training provided for the period 1 April 2024 to 31 March 2025

Occupational category	Gender	Number of employees as at 1 April 2024	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	29	0	14	2	16
	Male	42	0	12	2	14
Professionals	Female	37,472	1	41	4	46
	Male	15,357	0	40	4	44
Technicians and associate professionals	Female	230	0	0	0	0
	Male	116	0	0	0	0
Clerks	Female	3,323	0	15	2	17
	Male	1,017	0	15	2	17
Service and sales workers	Female	92	0	0	0	0
	Male	350	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	10	0	2	0	2
	Male	15	0	0	0	0
Plant and machine operators and assemblers	Female	3	0	0	0	0
	Male	78	0	0	0	0
Elementary occupations	Female	1,610	0	6	5	11
	Male	1,169	0	6	5	11
Sub Total	Female	42,769	1	78	13	92
	Male	18,144	0	73	13	86
Total		**60,913**	**1**	**151**	**26**	**178**

3.14 Injury on duty

The following tables provide basic information on injury on duty.

Table 3.14.1 Injury on duty for the period 1 April 2024 to 31 March 2025

Nature of injury on duty	Number	% of total
Required basic medical attention only	10	100%
Temporary Total Disablement	0	0
Permanent Disablement	0	0
Fatal	0	0
Total	**10**	**100%**

3.15 Utilisation of consultants

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

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

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2024 to 31 March 2025.

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
BTKM (Infrastructures support)	1	60 months contract expired on the 31 July 2024; extension is for one year up to 31 July 2025.	R 250 451 965.00

Total number of projects	Total individual consultants	Total duration Workdays	Total contract value in Rand
None	None	N/A	N/A

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2024 to 31 March 2025.

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
Improve audit outcomes	100%	100%	None
Financial data analysis	100%	100%	None
Records management and archiving	100%	100%	None

Table 3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2024 to 31 March 2025

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

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2024 to 31 March 2025

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
None	N/A	N/A	N/A

3.16 Severance Packages

Table 3.16.1 Granting of employee-initiated severance packages for the period 1 April 2024 to 31 March 2025

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

PART E

PFMA COMPLIANCE REPORT

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

1.1. Irregular Expenditure

a) Reconciliation of irregular expenditure

Description	2023/2024	2024/2025
	R'000	R'000
Opening balance	1 846 577	1 507 100
Adjustment to opening balance	-	-
Opening balance as restated	1 846 577	1 507 100
Add: Irregular expenditure confirmed	973	294
Less: Irregular expenditure condoned	(340 450)	(425 303)
Less: Irregular expenditure not condoned and removed	-	-
Less: Irregular expenditure recoverable[1]	-	-
Less: Irregular expenditure not recoverable and written off	-	-
Closing balance	**1 507 100**	**1 082 091**

In the 2024/25 financial year, the Department recorded irregular expenditure of R294 thousand due to subsequent payments on multi-year contract that had already been flagged as irregular in a previous period. This contract was classified as irregular because it failed to comply with Treasury procurement regulations. A total of R425 million was approved for Condonation by Provincial Treasury and determination tests for the balance of R1 082 billon are still in progress to identify and institute consequence management the officials responsible in line with National Treasury Compliance and Reporting Framework with a view to applying for condonations.

Reconciling notes

Description	2023/2024	2024/2025
	R'000	R'000
Irregular expenditure that was under assessment	-	-
Irregular expenditure that relates to the prior year and identified in the current year	-	-
Irregular expenditure for the current year	973	294
Total	**973**	**294**

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

Description[2]	2023/2024	2024/2025
	R'000	R'000
Irregular expenditure under assessment	218 537	310,080
Irregular expenditure under determination	-	-
Irregular expenditure under investigation	-	-
Total	**218 537**	**310,080**

The Department disclosed Irregular expenditure under assessment of R310,080 million where assessments could not be finalised in the 2024/2025 financial year to establish whether these contracts were irregular expenditure in line with National Treasury Compliance and Reporting Framework Instruction No 4 of 2022/2023 to address completeness of irregular expenditure. R276 946 million of the R310,080 million disclosed under assessment irregular expenditure pertains to potential non-compliance with procurement processes through Implementing Agents under inter-institutional arrangement between the Eastern Cape Department of Public Works and Infrastructure (DPWI), Independent Development Trust (IDT) and Coega Development Corporation (CDC),Office of the Premier (OTP) and Development Bank of South Africa (DBSA) acting on behalf of the Eastern Cape Department of Education.

[1] Transfer to receivables
[2] Group similar items

c) Details of irregular expenditure condoned

Description	2023/2024 R'000	2024/2025 R'000
Transfer payments without the approval of Head of Department	254 692	
IDT Deviations made without the approval of HOD	51 992	
Appointment of a service provider through Transversal Contract	33 766	
Transfers to schools		292 578
COE Pay up grades		132 725
Total	**340 450**	**425 303**

A total of R425 million was approved for Condonation by Provincial Treasury in line with National Treasury Compliance and Reporting Framework. They related to Transfers of funds to schools and employee pay upgrades.

d) Details of irregular expenditure removed - (not condoned)

Description	2023/2024 R'000	2024/2025 R'000
Irregular expenditure NOT condoned and removed	-	-
Total	**-**	**-**

Include discussion here where deemed relevant.	Not Applicable

e) Details of irregular expenditure recoverable

Description	2023/2024 R'000	2024/2025 R'000
Irregular expenditure recoverable	-	-
Total	**-**	**-**

Include discussion here where deemed relevant.	Not Applicable

f) Details of irregular expenditure written off (irrecoverable)

Description	2023/2024 R'000	2024/2025 R'000
Irregular expenditure written off	-	-
Total	**-**	**-**

Include discussion here where deemed relevant.	Not Applicable

Additional disclosure relating to Inter-Institutional Arrangements

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)

Description	2023/2024 R'000	2024/2025 R'000
DPWI -Non-compliance with processes and delegations of variation orders approval	973	-
IDT -subsequent payment on prior year contracts	-	294
Total	**973**	**294**

The Department incurred irregular expenditure due to a subsequent payment made under a contract that had previously not complied with procurement regulations. These contracts were established through an inter-institutional arrangement with the Eastern Cape Department of Public Works and Infrastructure (DPWI) and Independent Development Trust (IDT), acting on behalf of the Eastern Cape Department of Education. The Department is currently undertaking Determination Tests in line with the National Treasury's Compliance and Reporting Framework, with the aim of seeking condonation from the Provincial Treasury.

h) Details of irregular expenditure cases where an institution is involved in an inter-institutional arrangement (where such institution *is* responsible for the non-compliance)[3]

Description	2023/2024	2024/2025
	R'000	R'000
None.	-	-
Total	**-**	**-**

Include discussion here where deemed relevant.	Not Applicable

i) Details of disciplinary or criminal steps taken as a result of irregular expenditure

Disciplinary steps taken
None.

Include discussion here where deemed relevant.	Not Applicable

1.2. Fruitless and wasteful expenditure

a) Reconciliation of fruitless and wasteful expenditure

Description	2023/2024	2024/2025
	R'000	R'000
Opening balance	240 632	242 138
Adjustment to opening balance	-	-
Opening balance as restated	240 632	242 138
Add: Fruitless and wasteful expenditure confirmed	1 506	-
Less: Fruitless and wasteful expenditure recoverable4	-	-
Less: Fruitless and wasteful expenditure not recoverable and written off	-	-
Closing balance	**242 138**	**242 138**

No fruitless or wasteful expenditure was incurred by the Department during the 2024/25 financial year. This outcome is attributed to the implementation of tranche or advance payments under inter-institutional arrangements with implementing agents. These arrangements enabled the agents to process and settle invoices upon receipt, thereby eliminating delays typically associated with the Department's internal invoice processing procedures

Reconciling notes

Description	2023/2024	2024/2025
	R'000	R'000
Fruitless and wasteful expenditure that was under assessment	-	-
Fruitless and wasteful expenditure that relates to the prior year and identified in the current year	-	-
Fruitless and wasteful expenditure for the current year	1 506	-
Total	1 506	-

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

Description5	2023/2024	2024/2025
	R'000	R'000
Fruitless and wasteful expenditure under assessment	-	-
Fruitless and wasteful expenditure under determination	-	-
Fruitless and wasteful expenditure under investigation	-	-
Total	-	-

Include discussion here where deemed relevant.	Not Applicable

[3] Refer to paragraphs 3.12, 3.13 and 3.14 of Annexure A (PFMA Compliance and Reporting Framework) to National Treasury Instruction No. 4 of 2022/2023

[3] Refer to paragraphs 3.12, 3.13 and 3.14 of Annexure A (PFMA Compliance and Reporting Framework) to National Treasury Instruction No. 4 of 2022/2023

[4] Transfer to receivables

[5] Group similar items

c) Details of fruitless and wasteful expenditure recoverable

Description	2023/2024 R'000	2024/2025 R'000
Fruitless and wasteful expenditure recoverable	-	-
Total	-	-

Include discussion here where deemed relevant.	Not Applicable

d) Details of fruitless and wasteful expenditure not recoverable and written off

Description	2023/2024 R'000	2024/2025 R'000
Fruitless and wasteful expenditure written off	-	-
Total	-	-

Include discussion here where deemed relevant.	Not Applicable

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

Disciplinary steps taken
None
Total

Include discussion here where deemed relevant.	Not Applicable

1.3. Unauthorised expenditure

a) Reconciliation of unauthorised expenditure

Description	2023/2024 R'000	2024/2025 R'000
Opening balance	1 932 092	1 808 068
Adjustment to opening balance	-	-
Opening balance as restated	1 932 092	1 808 068
Add: unauthorised expenditure confirmed	-	-
Less: unauthorised expenditure approved with funding	-	-
Less: unauthorised expenditure approved without funding	-	-
Less: unauthorised expenditure recoverable[6]	(124 024)	(30 154)
Less: unauthorised not recoverable and written off[7]	-	-
Closing balance	1 808 068	1 777 914

The Department did not incur any unauthorized expenditure for the current financial year, however, a saving of 30 154 million was realised. This resulted to the reduction of the previous year's balance from 1 808 068 to 1 777 914.

Reconciling notes

Description	2023/2024 R'000	2024/2025 R'000
Unauthorised expenditure that was under assessment	1 808 068	1 777 914
Unauthorised expenditure that relates to the prior year and identified in the current year	-	-
Unauthorised expenditure for the current year	-	-
Total	1 808 068	1 777 914

[6] Transfer to receivables
[7] This amount may only be written off against available savings

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

Description8	2023/2024	2024/2025
	R'000	R'000
Unauthorised expenditure under assessment	-	-
Unauthorised expenditure under determination	-	-
Unauthorised expenditure under investigation	-	-
Total	-	-

Include discussion here where deemed relevant.	Not Applicable

1.4. Additional disclosure relating to material losses in terms of PFMA Section 40(3)(b)(i) &(iii))[9]

a) Details of material losses through criminal conduct

Material losses through criminal conduct	2023/2024	2024/2025
	R'000	R'000
Theft	-	-
Other material losses	-	-
Less: Recoverable	-	-
Less: Not recoverable and written off	-	
Total	-	-

Include discussion here where deemed relevant.	Not Applicable

b) Details of other material losses

Nature of other material losses	2023/2024	2024/2025
	R'000	R'000
(Group major categories, but list material items)	-	-
	-	-
Total	-	-

Include discussion here where deemed relevant.	Not Applicable

c) Other material losses recoverable

Nature of losses	2023/2024	2024/2025
	R'000	R'000
(Group major categories, but list material items)	-	-
Total	-	-

Include discussion here where deemed relevant.	Not Applicable

d) Other material losses not recoverable and written off

Nature of losses	2023/2024	2024/2025
	R'000	R'000
(Group major categories, but list material items)	-	-
Total	-	-

Include discussion here where deemed relevant.	Not Applicable

[8] Group similar items
[9] Information related to material losses must be disclosed in the annual financial statements.

2. LATE AND/OR NON-PAYMENT OF SUPPLIERS

Description	Number of invoices	Consolidated Value R'000
Valid invoices received	82 650	7 079 683
Invoices paid within 30 days or agreed period	76 021	6 334 652
Invoices paid after 30 days or agreed period	6 629	745 030
Invoices older than 30 days or agreed period (unpaid and without dispute)	664	188 208
Invoices older than 30 days or agreed period (unpaid and in dispute)	None	None

Include reasons for the late and or non-payment of invoices, including reasons that the invoices are in dispute, where applicable.
The 664 invoices that amount to R188 Million were accruals that emanated from the last quarter of the financial year due to budget constraints that was faced by the Department. These were scheduled for payment in 2025/26 Financial year.

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
Not Applicable				
Total				

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
Appointment of a contractor for the additions, repairs and upgrades for Alheit Der Merwe Primary School	Dumza Civbuild Pty Ltd	Omit Contingencies, Sewer and water connections, Storm water Drainage, Vinyl Floor Covering, ramp and stairs	RFQ NO: 2022/07/295	9,878,754.21	-	239,748.44
Prefabricated structure relief programme two classrooms at Alice Primary School	Urban Africa Group	Omit contingencies	RFQ NO: 2022/07/054	852,748.00	-	(11,500.00)
Additions, repairs and upgrade for Aliwal North High School	Ergoflex 283	Omit contingencies and Additional items	SCMU6-22/23-0005	8,911,000.40	-	(330,595.79)
Additions, repairs and upgrade for Amasango Special School	Mpumalanga Construction (Pty) Ltd	Adjustment of provisional sum (CLO Allowance)	SCMU6-22/23-0006	22,417,565.11	-	(522,100.00)
Prefabricated structure relief programme two classroom block - supply and erect at Amatolaville Junior Secondary School	Trufix Industrial Services	Omit contingencies	RFQ NO: 2022/07/090	816,440.20	-	(11,500.00)
Appointment of contractors for Bulugha Primary School for the sanitation relief program	Epilite 162	Omission of contingencies	RFQ NO.SANI 21/22-066	750,535.40	-	(34,500.00)
Provisional sum for playground equipment at Chris Hani Full-Service School	Odwa & Solie Trading Enterprise	Provisional sum for playground equipment, Omission of municipality fees, Omission of CPAP and Relocation of prefabs from Chris Hani Full-Service School.	SCMU6-22/23-0014	19,753,234.34	-	56,011.28
Appointment of contractors for Cintsa East Primary School for the sanitation relief program	Epilite 162	Converting pit toilets to waterborne toilet and Omission contingency	RFQ NO: SANI 21/22-067	778,248.30	-	397,752.71
Extension of time due to late issue of site instruction for 31 days at Coffeebay Junior Secondary School	Kinex Power Projects	Omit contingencies and Extension of time due to late issue of site instruction for 31 days	RFQ NO: 2022/07/060	870,257.50	-	(11,500.00)
Sanitation, Water (DOE Emergency) at Dalaguba Junior Secondary School	Botani Construction	Omission of existing dilapidated ablutions and additions of new ablution	SCMU6E-19/20-0013	2,427,229.10	-	582,824.60
Emergency floor replacement at Daliwonga Senior Secondary School	Khumbeni Construction And Trading	Removal of bees on site	RFQ NO: 2022/07/704	940,587.30	-	5,175.00

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
Prefabricated structure relief programme two classroom block - supply and erect at Debe Primary School	Kadima Corp Pty Ltd	Omitted contingencies	RFQ NO: 2022/07/063	849,837.20	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Emizamoyethu Senior Secondary School	BPL Construction & Projects	Omitted contingencies	RFQ NO: 2022/07/066	914,895.15	-	(11,500.00)
Sanitation relief programme for Gangata Junior Secondary School. Construction of 3*2 seat ablution blocks	Tewo Construction	Omission contingency	RFQ NO: SANI 21/22 - 085	703,781.54	-	(34,500.00)
Sanitation relief programme for George Ntanta Junior Secondary School	MC Bavu Construction	Extension of time due to inclement weather, Importing of G7 material and topsoil material and Omission of contingences	RFQ NO: SANI 21/22 - 138	772,665.45	-	34,681.31
Emergency repairs and rehabilitation to Hh Majiza Senior Secondary School	Altitudes Building And Civil Contractors (Pty)Ltd	Omitted contingencies	RFQ NO: DISAS-21/22-013	1,299,080.25	-	(61,860.96)
Prefabricated structure relief programme, two classroom block - supply and erect at Hillview Primary School	Ergoflex 283 Cc	Omission of contingency	RFQ NO: 2022/07/055	880,581.45	-	(11,500.00)
Emergency Repairs At Ikhwili Primary School	ZNLB Holdings	Take down and remove existing water damaged ceiling and Omit contingencies	BID NO: 2024/06/044	4,705,434.30	-	(212,012.99)
Prefabricated structure relief programme two classroom block - supply and erect at Ilingelabantu Primary School	Selly'S Development Traders	Omitted contingencies	RFQ NO: 2022/07/091	958,079.00	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Imingcangathelo High School	Trufix Industrial Services	Omitted contingencies	RFQ NO: 2022/07/079	816,440.20	-	(11,500.00)
Urgent procurement for emergency repairs and rehabilitation to Inyibiba Public Secondary School	Mtalido's Construction	Adjustment in provisional sum for electrical installation and Omit contingencies	ECDOE Disaster 21/22-010	11,818,506.04	-	(249,624.78)

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
Emergency repairs at Isihoboti Public Combined School	LO Njoloza Holdings (Pty) Ltd	Omitted contingencies	RFQ NO: 2022/07/701	2,529,544.30	-	(345,000.00)
Emergency procurement for 5 prefabricated Structures at Kulombobo Senoir Primary School	Lupha Enterprise (Pty) Ltd	Extension of time due to the inability to obtain material and goods and Omitted contingencies	RFQ NO:2022/07/702	2,570,169.50	-	(57,500.00)
Sanitation relief programme for additional ablution facilities at Lukhozi High School	Khumbeni Construction and Trading	Omitted contingencies	RFQ NO: SANI 21/22-055	637,392.10	-	(34,500.00)
Emergency repair to storm damage schools at Lukuni Junior Secondary School	Bamboo Rock 1031 Pty Ltd	Extension of time	ECDOE disaster 21/22-033	3,291,884.89	-	(17,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Mahlathini Senior Primary School	Trufix Industrial Services	Omitted contingencies	RFQ NO: 2022/07/062	816,440.20	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Maqanda Primary School	Sinakho Makhosikazi Construction cc	Omitted contingencies	RFQ NO: 2022/07/057	905,818.00	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Masibambisane Combined Primary School	BPL Consruction & Projects	Omitted contingencies	RFQ NO: 2022/07/073	914,895.15	-	(11,500.00)
Emergency procurement at Matshona Junior Secondary School at Matshona Junior Secondary School	Unabantu Bakho Construction	Adjustment of the provisional sum for the electrical installation and Contingencies	RFQ NO: 2022/07/699	4,116,514.70	-	(389,730.40)
Emergency repairs and rehabiliatation to Mayibenye Senior Secondary School	Bontinite Construction Pty Ltd	Re-measurement of paintwork	ECDOE disaster -21/22-032	2,614,082.25	-	(80,264.18)
Extension of time due to late issue of site instruction for 31 days at Mazibuko Senior Secondary School	Kinex Power Projects	Omitted contingencies	RFQ NO: 2022/07/056	870,257.50	-	(11,500.00)
Emergency repairs to Mbanga Primary School	BHS Building Contractors	Extension of time	ECDOE disaster -21/22-007	2,510,619.05	-	(102,389.21)

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
Prefabricated structure relief programme two classroom block - supply and erect at Mdibaniso Senior Secondary School	Geomatric Growth Industrial Group (Pty) Ltd	Omitted contingencies	RFQ NO: 2022/07/058	877,042.00	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Mendwana Junior Primary School	Willskosa (Pty) Ltd	Omitted contingencies	RFQ NO: 2022/07/074	913,721.00	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Mente Senior Secondary School (Replaced Mgwebi Junior Secondary School)	Kinex Power Projects	Omitted contingencies	RFQ NO: 2022/07/076	870,257.50	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Mgudlwa Senior Secondary School	Kinex Power Projects	Omitted contingencies	RFQ NO: 2022/07/075	870,257.50	-	(11,500.00)
Emergency repairs of storm damages to existing structure, 5 classroom prefab block, construct 5 new classroom prefab blocks, demolishing of zinc kitchen, install a storing container and replace mesh fence with 1800m high security fence at Moshi Primary School	Delevex 302 Cc	Adjustment of joinery and loose furniture installation provisional sum and Electrical installation allowance	ECDOE disaster -21/22-052	3,953,108.90	-	(393,334.39)
Extension of time due to late issue of site instruction for 31 days at Ncuncuzo Senior Secondary School	Kinex Power Projects	Omit contingencies	RFQ NO: 2022/07/077	870,257.50	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Ndabankulu High School	Willskosa	Omit contingencies	RFQ NO: 2022/07/081	913,721	-	(11,500.00)
Extension of time due to late issue of site instruction for 31 days at Ndyebo Ntsaluba Senior Secondary School	Kinex Power Projects	Omitted contingencies	RFQ NO: 2022/07/059	870,257.50	-	(11,500.00)

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
Prefabricated structure relief Programme two classroom block - supply and erect at Pangindlela Junior Secondary School	Selly'S Development Traders	Omit contingencies	RFQ NO: 2022/07/070	963,782.00	-	(11,500.00)
Emergency procurement at Pefferville Primary School	Nzuzo Yalo Trading (Pty) Ltd	Additional work on site and Omission of contingencies	RFQ NO: 2022/07/644	4391105.95	-	264,257.76
Emergency repairs and rehabilitation to Pondolwendlovu Community Secondary School	Ergoflex 283 cc	Omitted contingencies	RFQ NO DISAS-21/22-036	736,810.75	-	(57,500.00)
Appointment of a contractor for the additions, repairs and upgrades for Rodes Primary School	Amabhayi Contractors	Extension of time	SCMU06-22/23-0001	7,520,388.67	-	(145,352.15)
Extension of time due to late issue of site instruction for 31 days at Sandisulwazi High School	Kinex Power Projects	Omitted contingencies	RFQ NO: 2022/07/082	870,257.50	-	(11,500.00)
Sanitation relief programme for Sikitini Senior Primary School	Mc Bavu Construction	Extension of time, Importing of G7 material and topsoil material and Extension of time	RFQ NO: SANI 21/22 - 136	728,696.22	-	81,051.77
Prefabricated structure relief programme two classroom block - supply and erect at Siyakhula Finishing School	MF Holdings (Pty)Ltd	Omitted contingencies	RFQ NO: 2022/07/084	779,576.93	-	(11,500.00)
Emergency repairs to Sterkspruit Junior Secondary School	Kuqityiwe Construction	Omission of contingencies and EOT claim for 52 days with costs	ECDOE disaster -21/22-024	4,987,389.00	-	34,666.67
Prefabricated structure relief programme two classroom block - supply and erect at Thobelani Senior Secondary School	Sinako Makhosikazi Construction cc	Omitted contingencies	RFQ NO: 2022/07/089	868,937.70	-	(11,500.00)
Prefabricated structure relief programme two classroom block - supply and erect at Tildin Primary School	Kadima Corp Pty Ltd	Omitted contingencies	RFQ NO: 2022/07/067	870,697.00	-	(11,500.00)
Extension of time due to late supply of design information at Unathi Senior Secondary School	Zibele Construction	Extension of time due to late supply of design information	ECDOE Disaster 21/22-021	1,864,015.45	-	289,159.54

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
Emergency repairs to storm damages at Wayo Junior Secondary School	Swazilam Trading Pty (Ltd)	Adjustment of provisional sum (kitchen equipment)	ECDOE disaster -21/22-043	779,090.50	-	(87,667.97)
Prefabricated structure relief programme two classroom block - supply and erect at Wilson Mayekiso Secondary School	Noliki Trading	Omitted contingencies	RFQ NO: 2022/07/061	917,532.10	-	(11,500.00)
Emergency repairs and rehabilitation to Winterberg Agricultural High School	Alexander Construction Trust	Extension of time due to late payment by client that affected project workflow, NEW EPOXY REQUIRED THROUGHOUT HOSTEL	ECDOE disaster -21/22-009	3,758,144.80	-	708,691.80
Prefabricated structure relief programme two classroom block - supply and erect at Zanokhanyo Junior Secondary School	Trufix Industrial Services	Omitted contingencies	RFQ NO: 2022/07/092	816,440.20	-	(11,500.00)
DoE Fencing Programme 120 Fencing Phase 4 and additional work on site for the construction of security fencing for various schools	Cochrane Projects (Pty) Ltd	Additional work on site for the construction of security fencing for various schools	Various Schools	209,199,243.61	4,961,210.42	5,495,268.60

PART F

FINANCIAL INFORMATION

1. REPORT OF THE AUDITOR-GENERAL

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Eastern Cape Department of Education set out on pages 182 to 224, which comprise the appropriation statement, statement of financial position as at 31 March 2025, statement of financial performance, statement of changes in net assets and the cash flow statement for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.

2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Eastern Cape Department of Education as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with the Modified Cash Standard (MCS) as prescribed by National Treasury and the requirements of the Public Finance Management Act 1 of 1999 (PFMA) and the Division of Revenue Act 24 of 2024 (Dora).

Basis for opinion

3. 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.

4. 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.

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

Emphasis of matters

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

Restatement of corresponding figures.

7. As disclosed in note 31 to the financial statements, the corresponding figures for 31 March 2024 were restated as a result of an error in the financial statements of the department at, and for the year ended, 31 March 2025.

Bank overdraft

8. As disclosed in note 13 to the financial statements, the department was in an overdraft position of RI billion (2023-24: R1 billion) as at 31 March 2025.

Contingent liabilities

9. As disclosed in note 17.1 to the financial statements, the department has disclosed contingent liabilities of R1 ,2 billion (2023-24: R918,5 million).

Other matter

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

Unaudited supplementary information

11. The supplementary information set out on pages 225 to 232 does not form part of the financial statements and is presented as additional information. I have not audited these schedules and, accordingly I do not express an opinion on them.

Responsibilities of the accounting officer for the financial statements

12. 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.

13. 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 accounting officer 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

14. 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.

15. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located at page 186, forms part of my auditor's report.

Report on the audit of the annual performance report

16. 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 against predetermined objectives for the selected programmes presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.

17. I selected the following programmes presented in the annual performance report for the year ended 31 March 2025 for auditing. I selected programmes that measure the department's performance on its primary mandated functions and that are of significant national, community or public interest.

Programme	Page numbers	Purpose
Public Ordinary School Education	51-58	To provide overall management of, and support to, the education system in accordance with the National Education Policy Act, the PFMA , and other relevant policies.
Early Childhood Development	66-68	Early Childhood Development (ECD) is a policy priority which was conceptualised in the Education White Paper 5 on ECD (May 2001) and highlighted in the National Development Plan as critical in laying a strong foundation towards breaking the cycle of inequality and poverty.
Infrastructure Development	69-73	To provide and maintain infrastructure facilities for schools and non-schools.

18. I evaluated the reported performance information for the selected programmes 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.

19. 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
    - all the indicators relevant for measuring the department's performance against its primary mandated and prioritised functions and planned objectives are included
    - the indicators are well defined to ensure that they are easy to understand and can be applied consistently, as well as verifiable so that I can confirm the methods and processes to be used for measuring achievements
    - the targets can be 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 those 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 and is comparable and understandable
    - there is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.

20. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.

21. The material findings on the reported performance information for the selected programmes are as follows:

Public Ordinary School Education

SOI 202: Number of learners in ordinary schools benefiting from the no-fee school policy

22. An achievement of 1 477 890 was reported against a target of 1 494 556. However, the audit evidence did not support this achievement. I could not determine the actual achievement, but I estimated it to be materially more than reported. Consequently, it is likely that the achievement against the target was better than reported.

SOI 204: Number of foundation phase teachers trained in reading methodology

23. An achievement of 2 196 was reported against a target of 2000. However, the audit evidence did not support this achievement. I could not determine the actual achievement, but I estimated it to be materially less than reported. Consequently, it is likely that the target was not achieved.

SOI 206: Number of teachers trained in Mathematics content and methodology

24. An achievement of 4 188 was reported against a target of 2 500. However, the audit evidence did not support this achievement. I could not determine the actual achievement, but I estimated it to be materially less than reported. Consequently, it is likely that the achievement against the target was lower than reported.

NSOI 210: Percentage of learners with English First Additional Language (EFAL) and Mathematics textbooks in Grades 3, 6, 9 and 12

25. An achievement of 95,04% was reported against a target of 80%. However, some supporting evidence was not provided for auditing; or, where it was, I identified material differences between the actual and reported achievements. Consequently, the achievement might be more or less than reported and was not reliable for determining if the target had been achieved.

Missing indicators

26. The department is responsible for 10-year-old learners enrolled in publicly funded schools read for meaning in terms of the Medium-Term Strategic Framework (MTSF). However, indicators to measure performance on this objective were omitted from the approved planning documents.

27. Consequently, the achievement of this objective was not planned or accounted for, which is likely to result in it not being delivered. It further undermines the transparency and accountability on the progress towards achievement of the MTSF.

Indicator	Reasons provided by department for non-inclusion
Lesson plans for home language literacy in Grades 1-3 have been developed in all languages	The indicator was not included in 2024-25 Annual Performance Plan (APP) as provincial education department's (PEDs) could not reach an agreement in the 2023-24 planning and therefore was not concluded for standardisation. Curriculum Assessment Policy Statements (CAPS) which is the current policy guiding teaching, learning and assessment demands that teachers utilise Annual Teaching Plans (ATPs) and emphasises lesson preparation rather than a lesson plan.
All schools implement Early Grade Reading Assessment to support reading at required level by Grade 3	This is the competence of Department of Basic Education (DBE). It will only become fully operational when the education sector is ready. This has been included in the 2024-25 Annual Operational Plan as PI 243: Number of schools implementing Early Grade and performance is tracked on a quarterly basis, reference should also be made to ANNEXURE D: REVISED MTSF 2019-2024 DBE and PED - Pages 126-131 and Annual Operational Plan.
Coding and Robotics curriculum implemented	The Coding and Robotics CAPS was only approved in February 2024 for full scale implementation in 2025. This is still a pilot programme and an unfunded mandate from DBE, as a result, the department could not include it in the 2024-25 APP. This was tracked on a quarterly basis in both the 2024-25 Annual Operational Plan and Programme of action under PI 242: Number of schools piloting Coding and Robotics. Refer to Annexure D : ANNEXURE D: REVISED MTSF 2019-2024 DBE and PED-126-131.
Number of learners benefitting from the National School Nutrition Programme (NSNP)	The Sector under the 6th Administration (2029-2024) was responsible for Priority N03: Education, Skills and Health. On the MTSF indicators, the NSNP was not included. The Department has been getting a conditional grant to provide nutrition to quintiles 1-3 schools. This has been declared in the 2024-25 APP in Annexure B on Page 120. Then the indicators relating to NSNP were included in the 2024-25 Annual Operational Plan. There were three indicators that were measured (Refer to Page 53 of the AOP), namely: 1. PI 223: Number of learners benefiting from nutritious meals. 2. PI 224: Number of primary school learners benefitting from a breakfast meal. 3. PI 225: Number of SMMEs / small holder farmers/co-operatives contracted by schools. • Progress on these indicators was tracked on a quarterly basis. • Under Part B of the Annual Report (Achievements on Institutional Outcomes), progress has been reported. In 2025-26, the MTDP has, under Priority No. 2, lifted a strategic intervention which relates to increased access to nutritious food to all vulnerable individuals. The Department of Social Development is the lead department, and the education sector provides support for achievement of this outcome indicator. To achieve this, the Sector has resolved on the inclusion of the NSNP in the 2025-26 Annual Performance Plan (Refer to Page 66: NSOI 213 Number of learners benefiting from the National School Nutrition Programme). Moving forward, this will be a standardised output Indicator once there is approval from Department of Planning, Monitoring and Evaluation (DPME).

Early Childhood Development (ECD)

SOI 502: Number of children accessing registered ECD programmes

28. An achievement of 122 100 was reported against a target of 115 000. However, the audit evidence did not support this achievement. I could not determine the actual achievement, but I estimated it to be materially more than reported. Consequently, it is likely that the achievement against the target was better than reported.

Missing indicators

29. The department is responsible for improved school-readiness of children and increased access to quality ECD services and support in terms of the MTSF. However, indicators to measure performance on this objective were omitted from the approved planning documents.

30. Consequently, the achievement of this objective was not planned or accounted for, which is likely to result in it not being delivered. It further undermines the transparency and accountability on the progress towards achievement of the MTSF.

Indicator	Reason provided by department for non-inclusion
School readiness assessment system	This is the competence of DBE, however, the Department included in the Annual Operational Plan, PI 209: Number of underperforming / performing schools in which learner performance in Mathematics and languages is monitored in GET through National Studies. Performance was tracked on a quarterly basis.
Operationalise an ECD Education Management Information System (EMIS)	This is the competence of DBE. The sector developed eCares system which PEDs will pilot from 2025 onwards for ECD registration processes.

Infrastructure development

Various indicators

31. Based on the audit evidence, the actual achievements for the indicators below did not agree to what was reported. I could not determine the actual achievements, but I estimated them to be materially more. Consequently, it is likely that the achievement against the target was better than reported.

32. Furthermore, the reasons reported for the underachievement against planned targets did not agree to the audit evidence. Consequently, the reasons reported are not useful for informed decision-making and accountability.

Indicator	Target	Reported achievement
SOI 601: Number of public schools provided with water infrastructure	70	57
SOI 603: Number of public schools supplied with sanitation facilities	75	20

SOI 605: Number of schools where scheduled maintenance projects were completed

33. An achievement of 104 was reported against a target of 148. However, the audit evidence did not support this achievement. I could not determine the actual achievement, but I estimated it to be materially less than reported. Consequently, it is likely that the achievement against the target was lower than reported.

34. Furthermore, the reasons reported for the underachievement against planned targets did not agree to the audit evidence. Consequently, the reasons reported are not useful for informed decision-making and accountability.

NSOI 608: Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools)

35. An achievement of 9 was reported against a target of 19. However, the audit evidence did not support this achievement. I could not determine the actual achievement, but I estimated it to be materially more than reported Consequently, it is likely that the achievement against the target was better than reported.

36. Furthermore, the reasons reported for the underachievement against planned targets did not agree to the audit evidence. Consequently, the reasons reported are not useful for informed decision-making and accountability.

NSOI 609: Number of additional classrooms built in, or provided for, existing public schools (includes new and replacement schools)

37. An achievement of 298 was reported against a target of 260. However, the audit evidence did not support this achievement. I could not determine the actual achievement, but I estimated it to be materially more than reported. Consequently, it is likely that the achievement against the target was better than reported.

38. Furthermore, the reasons reported for the overachievement was that the department delivered 298 classrooms, exceeding the 260-classroom target by 38 classrooms. However, adequate supporting evidence was not provided for auditing. Consequently, I could not confirm the reliability of the reported reasons.

Various indicators

39. The reasons reported for the underachievement against planned targets of the indicators below did not agree to the audit evidence. Consequently, the reasons reported are not useful for informed decision-making and accountability.

Indicator	Target	Reported achievement	Reported reasons
SOI 602: Number of public schools provided with electricity infrastructure	25	3	**Target not achieved**. The department did not achieve the delivery of 22 Schools. This is due to the following: • Budget constraints that led to funding limitations thus preventing completion of electrical works within the review period
SOI 604: Number of schools provided with new or additional boarding facilities	1	0	**Target not achieved.** The department did not achieve this indicator due to budget constraints
NSOI 606: Number of new schools that have reached completion (includes replacement schools)	1 1	5	**Target not achieved**. The department did not achieve the delivery of 6 schools due to several factors, including: • Budget constraints Asherville, David Livingstone, Masizakhe, Lingcom, Wilo and Mngomanzi remain under construction but could not be finalised due to year end funding shortfalls
NSOI 607: Number of new schools under construction (includes replacement schools)	45	32	**Target not achieved.** The department did not achieve the delivery of 13 schools due to several factors, including: • Delayed implementation of projects to avoid overcommitment of the programme. • Three schools had contractors terminated mid-yearfor non-performance and thus no longer qualify as "under construction", namely Khiba, Hendrick Kanise and Bazindlovu sss
NSOI. 610: Number of additional specialist rooms built in public schools (includes	40	7	**Target not achieved**.

Indicator	Target	Reported achievement	Reported reasons
specialist rooms built in new and replacement schools)			The Department did not achieve the delivery of 5 schools due to several factors, including: • Budget Constraints • Asherville, David Livingstone, Masizakhe, Lingcom, Wilo remain under construction but could not be finalized due to year end funding shortfalls.

Other matters

40. I draw attention to the matters below.

Achievement of planned targets

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

42. The tables that follow provides information on the achievement of planned targets and lists the key service delivery indicators that were not achieved as reported in the annual performance report. The reasons for any underachievement of targets are included in the annual performance report on pages 52 to 72.

Public ordinary school education

Targets achieved: 81,8% *Budget spent: 99, 9%*		
Key service delivery indicator not achieved	**Planned target**	**Reported achievement**
SOI 202: Number of learners in public ordinary schools benefiting from the no-fee school policy	1 494 566	1 477 890
NSOI 209: Percentage of schools where allocated teaching posts are all filled	85%	57,8%

Infrastructure development

Targets achieved: 10% Budget spent: 99, 9%		
Key service delivery not achieved	**Planned target**	**Reported achievement**
SOI 601: Number of public schools provided with water infrastructure	70	57
SOI 602: Number of public schools provided with electricity infrastructure	25	3
SOI 603: Number of public schools supplied with sanitation facilities	75	20
SOI 604: Number of schools provided with new or additional boarding facilities	1	0
SOI 605: Number of schools where scheduled maintenance projects were completed	148	104
NSOI 606: Number of new schools that have reached completion (includes replacement schools)	11	5
NSOI 607: Number of new schools under construction (includes replacement schools)	45	32
NSOI 608: Number of new Grade R classrooms built or provided (includes those in new, existing and replacement schools)	19	9
NSOI. 610: Number of additional specialist rooms built in public schools (includes specialist rooms built in new and replacement schools)	40	7

Material misstatements

43. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information for Public ordinary school education, Early childhood development and Infrastructure development. Management did not correct all of the misstatements, and I reported material findings in this regard.

Report on compliance with legislation

44. 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.
45. 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.
46. 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.
47. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

Expenditure management

48. Payments were not made within 30 days or an agreed period after receipt of an invoice, as required by section 38(1)(f) of the PFMA and treasury regulation 8.2.3.

Consequence management

49. 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 due to proper and complete records that were not maintained as evidence to support the investigations into irregular expenditure.
50. I was unable to obtain sufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred fruitless and wasteful expenditure as required by section 38(1)(h)(iii) of the PFMA. This was due to proper and complete records that were not maintained as evidence to support the investigations into fruitless and wasteful expenditure.

51. I was unable to obtain sufficient appropriate audit evidence that investigations were conducted into all allegations of financial misconduct committed by officials, as required by treasury regulation 4.1.1.

Transfer of funds

52. 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.

Strategic planning and performance management

53. 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).

Other information in the annual report

54. The accounting officer is responsible for the other information included in the annual report. The other information does not include the financial statements, the auditor's report and those selected programmes presented in the annual performance report that have been specifically reported on in this auditor's report.

55. My opinion on the financial statements and my reports on the audit of the annual performance report and 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.

56. 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 programmes presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

57. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this 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

58. 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.
59. The matters reported below are limited to the significant internal control deficiencies that resulted in the material findings on the annual performance report and the material findings on compliance with legislation included in this report.
60. There is a lack of appropriate monitoring controls over performance reporting. The department has not implemented an electronic performance management system, which hampers the efficiency, consistency, and traceability of performance data. Additionally, there is insufficient collaboration and data integration between the financial and performance units. This has led to inconsistencies between the reported financial and performance information, undermining the credibility and reliability of the overall performance reporting.
61. Additionally, there is a lack of coherence in the annual performance plan, as the indicators that underpin the planned initiatives are not directly connected. This is demonstrated by the absence of a comprehensive evaluation of overall performance information and instances of changes to planned projects without proper approval.
62. The department appears to lack oversight regarding compliance with pertinent laws and regulations, as well as inadequate consequence management. This is evidenced by recurring non-compliance instances and the fact that most cases of historical irregular, fruitless, and wasteful expenditure, as well as financial misconduct and allegations against officials, remain unresolved.

Material irregularities

63. In accordance with the PAA and the Material Irregularity Regulations, I have a responsibility to report on material irregularities identified during the audit and on the status of material irregularities as previously reported in the auditor's report.

Status of previously reported material irregularities

Presidential youth employment initiative (PYEI) fund

64. The department employees received funds from the saving of school governing body (SGB) and government subsidised independent schools' posts , while also being paid as employees in the service of the department, in contravention of Treasury regulation 8.1.1.

65. The non- compliance resulted in a material financial loss of R1 ,5 million. The payments were made between December 2020 to March 2021.

66. The accounting officer was notified of the material irregularity on 1 October 2021 and invited to make a written submission on the actions that will be taken to address the matter.

67. An investigation into the matter by the departmental investigation committee was initiated during the 2021-22 financial year and concluded on 31 March 2023. The investigation conducted by the department had revealed that the funds were not utilised for their intended purpose. The department sent letters instructing the schools to reimburse funds as they were not used for its intended purposes.

68. In 2023-24 year, a follow up was made on the progress of the material irregularity. The department submitted investigation reports together with the supporting documentation that indicated progress. There were various progress reports that were received on the 31 July 2024, 20 November 2024 and 08 May 2025 for the investigation done by the department.

69. On analysis of the investigation reports it was noted that the teachers that were found to have been double paid, debt forms were completed and the amounts owed by the teachers were to be deducted through PERSAL monthly. Based on the report submitted on the 08 May 2025, it was noted that the department has recovered the bulk of the financial loss.

70. The accounting officer has taken all reasonable steps to recover the losses, consequence management has taken place and internal controls have been implemented to prevent any further losses.

71. The actions taken by the accounting officer to address the material irregularity are deemed appropriate and therefore the material irregularity is resolved.

Payment of employees after termination 2021-22 financial year

72. The department did not have effective internal controls in place for the approval and processing of payments made, as required by treasury regulation 8.1.1. This led to payments being made to employees after their employment with the department was terminated, leading to salary expenditure made in vain.

73. The non-compliance has resulted in a material financial loss of R1.8 million.

74. I notified the accounting officer of the material irregularity on 2 September 2022 and invited him to make a written submission on the actions taken. The accounting officer instituted an investigation into the matter.

75. For other termination cases, the department revised the processes to reduce the turnaround time of authorisation and centralised all functions to human resources from October 2022. This includes the approval of terminations, which was previously done by the finance department. In strengthening the department's controls, all salaries relating to abscondment cases will be frozen while the cases are still ongoing.

76. All salaries of deceased employees are programmatically frozen by National Treasury on registration of death at the national Department of Home Affairs. The database of deceased employees is then shared with the department for follow ups on source documents and ultimate termination on Persal.

77. The department has conducted a diagnostics study during the 2023-24 financial year on its business processes with a view to strengthen control measures and improve business efficiency.

78. All the districts have been cautioned during 2022-23 financial year about the material irregularity and been sensitised to process terminations timeously to avoid financial losses. Late terminations will be recovered from the Government Employees Pension Fund, leave gratuity payouts and salary reversals will be implemented in all such cases.

79. The actions taken by the accounting officer to address the material irregularity are deemed appropriate and therefore the material irregularity is resolved.

Payment of employees after termination 2022-23 financial year

80. The department did not have effective internal controls in place for the approval and processing of payments made, as required by treasury regulation 8.1.1. This led to payments being made to employees after their employment with the department was terminated, leading to salary expenditure made in vain.

81 . The non-compliance resulted in a material financial loss of R 12,7 million. This amount has been included in the staff debtors disclosed in note 9.1 of the 2022-23 financial year.

82 1 notified the accounting officer of the material irregularity on 4 August 2023 and invited him to make a written submission on the actions taken. During the 2023-24 financial year, the accounting officer instituted an investigation into the matter.

83. For other termination cases, the department further revised the processes to reduce the turnaround time of authorisation by centralising all functions to Human Resources from March 2024. This includes the approval of terminations, which was previously done by the Department of Finance. In strengthening the department's controls, all salaries relating to abscondment cases will be frozen while the case is still ongoing.

84. All salaries of deceased employees are programmatically frozen by National Treasury on registration of death at the national Department of Home Affairs. A database of deceased employees is then shared with the department for follow ups on source documents and ultimate termination on PERSAL.

85. The department conducted a diagnostics study during the 2023-24 financial year on its business processes with a view to strengthen control measures and improve business efficiency.

86. All the districts have been cautioned during the 2023-24 financial year about the material irregularity and been sensitised to process terminations timeously to avoid financial losses. Late terminations will be recovered from the Government Pension Fund, leave gratuity payouts and salary reversals will be implemented in all such cases.

87. The actions taken by the accounting officer to address the material irregularity are deemed appropriate and therefore the material irregularity is resolved.

Unused Microsoft licences subscriptions

88. The department did not comply with section 38 (l)(b) of the PFMA, which requires the accounting officer of an institution to be responsible for the effective, efficient, economical, and transparent use of resources of the department.

89. The department made payments for Microsoft licences that were underutilised.

90. The non-compliance has resulted in a material financial loss of R5,6 million. The licences have been prepaid, and the amount is not recoverable from the supplier due to a contractual agreement. It is likely to result in further financial losses if the department continues to pay for licences that are not being used during the current and the next financial year, since this is a 3-year contract.

91. I notified the accounting officer of the material irregularity on 17 July 2023 and invited him to make a written submission on the actions taken.

92. In May 2024, the accounting officer instructed internal audit and risk management unit to conduct an investigation into the material irregularity emanating from the purchase and utilisation of Microsoft licence. The investigation is still ongoing and has not been concluded.

93. The department will implement the below listed controls to ensure licences purchased are being utilised and monitored by November 2025:
    - Assess the human resource capacity to ensure that monitoring is done effectively.
    - Plan and quantify possible areas of service delivery where the department can benefit from the services of the licensing service provider (LSP). Negotiate with the LSP and agree that certain work is to be done as a trade-off to recover the financial loss incurred by the department.

- Draft an informed basis to be used, to establish software licence quantities to be procured.
- Develop a baseline to determine an acceptable maximum allowable deviation from the procured licence quantities.
- Draft a licence usage policy that is approved by management and ensure that monitoring and reporting on Microsoft licences is performed consistently.
- Ensure that ICT governance structures are functional within the department to manage and monitor all ICT projects.

94. A follow up in the year under review has revealed that the department is still implementing the above actions and progress will be followed up in the next financial year.

Other reports

95. I draw attention to the following engagement conducted by a public body. This report did not form part of my opinion on the financial statements or my findings on the reported performance information or compliance with legislation.

96. The Directorate for Priority Crime Investigation, also known as the Hawks, is conducting an investigation into allegations of corruption surrounding the settlement agreement between the department and a service provider. This investigation covers the previous financial periods and is still ongoing.

Auditor General

East London
30 July 2025

AUDITOR-GENERAL
SOUTH AFRICA
Auditing to build public confidence

Annexure to the auditor's report

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

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 programmes and on the department's compliance with selected requirements in key legislation.

Financial statements

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.

Communication with those charged with governance

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.

I also provide the accounting officer with a statement that I have complied with relevant ethical requirements regarding independence and 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

The selected legislative requirements are as follows:

Legislation	Sections or regulations
Public Finance Management Act 1 of 1999	Section 1; 38(1)(b);38(1)(c)(i);38(1)(c)(ii); Section 38(1)(d);38(1)(h)(iii);38(1);39(1)(a) Section 39(2)(a);40(1)(a);40(1)(b);40(1)(c)(i); Section 43(1); 43(4); 44(1); 44(2); 45(b)
Treasury Regulations, 2005	Regulation 4.1.1; 4.1.3; 5.1.1; 5.2.1; 5.2.3(a); Regulation 5.2.3(d); 5.3.14; 6.3.1 (a); 6.3.1 (b); Regulation 6.3.1 6.3.1 6.4.1 (b); 7.2.1; Regulation 8.1.1; 8.2.1; 8.2.3; 8.4.1; 9.1.1; 9.1.4; Regulation 10.1.1 (a); 10.1.2; 11.4,1; 11.4.2; Regulation 11.5.1; 12.5.1; 15.10.1.2(c); 16A3.2; Regulation 16A3.2(a); 16A6.1; 16A6.2(a); Regulation 16A6.2(b); 16A6.3(a); 16A6.3(b); Regulation 16A6.3(c); 16A 6.3(e); 16A6.4; Regulation 16A6.5; 16A6.6; 16A7.1; 16A7.3; Regulation 16A7.6; 16A7.7; 16A8.2(1); 16A8.2(2); Regulation 16A8.3; ; 16A8.4;16A9.1(b)(ii); Regulation ; 16A 9.1 (d); 16A 9.1 (e); 16A9.1(f); Regulation 16A9.2;16A9.2(a)(ii) 17.1.1; 18.2; Regulation 19.8.4
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations, 2004	Regulation 17; 25(7A)
Division of Revenue Act 5 of 2023	Section 11(6)(a);12(5);16(1); 16(3); Section 16(3)(a)(ii)(bb)
Second amendment National Treasury Instruction No. 5 of 2020/21	Paragraph 1
Erratum National Treasury Instruction No. 5 of 2020/21	Paragraph 2
National Health Act 61 of 2003	Section 13
National Treasury instruction No 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
National Treasury Instruction No. 1 of 2021/22	Paragraph 4.1
National Treasury Instruction No. 4 of 2015/16	Paragraph 3.4
National Treasury SCM Instruction No. 4A of 2016/17	Paragraph 6
National Treasury SCM Instruction No. 03 of 2021/22	Paragraph 4.1; 4.2(b) 4.3; 4.4(a); 4.17; 7.2; 7.6
National Treasury SCM Instruction No. 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
National Treasury SCM Instruction No. 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.1;
Practice Note 11 of 2008/9	Paragraph 2.1; 3.1 (b)
Practice Note 5 of 2009/10	Paragraph 3.3
Practice Note 7 of 2009/10	Paragraph 4.1.2
Preferential Procurement Policy Framework Act 5 of 2000	Section 1; 2.1 (a); 2.1(f)
Preferential Procurement Regulation, 2022	Regulation 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4
Preferential Procurement Regulation, 2017	Regulation 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; Regulation 6.5; 6.6; 6.8; 7.1; 7.2; 7.3; 7.5; 7.6; 7.8; Regulation 8.2; 8.5; 9.1; 10.1; 10.2; 1 1.1; 1 1.2;
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)
State Information Technology Agency Act 88 of 1998	Section 7(3)

ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

2. ANNUAL FINANCIAL STATEMENTS

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APPROPRIATION STATEMENTS
for the year ended 31 March 2025

Appropriation per programme

	2024/25							2023/24	
	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**
Programme									
1. ADMINISTRATION	2,916,615	-	(54,000)	2,862,615	2,857,876	4,739	99.8%	2,730,317	2,646,227
2. PUBLIC ORDINARY SCHOOL EDUCATION	34,631,604	-	(12,626)	34,618,978	34,596,629	22,349	99.9%	32,792,538	32,792,538
3. INDEPENDENT SCHOOL SUBSIDIES	103,769	-	-	103,769	103,769	-	100.0%	110,345	110,345
4. PUBLIC SPECIAL SCHOOL EDUCATION	1,223,022	-	(79,000)	1,144,022	1,136,884	7,138	99.4%	1,052,277	1,043,854
5. EARLY CHILDHOOD DEVELOPMENT	1,121,881	-	12,594	1,134,475	1,134,475	-	100.0%	1,001,716	977,563
6. INFRASTRUCTURE DEVELOPMENT	1,853,750	-	-	1,853,750	1,852,326	1,424	99.9%	1,702,699	1,697,072
7. EXAMINATION AND EDUCATION RELATED SERVICES	599,358	-	133,032	732,390	732,390	-	100.0%	1,798,328	1,777,802
Subtotal	**42,449,999**	**-**	**-**	**42,449,999**	**42,414,349**	**35 650**	**99.9%**	**41,188,220**	**41,045,401**
Statutory Appropriation	2,280			2,280	2,280		100%	2074	2074
Members' remuneration	2,280			2,280	2,280		100%	2,074	2,074
TOTAL	**42,452,279**			**42,452,279**	**42,416,629**	**35 650**	**99.9%**	**41,190,294**	**41,047,475**

APPROPRIATION STATEMENTS
for the year ended 31 March 2025

	2024/25				2023/24	
	Final Budget	Actual Expenditure			Final Budget	Actual Expenditure
	R'000	R'000			R'000	R'000
TOTAL (brought forward)	**42,452,279**	**42,416,629**			**41,190,294**	41,047,475
Reconciliation with statement of financial performance						
ADD						
Departmental receipts						
Actual amounts per statement of financial performance (Total revenue)	**42,452,279**				**41,190,294**	
ADD						
Prior year unauthorised expenditure approved without funding		30,154				124,024
Actual amounts per statement of financial performance (Total expenditure)		**42,446,783**				**41,171,499**

APPROPRIATION STATEMENTS
for the year ended 31 March 2025

Appropriation per economic classification									
	2024/25							2023/24	
	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	**37,318,668**	**(288,757)**	**(6,495)**	**37,023,416**	**37,007,374**	**16,042**	**100%**	**35,875,808**	**35,965,222**
Compensation of employees	33,499,049	(343,766)	(935)	33,154,348	33,142,656	11,692	100%	31,444,421	31,404,395
Goods and services	3,819,619	55,009	(5,560)	3,869,068	3,864,718	4,350	99.9%	4,431,213	4,559,321
Transfers and subsidies	**3,998,874**	**229,913**	**6,495**	**4,235,282**	**4,235,282**	**-**	**100%**	**4,028,998**	**4,030,478**
Departmental agencies and accounts	74,569	-	-	74,569	74,569	-	100%	71,365	71,365
Higher education institutions	14,841	-	-	14,841	14,833	8	99.9%	15,781	15,718
Non-profit institutions	3,691,630	64,577	6,495	3,762,702	3,762,710	(8)	100%	3,587,519	3,593,959
Households	217,834	165,336	-	383,170	383,170	-	100%	354,333	349,436
Payments for capital assets	**1,134,737**	**58,844**	**-**	**1,193,581**	**1,173,973**	**19,608**	**98.4%**	**1,285,488**	**1,051,775**
Buildings and other fixed structures	1,047,268	50,836	-	1,098,104	1,096,652	1,452	99.9%	1,214,807	1,020,470
Machinery and equipment	84,119	8,308	-	92,427	76,907	15,520	83.2%	70,431	30,895
Software and other Intangible assets	3,350	(300)	-	3,050	414	2,636	13,6%	250	410
Total	**42,452,279**	**-**	**-**	**42,452,279**	**42,416,629**	**35,650**	**99.9%**	**41,190,294**	**41,047,475**

APPROPRIATION STATEMENTS
for the year ended 31 March 2025

Statutory appropriation per economic classification									
	2024/25							2023/24	
	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	**2,280**			**2,280**	**2,280**			2,074	2,074
Compensation of employees	2,280	-	-	2,280	2,280	-	-	2,074	2,074
Goods and services		-	-	-	-	-	-	-	-
Total	**2,280**	**-**	**-**	**2,280**	**2,280**	**-**	**-**	**2,074**	**2,074**

APPROPRIATION STATEMENTS
for the year ended 31 March 2025

Programme 1: ADMINISTRATION									
	2024/25							2023/24	
	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	19,864	-	(2,100)	17,764	17,231	533	97.0%	14,572	10,846
2. CORPORATE SERVICES	1,450,803	(72,880)	(27,000)	1,350,923	1,350,761	162	100.0%	1,283,012	1,243,826
3. EDUCATION MANAGEMENT	1,351,651	66,700	-	1,418,351	1,418,057	294	100.0%	1,355,123	1,326,420
4. HUMAN RESOURCES DEVELOPMENT	12,709	70	(1,000)	11,779	11,128	651	94.5%	16,211	10,791
5. EDUCATION MANAGEMENT INFORMATION SYSTEM (EMIS)	81,588	6,110	(23,900)	63,798	60,699	3,099	95.1%	61,399	54,344
Total for sub programmes	**2,916,615**	**-**	**(54,000)**	**2,862,615**	**2,857,876**	**4,739**	**99.8%**	**2,730,317**	**2,646,227**
Economic classification									
Current payments	**2,836,918**	**(22,798)**	**(54,000)**	**2,760,120**	**2,757,247**	**2,873**	**99.9%**	**2,654,261**	**2,591,057**
Compensation of employees	2,315,994	(14,260)	(41,500)	2,260,234	2,259,976	258	100.0%	2,098,411	2,054,853
Goods and services	520,924	(8,538)	(12,500)	499,886	497,271	2,615	99.5%	555,850	536,204
Interest and rent on land									
Transfers and subsidies	**29,007**	**25,528**	**-**	**54,535**	**54,534**	**1**	**100%**	**57,761**	**46,945**
Households	29,007	25,528	-	54,535	54,534	1	100.0%	57,761	46,945
Payments for capital assets	**50,690**	**(2,730)**	**-**	**47,960**	**46,095**	**1,865**	**96.1%**	**18,295**	**8,225**
Buildings and other fixed structures									
Machinery and equipment	50,190	(2,730)	-	47,460	45,681	1,779	96.3%	18,295	7,815
Intangible assets	500	-	-	500	414	86	82.8%	-	410
Total	**2,916,615**	**-**	**(54,000)**	**2,862,615**	**2,857,876**	**4,739**	**99.8%**	**2,730,317**	**2,646,227**

APPROPRIATION STATEMENTS
for the year ended 31 March 2025

Programme 2: PUBLIC ORDINARY SCHOOL EDUCATION									
	2024/25							2023/24	
	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. PUBLIC PRIMARY LEVEL	11,927,840	(260,770)	-	11,667,070	11,652,445	14,625	99.9%	10,868,575	10,856,028
2. PUBLIC SECONDARY LEVEL	20,596,217	268,572	-	20,864,789	20,864,789	-	100.0%	20,019,146	20,043,996
3. HUMAN RESOURCE DEVELOPMENT	207,743	(1,756)	(12,626)	193,361	190,955	2,406	98.8%	106,377	105,858
4. SCHOOL SPORT, CULTURE AND MEDIA SERVICES	53,605	(6,046)	-	47,559	45,841	1,718	96.4%	37,523	36,858
5. CONDITIONAL GRANTS	1,846,199	-	-	1,846,199	1,842,599	3,600	99.8%	1,760,917	1,749,798
Total for sub programmes	**34,631,604**	**-**	**(12,626)**	**34,618,978**	**34,596,629**	**22,349**	**99.9%**	**32,792,538**	**32,792,538**
Economic classification									
Current payments	**31,536,114**	**(196,674)**	**(12,626)**	**31,326,814**	**31,322,520**	**4,294**	**100.0%**	**29,653,490**	**29,642,499**
Compensation of employees	29,479,780	(353,276)	-	29,126,504	29,122,570	3,934	100.0%	27,748,422	27,747,646
Goods and services	2,056,334	156,602	(12,626)	2,200,310	2,199,950	360	100.0%	1,905,068	1,894,853
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**3,075,193**	**197,513**	**-**	**3,272,706**	**3,262,971**	**9,735**	**99.7%**	**3,126,958**	**3,142,185**
Non-profit institutions	2,889,127	60,988	-	2,950,115	2,940,485	9,630	99.7%	2,833,028	2,848,069
Households	186,066	136,525	-	322,591	322,486	105	100.0%	293,930	294,116
Payments for capital assets	**20,297**	**(839)**	**-**	**19,458**	**11,138**	**8,320**	**57.2%**	**12,090**	**7,854**
Buildings and other fixed structures	5,209	80	-	5,289	2,850	2,439	53.9%	3,977	4,143
Machinery and equipment	12,238	(619)	-	11,619	8,288	3,331	71.3%	7,863	3,711
Intangible assets	2,850	(300)	-	2,550	-	2,550	-	250	-
Total	**34,631,604**	**-**	**(12,626)**	**34,618,978**	**34,596,629**	**22,349**	**99.9%**	**32,792,538**	**32,792,538**

APPROPRIATION STATEMENTS
for the year ended 31 March 2025

Programme 3: INDEPENDENT SCHOOL SUBSIDIES									
	2024/25							2023/24	
	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. PUBLIC PRIMARY LEVEL	60,837	1,631	-	62,468	62,468	-	100.0%	74,703	76,569
2. PUBLIC SECONDARY LEVEL	42,932	(1,631)	-	41,301	41,301	-	100.0%	35,642	33,776
Total for sub programmes	**103,769**	**-**	**-**	**103,769**	**103,769**	**-**	**100.0%**	**110,345**	**110,345**
Economic classification									
Transfers and subsidies	**103,769**	**-**	**-**	**103,769**	**103,769**	**-**	**100.0%**	**110,345**	**110,345**
Non-profit institutions	103,769	-	-	103,769	103,769	-	100.0%	110,345	110,345
Total	**103,769**	**-**	**-**	**103,769**	**103,769**	**-**	**100.0%**	**110,345**	**110,345**

Programme 4: PUBLIC SPECIAL EDUCATION									
	2024/25							2023/24	
	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. SCHOOLS	1,177,249	-	(79,000)	1,098,249	1,092,713	5,536	99.5%	1,008,347	999,876
2. HUMAN RESOURCE DEVELOPMENT	5,647	-	-	5,647	5,647	-	100.0%	5,257	5,257
3. SCHOOL SPORT, CULTURE AND MEDIA SERVICES	9,192	-	-	9,192	7,595	1,597	82.6%	8,082	8,081
4. CONDITIONAL GRANTS	30,934	-	-	30,934	30,929	5	100.0%	30,591	30,640
Total for sub programmes	**1,223,022**	**-**	**(79,000)**	**1,144,022**	**1,136,884**	**7,138**	**99.4%**	**1,052,277**	**1,043,854**
Economic classification									
Current payments	**1,051,658**	**(3,673)**	**(79,000)**	**968,985**	**964,070**	**4,915**	**99.5%**	**892,123**	**892,262**
Compensation of employees	971,745	(1,308)	(70,000)	900,437	900,381	56	100.0%	829,968	830,273
Goods and services	79,913	(2,365)	(9,000)	68,548	63,689	4,859	92.9%	62,155	61,989
Transfers and subsidies	**157,914**	**3,283**	**-**	**161,197**	**161,567**	**(370)**	**100.2%**	**147,521**	**150,622**
Non-profit institutions	155,153	-	-	155,153	155,523	(370)	100.2%	144,879	142,373
Households	2,761	3,283	-	6,044	6,044	-	100.0%	2,642	8,249
Payments for capital assets	**13,450**	**390**	**-**	**13,840**	**11,247**	**2,593**	**81.3%**	**12,633**	**970**
Machinery and equipment	13,450	390	-	13,840	11,247	2,593	81.3%	12,633	970
Total	**1,223,022**	**-**	**(79,000)**	**1,144,022**	**1,136,884**	**7,138**	**99.4%**	**1,052,277**	**1,043,854**

APPROPRIATION STATEMENTS
for the year ended 31 March 2025

Programme 5: EARLY CHILDHOOD DEVELOPMENT

	2024/25							2023/24	
	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. GRADE R IN PUBLIC SCHOOLS	601,680	7,141	12,594	621,415	621,489	(74)	100.0%	548,747	529,443
2. PRE-GRADE R IN CHILDHOOD	245,342	(5,621)	-	239,721	239,721	-	100.0%	239,175	241,403
3. HUMAN RESOURCE DEVELOPMENT	2,964	(1,520)	-	1,444	1,444	-	100.0%	3,100	860
4. CONDITIONAL GRANTS	271,895	-	-	271,895	271,821	74	100.0%	210,694	205,857
Total for sub programmes	**1,121,881**	**-**	**12,594**	**1,134,475**	**1,134,475**	**-**	**100.0%**	**1,001,716**	**977,563**
Economic classification									
Current payments	**631,791**	**(5,498)**	**6,099**	**632,392**	**624,779**	**7,613**	**98.8%**	**561,131**	**545,252**
Compensation of employees	477,674	23,513	6,099	507,286	504,686	2,600	99.5%	452,683	452,310
Goods and services	154,117	(29,011)	-	125,106	120,093	5,013	96.0%	108,448	92,942
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	**488,050**	**3,589**	**6,495**	**498,134**	**507,528**	**(9,394)**	**101.9%**	**438,047**	**431,997**
Non-profit institutions	488,050	3,589	6,495	498,134	507,422	(9,288)	101.9%	438,047	431,952
Households	-	-	-	-	106	(106)	-	-	45
Payments for capital assets	**2,040**	**1,909**	**-**	**3,949**	**2,168**	**1,781**	**54.9%**	**2,538**	**314**
Machinery and equipment	2,040	1,909	-	3,949	2,168	1,781	54.9%	2,538	314
Total	**1,121,881**	**-**	**12,594**	**1,134,475**	**1,134,475**	**-**	**100.0%**	**1,001,716**	**977,563**

Programme 6: INFRASTRUCTURE DEVELOPMENT	2024/25							2023/24	
	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. ADMINISTRATION	351,204	36,106	-	387,310	384,464	2,846	99.3%	492,632	310,376
2. PUBLIC ORDINARY SCHOOLS	1,321,808	(42,565)	-	1,279,243	1,282,089	(2,846)	100.2%	1,134,805	1,283,711
3. SPECIAL SCHOOLS	122,639	5,694	-	128,333	126,909	1,424	98.9%	46,057	54,054
4. EARLY CHILDHOOD DEVELOPMENT	58,099	765	-	58,864	58,864	-	100.0%	29,205	48,931
Total for sub programmes	**1,853,750**	**-**	**-**	**1,853,750**	**1,852,326**	**1,424**	**99.9%**	**1,702,699**	**1,697,072**
Economic classification									
Current payments	**811,691**	**(56,609)**	**-**	**755,082**	**752,737**	**2,345**	**99.7%**	**487,869**	**678,554**
Compensation of employees	35,694	-	-	35,694	34,983	711	98.0%	31,361	35,334
Goods and services	775,997	(56,609)	-	719,388	717,754	1,634	99.8%	456,334	641,714
Interest and rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies								**-**	**81**
Non-profit institutions	-	-	-	-	-	-	-	-	81
Payments for capital assets	**1,042,059**	**56,609**	**-**	**1,098,668**	**1,099,589**	**(921)**	**100.1%**	**1,214,830**	**1,018,437**
Buildings and other fixed structures	1,042,059	50,756	-	1,092,815	1,093,802	(987)	100.1%	1,210,830	1,016,327
Machinery and equipment	-	5,853	-	5,853	5,787	66	98,9%	4,000	2,110
Total	**1,853,750**	**-**	**-**	**1,853,750**	**1,852,326**	**1,424**	**99.9%**	**1,702,699**	**1,697,072**

APPROPRIATION STATEMENTS
for the year ended 31 March 2025

Programme 7: EXAMINATIONS AND EDUCATION RELATED SERVICES									
	2024/25							2023/24	
	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. PAYMENT TO SETA	74,569	-	-	74,569	74,569	-	100.0%	71,365	71,365
2. PROFESSIONAL SERVICES	20,675	(9,247)	-	11,428	11,428	-	100.0%	16,975	15,889
3. EXTERNAL EXAMINATIONS	433,645	2,125	120,406	556,176	556,176	-	100.0%	496,810	490,938
4. SPECIAL PROJECTS	24,449	7,122	12,626	44,197	44,590	(393)	100.9%	1,171,189	1,154,925
5. CONDITIONAL GRANTS	46,020	-	-	46,020	45,627	393	99.1%	41,989	44,685
Total for sub programmes	**599,358**	**-**	**133,032**	**732,390**	**732,390**	**-**	**100.0%**	**1,798,328**	**1,777,802**
Economic classification									
Current payments	**448,216**	**(3,505)**	**133,032**	**577,743**	**583,741**	**(5,998)**	**101.0%**	**1,624,860**	**1,613,524**
Compensation of employees	215,882	1,565	104,466	321,913	317,780	4,133	98.7%	281,502	281,905
Goods and services	232,334	(5,070)	28,566	255,830	265,961	(10,131)	104.0%	1,343,358	1,331,619
Transfers and subsidies	**144,941**	**-**	**-**	**144,941**	**144,913**	**28**	**100.0%**	**148,366**	**148,303**
Departmental agencies and accounts	74,569	-	-	74,569	74,569	-	100.0%	71,365	71,365
Higher education institutions	14,841	-	-	14,841	14,833	8	99.9%	15,781	15,718
Non-profit institutions	55,531	-	-	55,531	55,511	20	100.0%	61,220	61,220
Payments for capital assets	**6,201**	**3,505**	**-**	**9,706**	**3,736**	**5,970**	**38.5%**	**25,102**	**15,975**
Machinery and equipment	6,201	3,505	-	9,706	3,736	5,970	38.5%	25,102	15,975
Intangible assets									
Total	**599,358**	**-**	**133,032**	**732,390**	**732,390**	**-**	**100.0%**	**1,798,328**	**1,777,802**

NOTES TO THE APPROPRIATIONS STATEMENT
for the year ended 31 March 2025

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

Programme	Final Budget R'000	Actual Expenditure R'000	Variance R'000	Variance as a % of Final Budget %
ADMINISTRATION	2,862,615	2,857,876	4,739	0.2%
PUBLIC ORDINARY SCHOOL EDUCATION	34,618,978	34,596,629	22,349	0.1%
INDEPENDENT SCHOOL SUBSIDIES	103,769	103,769	-	0.0%
PUBLIC SPECIAL SCHOOL EDUCATION	1,144,022	1,136,884	7,138	0.6%
EARLY CHILDHOOD DEVELOPMENT	1,134,475	1,134,475	-	0.0%
INFRASTRUCTURE DEVELOPMENT	1,853,750	1,852,326	1,424	0.1%
EXAMINATION AND EDUCATION RELATED SERVICES	732,390	732,390	-	0.0%
Total	**42,449,999**	**42,414,349**	**35,650**	**0.1%**

4.2 Per economic classification

Economic classification	Final Budget R'000	Actual Expenditure R'000	Variance R'000	Variance as a % of Final Budget %
Current payments	**37,023,416**	**37,007,374**	**16,042**	**0.1%**
Compensation of employees	33,154,348	33,142,656	11,692	0.0%
Goods and services	3,869,068	3,864,718	4,350	0.1%
Transfers and subsidies	**4,235,282**	**4,235,282**	**-**	**0.1%**
Departmental agencies and accounts	74,569	74,569	-	0.0%
Higher education institutions	14,841	14,833	8	0.1%
Non-profit institutions	3,762,702	3,762,710	(8)	0.0%
Households	383,170	383,170	-	0.0%
Payments for capital assets	**1,193,581**	**1,173,973**	**19,608**	**1.6%**
Buildings and other fixed structures	1,098,104	1,096,652	1,452	0.1%
Machinery and equipment	92,427	76,907	15,520	16.8%
Intangible assets	3,050	414	2,636	86.4%
Payments for financial assets				
Total	**42,452,279**	**42,416,629**	**35,650**	**0.1%**

NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2025

The department incurred underspending on the equitable share budget amounting to R30.154 million, primarily due to austerity measures implemented during the 2024/25 financial year. In support of maintaining the department's financial viability and improving its fiscal position, a management decision was taken to utilise this underspending to reduce the balance of unauthorised expenditure for the 2024/25 financial year.

4.3 Per conditional grant

Conditional grant	Final Budget R'000	Actual Expenditure R'000	Variance R'000	Variance as a percentage of Final Budget %
Maths, Science and Technology Grant	55,256	55,255	1	0.0%
Education Infrastructure Grant	1,853,750	1,852,326	1,424	0.1%
HIV & Aids	46,020	45,627	393	0.9%
National School Nutrition Programme	1,740,078	1,736,479	3,599	0.2%
Extended Public Works (Soc Sector)	48,283	48,283	-	0.0%
Extended Public Works Integrated Programme	2,582	2,582	-	0.0%
Learner Profound Intel Disability Grant	30,934	30,929	5	0.0%
Early Childhood Development Grant	271,895	271,821	74	0.0%
Total	**4,048,798**	**4,043,302**	**5,496**	**0.1%**

Education Infrastructure Grant: At year-end, certain invoices could not be processed due to delays in their submission and the time required for verification and approval. Though a dedicated teams was assigned to fast-track the verification of outstanding commitments to minimize accruals and improve year-end compliance, however, the system was unable to accommodate these transactions in the final payment run of the financial year.

National School Nutrition Programme (NSNP): The underspending is attributed to invoices that were received after the final system payment date for the financial year, resulting in their processing being carried over into the new financial year, thus the reinforced internal monitoring processes to ensure timely receipt and processing of all financial documentation within the required payment cycles.

4.4 Per Statutory Appropriation

Statutory Appropriation	Final Budget R'000	Actual Expenditure R'000	Variance R'000	Variance as a % of Final Budget %
Compensation of employees	2,280	2,280	-	0.0%
Total	**2,280**	**2,280**	**-**	**0.0%**

STATEMENT OF FINANCIAL PERFORMANCE
for the year ended 31 March 2025

	Note	2024/25 R'000	2023/24 R'000
REVENUE			
Annual appropriation	*1*	42,449,999	41,188,220
Statutory appropriation	*2*	2,280	2,074
Departmental revenue	*3*	-	-
TOTAL REVENUE		**42,452,279**	**41,190,294**
EXPENDITURE			
Current expenditure			
Compensation of employees	*4*	33,142,627	31,404,395
Goods and services	*5*	3,864,719	4,559,321
Interest and rent on land	*6*	-	1,506
Total current expenditure		**37,007,346**	**35,965,222**
Transfers and subsidies			
Transfers and subsidies	*7*	4,235,310	4,030,478
Total transfers and subsidies		**4,235,310**	**4,030,478**
Expenditure for capital assets			
Tangible assets	*8*	1,173,560	1,051,365
Intangible assets	*9*	413	410
Total expenditure for capital assets		**1,173,973**	**1,051,775**
Unauthorised expenditure approved without funding		30,154	124,024
TOTAL EXPENDITURE		**42,446,783**	**41,171,499**
SURPLUS/(DEFICIT) FOR THE YEAR		**5,496**	**18,795**
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds		5,496	18,795
Conditional grants		5,496	18,795
SURPLUS/(DEFICIT) FOR THE YEAR		**5,496**	**18,795**

STATEMENT OF FINANCIAL POSITION
as at 31 March 2025

	Note	2024/25 R'000	2023/24 R'000
ASSETS			
Current assets		**80,556**	56,876
Prepayments and advances			-
Receivables	*10*	80,556	56,876
Non-current assets		**158,107**	**199,514**
Receivables	*10*	158,107	199,514
TOTAL ASSETS		**238,663**	**256,390**
LIABILITIES			
Current liabilities		**1,967,544**	**2,019,275**
Voted funds to be surrendered to the Revenue Fund	*11*	650,002	671,503
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	*12*	7,106	6,723
Bank overdraft	*13*	1,276,528	1,274,778
Payables	*14*	33,908	66,271
Non-current liabilities		-	-
Payables		-	-
TOTAL LIABILITIES		**1,967,544**	**2,019,275**
NET ASSETS		**(1,728,881)**	**(1,762,885)**

	Note	2024/25 R'000	2023/24 R'000
Represented by:			
Recoverable revenue		49,033	45,183
Unauthorised expenditure		(1,777,914)	(1,808,068)
TOTAL		**(1,728,881)**	**(1,762,885)**

STATEMENT OF CHANGES IN NET ASSETS
as at ended 31 March 2025

	Note	2024/25 R'000	2023/24 R'000
Recoverable revenue			
Opening balance		**45,183**	**40,570**
Transfers:		**3,850**	**4,613**
Recoverable revenue written off	*8.3*	-	-
Debts revised		(1,672)	(910)
Debts recovered (included in departmental revenue)		(7,817)	(7,698)
Debts raised		13,339	13,221
Closing balance		**49,033**	**45,183**
Unauthorised expenditure			
Opening balance		(1,808,068)	(1,932,092)
Less: Amounts approved by Parliament/Legislature without funding and derecognised		30,154	124,024
Current		30,154	124,024
Capital		-	-
Transfers and subsidies		-	-
Closing Balance		**(1,777,914)**	**(1,808,068)**
TOTAL		**(1,728,881)**	**(1,762,885)**

CASH FLOW STATEMENT
for the year ended 31 March 2025

	Note	2024/25 R'000	2023/24 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		**42,551,537**	**41,263,382**
Annual appropriation funds received	*1.1*	42,449,999	41,188,220
Statutory appropriation funds received	*2*	2,280	2,074
Departmental revenue received	*3*	98,452	73,035
Interest received	*3.3*	806	53
Net (increase)/decrease in net working capital		(14,636)	(29,017)
Surrendered to Revenue Fund		(126,043)	(227,884)
Current payments		(37,007,346)	(35,963,716)
Interest paid	*7*	-	(1,506)
Transfers and subsidies paid		(4,235,310)	(4,030,478)
Net cash flow available from operating activities	*23*	**1,168,202**	**1,010,781**
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	*10*	(1,173,973)	(1,051,775)
Proceeds from sale of capital assets	*3.4*	171	-
(Increase)/decrease in non-current receivables	*14*	1	(11,757)
(Increase)/decrease in non-current prepayments and advances	*13*	-	-
Net cash flow available from investing activities		**(1,173,801)**	**(1,063,532)**
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/(decrease) in net assets		3,850	4,613
Net cash flows from financing activities		**3,850**	**4,613**
Net increase/(decrease) in cash and cash equivalents		(1,749)	(48,138)
Cash and cash equivalents at beginning of period		(1,274,779)	(1,226,641)
Cash and cash equivalents at end of period	*24*	**(1,276,528)**	**(1,274,779)**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

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, Accounting Manual for Departments and as per National Treasury requirements.
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 comprise of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation). Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective. Adjustments made in terms of the adjustments budget process are recognised in the statement of financial performance on the date the adjustments become effective. 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:

NOTES TO THE ANNUAL FINANCIAL STATEMENTS for the year ended 31 March 2025	
	• it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and • the amount of revenue can be measured reliably. The accrued revenue is measured at the fair value of the consideration receivable. Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents.
8.	**Expenditure**
8.1	**Compensation of employees**
8.1.1	**Salaries and wages** Salaries and wages are recognised in the statement of financial performance on the date of payment.
8.1.2	**Social contributions** Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment. Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.
8.2	**Other expenditure** Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold. Donations made in kind are recorded in the notes to the financial statements on the date of 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. At commencement of the finance lease term, finance lease assets acquired are recorded and measured at: the fair value of the leased asset; or if lower, the present value of the minimum lease payments. Finance lease assets acquired prior to 1 April 2024, are recorded and measured at the present value of the minimum lease payments.
9.	**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.
10.	**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. Prepayments and advances expensed before 1 April 2024 are recorded until the goods, services, or capital assets are received, or the funds are utilised in accordance with the contractual agreement.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS for the year ended 31 March 2025	
11.	**Loans and receivables** Loans and receivables are recognised in the statement of financial position at cost plus accrued interest, where interest is charged, less amounts already settled or written-off. Write-offs are made according to the department's write-off policy.
12.	**Financial assets**
12.1	**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.
12.2	**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.
13.	**Payables** Payables recognised in the statement of financial position are recognised at cost.
14.	**Capital assets**
14.1	**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.
14.2	**Movable capital assets** Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition. Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R1. All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1. Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment. 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.
14.3	**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 2002 (or a later date as approved by the OAG) may be recorded at R1. Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

14.4	**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.
15.	**Provisions and contingents**
15.1	**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.
15.2	**Contingent liabilities** Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department or when there is a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation or the amount of the obligation cannot be measured reliably.
15.3	**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.
15.4	**Capital commitments** Capital commitments are recorded at cost in the notes to the financial statements.
16.	**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 Parliament or the Provincial Legislature with funding and the related funds are received; or • approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or • transferred to receivables for recovery. Unauthorised expenditure 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 expenditure incurred in the current year.
17.	**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.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

18. 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
- irregular expenditure incurred in the current year.

19. Changes in accounting policies, estimates and errors

Changes in accounting policies are applied in accordance with MCS requirements.

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.

20. 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.

21. Principal-Agent arrangements

The department is party to a principal-agent arrangement for infrastructure-related projects. In terms of the arrangement the department is the principal and is responsible for directing the Eastern Cape Department of Public Works and Infrastructure, and other implementing agents to undertake transactions relating to infrastructure project through the Memorandum of Understanding. All related revenues, expenditures, assets and liabilities have been recognised or recorded in terms of the relevant policies listed herein. Additional disclosures have been provided in the notes to the financial statements where appropriate.

22. 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.

23. Related party transactions

Related party transactions within the Minister/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.

24. 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.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS ***for the year ended 31 March 2025***	
25.	**Public-Private Partnerships** Public Private Partnerships are accounted for based on the nature and or the substance of the partnership. The transaction is accounted for in accordance with the relevant accounting policies. A summary of the significant terms of the PPP agreement, the parties to the agreement, and the date of commencement thereof together with the description and nature of the concession fees received, the unitary fees paid, rights and obligations of the department are recorded in the notes to the financial statements.
26.	**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.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

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:

	2024/25			2023/24		
	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	2,862,615	2,862,615	-	2,730,317	2,730,317	-
PUBLIC ORDINARY SCHOOL EDUCATION	34,618,978	34,618,978	-	32,792,538	32,792,538	-
INDEPENDENT SCHOOL SUBSIDIES	103,769	103,769	-	110,345	110,345	-
PUBLIC SPECIAL EDUCATION	1,144,022	1,144,022	-	1,052,277	1,052,277	-
EARLY CHILDHOOD DEVELOPMENT	1,134,475	1,134,475	-	1,001,716	1,001,716	-
INFRASTRUCTURE DEVELOPMENT	1,853,750	1,853,750	-	1,702,699	1,702,699	-
EXAMINATION AND EDUCATION RELATED SERVICES	732,390	732,390	-	1,798,328	1,798,328	-
Total	**42,449,999**	**42,449,999**	**-**	**41,188,220**	**41,188,220**	**-**

1.2. Conditional grants

	Note	2024/25 R'000	2023/24 R'000
Total grants received	*32*	4,048,798	3,746,890
Provincial grants included in total grants received		**4,048,798**	**3,746,890**

Include discussion here where deemed relevant.

2. Statutory Appropriation

	Note	2024/25 R'000	2023/24 R'000
Members' remuneration		2,280	2,074
Total		**2,280**	**2,074**
Actual Statutory Appropriation received		2,280	2,074

3. Departmental revenue

	Note	2024/25 R'000	2023/24 R'000
Sales of goods and services other than capital assets	*3.1*	62,923	57,746
Fines, penalties and forfeits	*3.2*	46	72
Interest, dividends and rent on land	*3.3*	806	53
Sales of capital assets	*3.4*	171	-
Transactions in financial assets and liabilities	*3.5*	35,483	15,217
Total revenue collected		**99,429**	**73,088**
Less: Own revenue included in appropriation	*12*	(99,429)	(73,088)
Total		**-**	**-**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

3.1 Sales of goods and services other than capital assets

	Note	2024/25 R'000	2023/24 R'000
Sales of goods and services produced by the department		62,923	57,746
Sales by market establishment		10	3
Other sales		62,913	57,743
Total	*3*	**62,923**	**57,746**

Other sales includes: SERV REND : Boarding serv-staff, private, Comm Insurance & garnishee, Entrance fees, Exam certificates, marking of exam papers, Sale Assets<R5000, Sales Books, Sales wastepaper and sales of motor vehicles

3.2 Fines, penalties and forfeits

	Note	2024/25 R'000	2023/24 R'000
Fines		46	72
Total	*3*	**46**	**72**

Include discussion here where deemed relevant.

3.3 Interest, dividends and rent on land

	Note	2024/25 R'000	2023/24 R'000
Interest		806	53
Total	*3*	**806**	**53**

Included in R806 thousand is an amount for interest received from Implementing Agents amounting to R797 thousand.

3.4 Sales of capital assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets			
Machinery and equipment		171	-
Total	*3*	**171**	**-**

3.5 Transactions in financial assets and liabilities

	Note	2024/25 R'000	2023/24 R'000
Other receipts including Recoverable Revenue		35,483	15,217
Total	*3*	**35,483**	**15,217**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

Other receipts including Recoverable includes Rev: FA: Rec: Prev Sec: Con Debt, Private: Domestic services, Rec of prev yrs exp, Unallocated credits

3.5.1 Gifts, donations and sponsorships received in-kind (*not included in the main note or sub note)*

	Note	2024/25 R'000	2023/24 R'000
Donations	*Annex 1E*	1,837	1,286
Total donations received in kind		**1,837**	**1,286**

4. Compensation of employees
4.1 Analysis of balance

	Note	2024/25 R'000	2023/24 R'000
Basic salary		23,939,735	22,802,646
Performance award		14,999	9,142
Service based		65,704	82,987
Compensative/circumstantial		419,772	390,365
Periodic payments		22,758	14,200
Other non-pensionable allowances		3,755,200	3,445,960
Total		**28,218,168**	**26,745,300**

4.2 Social contributions

Employer contributions	*Note*	2024/25 R'000	2023/24 R'000
Pension		3,067,885	2,928,078
Medical		1,841,323	1,707,651
UIF		4,829	13,748
Bargaining council		2,170	2,097
Official unions and associations		7,189	6,783
Insurance		1,063	738
Total		**4,924,459**	**4,659,095**
Total compensation of employees		**33,142,627**	**31,404,395**
Average number of employees		**63,140**	**63,321**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

5. Goods and services

	Note	2024/25 R'000	2023/24 R'000
Administrative fees		7	12
Advertising		14,180	10,896
Minor assets	*5.1*	2,370	63
Bursaries (employees)		45,673	39,113
Catering		50,176	37,659
Communication		36,369	60,121
Computer services	*5.2*	231,302	243,150
Consultants: Business and advisory services		5,887	4,339
Infrastructure and planning services		279,670	232,325
Legal services		28,195	24,643
Contractors		1,298	2,635
Agency and support / outsourced services		687,289	1,643,986
Audit cost - external	*5.3*	35,756	29,158
Inventories	*5.4*	1,088,438	1,013,776
Consumables	*5.5*	65,690	46,433
Operating leases		33,580	37,530
Property payments	*5.6*	655,152	537,726
Rental and hiring		5,167	3,037
Transport provided as part of the departmental activities		30,617	32,088
Travel and subsistence	*5.7*	244,263	174,442
Venues and facilities		5,344	3,696
Training and development		174,466	234,737
Other operating expenditure	*5.8*	143,830	147,756
Total		**3,864,719**	**4,559,321**

5.1 Minor assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets			
Machinery and equipment		2,370	63
Total	*5*	**2,370**	**63**

Include discussion here where deemed relevant.

5.2 Computer services

	Note	2024/25 R'000	2023/24 R'000
SITA computer services		90,965	75,683
External computer service providers		140,337	167,467
Total	*5*	**231,302**	**243,150**

5.3 Audit cost - external

	Note	2024/25 R'000	2023/24 R'000
Regularity audits		35,756	26,179
Performance audits		-	747
Computer audits		-	2,232
Total	*5*	**35,756**	**29,158**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

5.4 Inventories

	Note	2024/25 R'000	2023/24 R'000
Learning, teaching and support material	*5.4.1*	720,596	674,966
Other supplies	*5.4.2*	367,842	338,810
Total		**1,088,438**	**1,013,776**

5.4.1 Other supplies

	Note	2024/25 R'000	2023/24 R'000
Assets for distribution		367,842	338,810
Machinery and equipment		529	92,063
School furniture		367,313	246,747
Total	*5.4.2*	**367,842**	**338,810**

5.5 Consumables

	Note	2024/25 R'000	2023/24 R'000
Consumable supplies		47,302	34,381
Uniform and clothing		1,630	1,446
Household supplies		5,216	4,873
IT consumables		270	407
Other consumables		40,186	27,655
Stationery, printing and office supplies		18,388	12,052
Total	*5*	**65,690**	**46,433**

5.6 Property payments

	Note	2024/25 R'000	2023/24 R'000
Property management fees		1,108	10,361
Property maintenance and repairs		571,385	412,953
Other		82,659	114,412
Total	*5*	**655,152**	**537,726**

5.7 Travel and subsistence

	Note	2024/25 R'000	2023/24 R'000
Local		244,263	174,442
Foreign		-	-
Total	*5*	**244,263**	**174,442**

5.8 Other operating expenditure

	Note	2024/25 R'000	2023/24 R'000
Resettlement costs		10,656	11,190
Other		133,174	136,566
Total	*5*	**143,830**	**147,756**

6. Interest and rent on land

	Note	2024/25 R'000	2023/24 R'000
Interest paid		-	1,506
Total		**-**	**1,506**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

7. Transfers and subsidies

	Note	2024/25 R'000	2023/24 R'000
Departmental agencies and accounts	*Annex 1A*	74,569	71,365
Higher education institutions	*Annex 1B*	14,833	15,718
Non-profit institutions	*Annex 1C*	3,762,710	3,593,958
Households	*Annex 1D*	383,198	349,437
Total		**4,235,310**	**4,030,478**

8. Expenditure for capital assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets		**1,173,560**	**1,051,365**
Buildings and other fixed structures		1,096,652	1,020,470
Machinery and equipment		76,908	30,895
Intangible capital assets		**413**	**410**
Software		413	410
Total		**1,173,973**	**1,051,775**

8.1 Analysis of funds utilised to acquire capital assets – 2024/25

Name of entity	Voted funds R'000	Total R'000
Tangible capital assets	1,173,560	1,173,560
Buildings and other fixed structures	1,096,652	1,096,652
Machinery and equipment	76,908	76,908
Intangible capital assets	**413**	**413**
Software	413	413
Total	**1,173,973**	**1,173,326**

8.2 Analysis of funds utilised to acquire capital assets – 2023/24

Name of entity	Voted funds R'000	Total R'000
Tangible capital assets	**1,051,365**	**1,051,365**
Buildings and other fixed structures	1,020,470	1,020,470
Machinery and equipment	30,895	30,895
Intangible capital assets	**410**	**410**
Software	410	410
Total	**1,051,775**	**1,051,775**

8.3 Finance lease expenditure included in Expenditure for capital assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets		**48,001**	**2,935**
Machinery and equipment		48,001	2,935
Total		**48,001**	**2,935**

Included in the R48 million is an amount of R46 million for accruals which was paid in the current financial year.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

9. Prepayments and advances

9.1 Advances paid (expensed)

		2024/25				
		Amount as at 1 April 2024	Less: Amounts expensed in current year	Add / Less: Other	Add Current year advances	Amount as at 31 March 2025
	Note	R'000	R'000	R'000	R'000	R'000
Provincial departments		-	(270,218)	-	270,218	-
Public entities		-	(787,477)	-	787,477	-
Total		**-**	**(1,057 695)**	**-**	**1,057 695**	**-**

		2023/24				
		Amount as at 1 April 2023	Less: Amounts expensed in current year	Add / Less: Other	Add Current year advances	Amount as at 31 March 2024
	Note	R'000	R'000	R'000	R'000	R'000
Provincial departments		-	(268,989)	-	268,989	-
Public entities		-	(457,379)	-	457,379	-
Total		**-**	**(726,368)**	**-**	**726,368**	**-**

10. Receivables

		2024/25			2023/24		
		Current	Non-current	Total	Current	Non-current	Total
	Note	R'000	R'000	R'000	R'000	R'000	R'000
Staff debt	*10.1*	53,607	153,796	207,403	34,339	195,209	229,548
Other receivables	*10.2*	26,949	4,311	31,260	22,537	4,305	26,842
Total		**80,556**	**158,107**	**238,663**	**56,876**	**199,514**	**256,390**

10.1 Staff debt

	Note	2024/25 R'000	2023/24 R'000
Debt Account		77,636	91,282
Medical Aid		-	60
Salary Reversal		114,770	123,425
Bargain council		26	26
Official Union		8	6
Deduction Disallowance		3,291	3,090
Tax Debt		11,535	11,393
SAL:UIF		3	8
Insurance deduction		66	-
Pension fund		68	258
Total	*10*	**207,403**	**229,548**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

10.2 Other receivables-

	Note	2024/25 R'000	2022/23 R'000
Receipt control account		1	6
Debit order exception		26,876	19,152
Receipt deposit Control		72	61
Debit order control		4,311	4,305
Debit order erroneous		-	6
Disallowance: Supplier		-	3,312
			-
Total	*10*	**31,260**	**26,842**

10.3 Impairment of receivables

	Note	2024/25 R'000	2023/24 R'000
Estimate of impairment of receivables		136,167	134,631
Total		**136,167**	**134,631**

11. Voted funds to be surrendered to the Revenue Fund

	Note	2024/25 R'000	2023/24 R'000
Opening balance		671,503	793,716
Prior period error		-	-
As restated		671,503	793,716
Transferred from statement of financial performance (as restated)		5,496	18,796
Add: Unauthorised expenditure for the current year		-	-
Paid during the year		(26,997)	(141,009)
Closing balance		**650,002**	**671,503**

11.1 Reconciliation on unspent conditional grants

	Note	2024/25 R'000	2023/24 R'000
Opening balance		**18,795**	**-**
Total conditional grants received		4,048,798	3,746,890
Total conditional grants spent		(4,043,302)	(3,728,095)
Unspent conditional grants to be surrendered		24,291	18,795
Approved for roll over		(18,795)	-
Closing balance		**5,496**	**18,795**

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

	Note	2024/25 R'000	2023/24 R'000
Opening balance		6,723	20,510
Prior period error			-
As restated		6,723	20,510
Transferred from statement of financial performance (as restated)		-	-
Own revenue included in appropriation		99,429	73,088
Paid during the year		(99,046)	(86,875)
Closing balance		**7,106**	**6,723**

13. Bank overdraft

	Note	2024/25 R'000	2023/24 R'000
Consolidated Paymaster General account		1,276,528	1,274,779
Total		**1,276,528**	**1,274,779**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

14. Payables - current

	Note	2024/25 R'000	2023/24 R'000
Clearing accounts	*14.1*	33,906	41,700
Other payables	*14.2*	2	24,571
Total		**33,908**	**66,271**

14.1 Clearing accounts

Description	Note	2024/25 R'000	2023/24 R'000
Sal ACB Recalls: CA		13,047	11,977
Sal Garnishee		1,038	1,080
Pension Recoverable		655	1,467
Sal: Pension Fund		3,168	-
Sal: Income Tax		5,467	17,789
Sal: GEHS Refund Control Account: CL		10,516	9,384
Sal: Disallowance Account: CA		15	-
Insurance deductions		-	3
Total		**33,906**	**41,700**

14.2 Other payables

Description	Note	2024/25 R'000	2023/24 R'000
Unpaid BAS EBT control		-	18
SARS repayment		-	24,551
Prepayment Dom: Capital Asset: CA		2	2
Total		**2**	**24,571**

15. Net cash flow available from operating activities

	Note	2024/25 R'000	2023/24 R'000
Net surplus/(deficit) as per Statement of Financial Performance		5,496	18,795
Add back non-cash/cash movements not deemed operating activities		1,162,706	991,986
(Increase)/decrease in receivables		17,727	(17,265)
Increase/(decrease) in payables - current		(32,363)	(11,752)
Proceeds from sale of capital assets		(171)	-
Expenditure on capital assets		1,173,973	1,051,775
Surrenders to Revenue Fund		(126,043)	(227,884)
Own revenue included in appropriation		99,429	73,088
Other non-cash items		30,154	124,024
Net cash flow generated by operating activities		**1,168,202**	**1,010,781**

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

	Note	2024/25 R'000	2023/24 R'000
Consolidated Paymaster General account		(1,276,528)	(1,274,779)
Total		**(1,276,528)**	**(1,274,779)**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

17. Contingent liabilities and contingent assets

17.1 Contingent liabilities

Liable to	Nature	*Note*	2024/25 R'000	2023/24 R'000
Housing loan guarantees	Employees	*Annex 2A*	21,373	24,614
Claims against the department		*Annex 2B*	1,116,609	893,564
Intergovernmental payables		*Annex 4*	18,036	320
Total			**1,156,018**	**918,498**

State Guarantees – These are guarantees made by the department to various financial institutions against which employees make home loans. These become liabilities to the department only in the event that employee defaults on their bank obligations.
Claims Against The Department - Out of the R1,117 billion, is an amount of R551 million for Legal Claims that are made against the Department, which are still pending court rulings. R565,288 million - the department entered into a contract with a service provider for the supply and delivery of e-learning devices. A third party interdicted the Department from continuing with the contract. At the time that the interdict was uplifted the contract had expired through effluxion of time. Due to the service provider not rendering any services during the period of the interdict and the fact that the contract has expired it cannot be stated with a degree of certainty as to what is the total amount that may be owing to the service provider.
Intergovernmental Payable – These are salaries made by the department to officials that left the department for other departments. These become liabilities to the department only in the event that the other departments have not yet pay back the money to our department.

17.2 Contingent assets

Nature of contingent asset	*Note*	2024/25 R'000	2023/24 R'000
Unconfirmed receivables	*Annex 3*	11,110	13,627
Total		**11,110**	**13,627**

18. Capital commitments

	Note	2024/25 R'000	2023/24 R'000
Buildings and other fixed structures		2,238,969	2,195,863
Total		**2,238,969**	**2,195,863**

19. Accruals and payables not recognised

19.1 Accruals

		2024/25			2023/24
Listed by economic classification	*Note*	30 Days R'000	30+ Days R'000	Total R'000	Total R'000
Goods and services		60,941	-	60,941	115,840
Transfers and subsidies		-	195,007	195,007	225,530
Capital		163,691	-	163,691	77,655
Total		**224,632**	**195,007**	**419,639**	**419,025**

Listed by programme level	*Note*	2024/25 R'000	2023/24 R'000
ADMINISTRATION		13,418	58,500
PUBLIC ORDINARY SCHOOL EDUCATION		242,530	282,870
INFRASTRUCTURE DEVELOPMENT		163,691	77,655
Total		**419,639**	**419,025**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

19.2 Payables not recognised

		2024/25			2023/24
		30 Days	30+ Days	Total	Total
Listed by economic classification	*Note*	R'000	R'000	R'000	R'000
Goods and services		881,485	188,053	1,069,538	263,058
Capital assets		28,804	126,209	155,013	45,168
Total		**910,289**	**314,262**	**1,224,551**	**308,226**

Listed by programme level	*Note*	2024/25 R'000	2023/24 R'000
ADMINISTRATION		72,487	88,310
PUBLIC ORDINARY SCHOOL EDUCATION		947,914	139,818
PUBLIC SPECIAL SCHOOL EDUCATION		7,591	16,640
EARLY CHILDHOOD DEVELOPMENT		14,299	3,187
INFRASTRUCTURE DEVELOPMENT		159,637	45,168
EXAMINATION AND EDUCATION RELATED SERVICES		22,623	15,103
Total		**1,224,551**	**308,226**

Included in the above totals are the following:	*Note*	2024/25 R'000	2023/24 R'000
Confirmed balances with other departments	*Annex 4*	18,017	68,433
Confirmed balances with other government entities	*Annex 4*	-	31,362
Total		**18,017**	**99,795**

Include discussion here where deemed relevant.

20. Employee benefits

	Note	2024/25 R'000	2023/24 R'000
Leave entitlement		370,602	396,064
Service bonus		1,035,522	997,410
Capped leave		1,910,212	1,992,323
Other		49,933	70,277
Total		**3,366,269**	**3,456,074**

At this stage the department is not able to reliably measure the long-term portion of the long service awards.

Included in the above totals are the following:	*Note*	2024/25 R'000	2023/24 R'000
Confirmed balances with other departments	*Annex 4*	181	472
Total		**181**	**472**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

21. Lease commitments

21.1 Operating leases

2024/25	Buildings and other fixed structures R'000	Total R'000
Not later than 1 year	16,356	16,356
Later than 1 year and not later than 5 years	15,065	15,065
Later than 5 years	-	-
Total lease commitments	**31,421**	**31,421**

2023/24	Buildings and other fixed structures R'000	Total R'000
Not later than 1 year	14,628	14,628
Later than 1 year and not later than 5 years	25,883	25,883
Later than 5 years	-	-
Total lease commitments	**40,511**	**40,511**

21.2 Finance leases **

2024/25	Machinery and equipment R'000	Total R'000
Not later than 1 year	26,112	26,112
Later than 1 year and not later than 5 years	43,755	43,755
Later than 5 years		
Total lease commitments	**69,867**	**69,867**

2023/24	Machinery and equipment R'000	Total R'000
Not later than 1 year	14,514	14,514
Later than 1 year and not later than 5 years	31,757	31,757
Later than 5 years	-	-
Total lease commitments	**46,271**	**46,271**

22. Unauthorised, Irregular and Fruitless and wasteful expenditure

	Note	2024/25 R'000	2023/24 R'000
Unauthorised expenditure - current year			-
Irregular expenditure - current year		294	973
Fruitless and wasteful expenditure - current year		-	1,506
Total		**294**	**2,479**

In the 2024/25 financial year, the department recorded irregular expenditure of R294 thousand due to subsequent payment on a multi-year contract that had already been flagged as irregular in the previous period.

23. Related party transactions

Payments made	*Note*	2024/25 R'000	2023/24 R'000
Goods and services		9,837	58
Total		**9,837**	**58**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

Year end balances arising from revenue/payments	*Note*	**2024/25 R'000**	**2023/24 R'000**
Payables to related parties		-	58,014
Total		**-**	**58,014**

In-kind goods and services (provided)/received	*Note*	**2024/25 R'000**	**2023/24 R'000**
Rentals of building by Department of Public Works		21,853	13,551
Payment of Municipal services		437	528
Total		**22,290**	**14,079**

Goods and services that were rendered by a departmental official with other organs of the state.
Buildings rented and municipal services paid by EC Department of Public Works on behalf of the EC Department of Education.

24. Key management personnel

	2024/25 R'000	**2023/24 R'000**
Political office bearers (*provide detail below) officials:*	2,280	2,074
Level 15 to 16	8,226	5,346
Level 14	18,419	16,657
Level 13	72,670	67,563
Family members of key management personnel	33,210	21,986
Total	**134,805**	**113,626**

25. Provisions

	Note	**2024/25 R'000**	**2023/24 R'000**
Long service Award		34,944	38,629
Total		**34,944**	**38,629**

25.1 Reconciliation of movement in provisions - 2024/25

	Long Service Awards R'000	**Total provisions R'000**
Opening balance	38,629	38,629
Increase in provision	34,944	34,944
Settlement of provision	(38,629)	(38,629)
Closing balance	**34,944**	**34,944**

25.2 Reconciliation of movement in provisions - 2023/24

	Long Service Awards R'000	**Total provisions R'000**
Opening balance	59,931	59,931
Increase in provision	38,629	38,629
Settlement of provision	(59,931)	(59,931)
Closing balance	**38,629**	**38,629**

For employees that have finished twenty, thirty and fourty years in service within the sector with no breaks.

26. Non- adjusting events after reporting date

There were no adjusting events at the time of reporting.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

27. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025

	2024/25				
	Opening balance R'000	**Value adjustments R'000**	**Additions R'000**	**Disposals R'000**	**Closing balance R'000**
MACHINERY AND EQUIPMENT	**197,552**		**28,907**	**41,007**	**185,452**
Transport assets	58,806		-	451	58,355
Computer equipment	71,560		18,301	16,200	73,661
Furniture and office equipment	45,540		7,625	17,103	36,062
Other machinery and equipment	21,646		2,981	7,253	17,374
FINANCE LEASE ASSETS	**19,847**		**30,770**	**15,564**	**35,053**
Finance lease assets	19,847		30,770	15,564	35,053
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	**217,399**	**-**	**59,677**	**56,571**	**220,505**

The opening balance changed due to the Specimen update to include Finance leases in note.

27.1 MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024

	2023/24				
	Opening balance R'000	**Prior period error R'000**	**Additions R'000**	**Disposals R'000**	**Closing balance R'000**
MACHINERY AND EQUIPMENT	182,001		28,591	13,040	197,552
Transport assets	58,200		606	-	58,806
Computer equipment	63,757		20,605	12,802	71,560
Furniture and office equipment	45,042		545	47	45,540
Other machinery and equipment	15,002		6,835	191	21,646
FINANCE LEASE ASSETS					
Finance lease assets	13,271	-	6,576	-	19,847
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	**195,272**		**35,167**	**13,040**	**217,399**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

27.2 Minor assets

MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025

	Machinery and equipment R'000	Total R'000
Opening balance	95,612	95,612
Value adjustments		
Additions	2,370	2,370
Disposals	18,132	18,132
Total Minor assets	**79,859**	**79,859**

	Machinery and equipment R'000	Total R'000
Number of R1 minor assets	1,434	1,434
Number of minor assets at cost	32,523	32,523
Total number of minor assets	**33,957**	**33,957**

MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024

	Machinery and equipment R'000	Total R'000
Opening balance	97,401	97,401
Prior period error	-	-
Additions	63	63
Disposals	(1,852)	(1,852)
Total Minor assets	**95,612**	**95,612**

	Machinery and equipment R'000	Total R'000
Number of R1 minor assets	3,076	3,076
Number of minor assets at cost	59,044	59,044
Total Minor assets	**62,120**	**62,120**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

27.3 Movable capital assets written off

MOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2025

	Machinery and equipment R'000	Total R'000
Assets written off	964	964
Total movable assets written off	**964**	**964**

MOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2024

	Machinery and equipment R'000	Total R'000
Assets written off	507	507
Total movable assets written off	**507**	**507**

28. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025

	2024/25			
	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
SOFTWARE	11,488	414	-	11,902
TOTAL INTANGIBLE CAPITAL ASSETS	**11,488**	**414**	**-**	**11,902**

Include discussion here where deemed relevant.

28.1 MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024

	2023/24				
	Opening balance R'000	Prior period error R'000	Additions R'000	Disposals R'000	Closing balance R'000
SOFTWARE	11,078	-	410	-	11,488
TOTAL INTANGIBLE CAPITAL ASSETS	**11,078**	**-**	**410**	**-**	**11,488**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

29. Immovable Tangible Capital Assets

MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025

	2024/25			
	Opening balance	**Additions**	**Disposals**	**Closing balance**
	R'000	**R'000**	**R'000**	**R'000**
BUILDINGS AND OTHER FIXED STRUCTURES	15,786,589	573,898	(130,755)	16,229,732
Non-residential buildings	15,786,589	573,898	(130,755)	16,229,732
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	**15,786,589**	**573,898**	**(130,755)**	**16,229,732**

Provide reasons why assets are under investigation and actions being taken to resolve the matters.

29.1 MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024

	2023/24				
	Opening balance	**Prior period error**	**Additions**	**Disposals**	**Closing balance**
	R'000	**R'000**	**R'000**	**R'000**	**R'000**
BUILDINGS AND OTHER FIXED STRUCTURES					
Non-residential buildings	11,988,511	3,174,495	1,102,192	(478,610)	15,786,589
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	**11,988,511**	**3,174,495**	**1,102,192**	**(478,610)**	**15,786,589**

29.1.1 Prior period error

Nature of prior period error	*Note*	**2023/24 R'000**
Relating to 202022/23 *[affecting the opening balance]*		**3,174,494**
Immovable tangible assets - 2021/22 restatement reversal		1,345,023
Correction of assets closing balance for 2022/23		1,829,471
Relating to 2023/24		**(431,233)**
Correction of 2023/24 additions		(219,622)
Correction of 2023/24 disposals		(211,611)
Total prior period errors		**2,743,261**

29.2 Immovable tangible capital assets: Capital Work-in-progress

CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2025

		2024/25			
		Opening balance 1 April 2024	**Current Year WIP**	**Ready for use (Assets to the AR) / Contracts terminated**	**Closing balance 31 March 2025**
	Note *Annex 7*	**R'000**	**R'000**	**R'000**	**R'000**
Buildings and other fixed structures		2,094,712	1,034,732	(548,033)	2,581,411
Total		**2,094,712**	**1,034,732**	**(548,033)**	**2,581,411**

Included in the balance as at 31 March 2024 are 11 assets that were constructed by the Office of The Premier (OTP). These projects are not updated on EFMS as the supporting documentation has been requested by the SIU and was still in their possession on the date of reporting. None of the balances relating to these Office of the Premier (OTP) projects could be verified.

Payables not recognised relating to Capital WIP	*Note*	**2024/25 R'000**	**2023/24 R'000**
Amounts relating to progress certificates received but not paid at year end and therefore not included in capital work-in-progress		159,740	12,551
Total		**159,740**	**12,551**

CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2024

		2023/24				
		Opening balance 1 April 2023	**Prior period error**	**Current Year WIP**	**Ready for use (Assets to the AR) / Contracts terminated**	**Closing balance 31 March 2024**
	Note	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**
Buildings and other fixed structures		1,946,652	-	867,872	(719,812)	2,094,712
Total		**1,962,652**	**-**	**867,872**	**(719,812)**	**2,094,712**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

30. Principal-agent arrangements
30.1 Department acting as the principal

	2024/25	2023/24
As per Modified Cash Standard, the department does not have any agent-principal arrangements to disclose.		

31. Prior period errors

		2024/25		
31.1 Correction of prior period errors	***Note***	**Amount before error correction**	**Prior period error**	**Restated amount**
		R'000	**R'000**	**R'000**
Assets:				
Relating to 2022/23 and prior period	*29*	11,988,511	1,345,023	13,333,535
Immovable tangible capital assets –2021/22 restatement reversal	*29*	13,333,535	1,829,471	15,163,006
Correction of asset opening balances for 2022/23				
Relating to 2023/24				
Correction of 2023/24 additions	*29*	1,321,814	(219,622)	1,102,192
Correction of 2023/24 disposals	*29*	(266,999)	(211,622)	(478,610)
Net effect		**26,376,860**	**2,743,261**	**29,120,121**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

32. Statement of conditional grants received

	2024/25									2023/24	
	GRANT ALLOCATION					SPENT					
Name of grant	Division of Revenue Act / Provincial grants R'000	Roll overs R'000	DORA Adjustments R'000	Other Adjust-ments R'000	Total Available R'000	Amount received by depart-ment R'000	Amount spent by depart-ment R'000	Under- / (Overspending) R'000	% of available funds spent by depart-ment %	Division of Revenue Act / Provincial grants R'000	Amount spent by depart-ment R'000
Maths, Science, and Technology Grant	55,256	-	-	-	55,256	55,256	55,255	1	100%	48,603	48,565
Education Infrastructure Grant	1,848,180	5,570	-	-	1,853,750	1,853,750	1,852,326	1,424	99.9%	1,702,699	1,697,072
HIV & Aids	46,020	-	-	-	46,020	46,020	45,627	393	99.1%	41,989	44,685
National School Nutrition Programme	1,737,698	2,380	-	-	1,740,078	1,740,078	1,736,479	3,599	99.8%	1,647,454	1,630,945
Extended Public Works (Soc. Sector)	48,283	-	-	-	48,283	48,283	48,283	-	100%	61,698	66,701
Extended Public Works Integrated Programme	2,582	-	-	-	2,582	2,582	2,582	-	100%	3,162	3,595
Learner Profound Intel Disability Grant	30,934	-	-	-	30,934	30,934	30,929	5	100%	30,591	30,661
Early Childhood Development Grant	268,988	2,907	-	-	271,895	271,895	271,821	74	100%	210,694	205,871
TOTAL	**4,037,941**	**10,857**	**-**	**-**	**4,048,798**	**4,048,798**	**4,043,302**	**5,496**	**99.9%**	**3,746,890**	**3,728,095**

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 1A
STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

	2024/25						2023/24	
	TRANSFER ALLOCATION				TRANSFER			
Departmental Agency or Account	**Adjusted Budget**	**Roll overs**	**Adjustments**	**Total Available**	**Actual transfer**	**% of available funds transferred**	**Final Budget**	**Actual transfer**
	R'000	**R'000**	**R'000**	**R'000**	**R'000**	**%**	**R'000**	**R'000**
Payment to SETA	74,569	-	-	74,569	74,569	100%	71,365	71,365
TOTAL	**74,569**	**-**	**-**	**74,569**	**74,569**	**100%**	**71,365**	**71,365**

ANNEXURE 1B
STATEMENT OF TRANSFERS TO HIGHER EDUCATION INSTITUTIONS

	2024/25							2023/24	
	TRANSFER ALLOCATION				TRANSFER				
Higher Education Institution	**Adjusted Budget**	**Roll overs**	**Adjustments**	**Total Available**	**Actual transfer**	**Amount not transferred**	**% of available funds transferred**	**Final Budget**	**Actual transfer**
	R'000	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**	**%**	**R'000**	**R'000**
Payment to Higher Institutions	14,841	-	-	14,841	14,833	8	0.1%	15,781	15,718
TOTAL	**14,841**	**-**	**-**	**14,841**	**14,833**	**8**	**0.1%**	**15,781**	**15,718**

ANNEXURE 1C
STATEMENT OF TRANSFERS TO NON-PROFIT INSTITUTIONS

	2024/25						2023/24	
	TRANSFER ALLOCATION				EXPENDITURE			
Non-profit institutions	**Adjusted Budget**	**Roll overs**	**Adjustments**	**Total Available**	**Actual transfer**	**% of available funds transferred**	**Final Budget**	**Actual transfer**
	R'000	**R'000**	**R'000**	**R'000**	**R'000**	**%**	**R'000**	**R'000**
Transfers								
Section 20 and 21 schools	2,950,115	-	-	2,950,115	2,940,485	99.7%	2,908,127	2,848,069
Independent Schools	103,769	-	-	103,769	103,769	100.0%	110,345	110,345
Special Schools	155,153	-	-	155,153	155,523	100.2%	142,588	142,373
ECD Sites	498,134	-	-	498,134	507,422	101.9%	440,054	431,951
Marking Centres	55,531	-	-	55,531	55,511	100.0%	41,220	61,220
Total	**3,762,702**	**-**	**-**	**3,762,702**	**3,762,710**	**100.0%**	**3,642,334**	**3,593,958**

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 1D
STATEMENT OF TRANSFERS TO HOUSEHOLDS

	2024/25						2023/24	
	TRANSFER ALLOCATION				EXPENDITURE			
Household	**Adjusted Budget**	**Roll overs**	**Adjustments**	**Total Available**	**Actual transfer**	**% of available funds transferred**	**Final Budget**	**Actual transfer**
	R'000	**R'000**	**R'000**	**R'000**	**R'000**	**%**	**R'000**	**R'000**
Transfers								
Households (incl. Leave Gratuities)	217,834	-	165,336	383,170	383,198	100%	354,333	349,436
Total	**217,384**	**-**	**165,336**	**383,170**	**383,198**	**100%**	**354,333**	**349,436**

ANNEXURE 1E
STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS MADE

NATURE OF GIFT, DONATION OR SPONSORSHIP (Group major categories but list material items including name of organisation)	**2024/25 R'000**	**2023/24 R'000**
Received in cash (DONATIONS)		
Disability Empowerment Trust	-	40
SAICA	-	30
Raptoscore	-	15
Cochrane	-	150
Falcon Security	-	10
Palm Stationery	-	15
Standard bank	-	100
Subtotal	**-**	**360**
Received in kind (DONATIONS)		
SASOL	-	606
ETDP SETA	-	630
Maths & Science Infinity	252	10
Fundi Loans	106	10
Niddle (PTY)LTD	-	15
Metropolitan	139	15
Education Labour Relations Council	20	-
Premier Foods	22	-
Donor	179	-
ABSA	156	-
MTN	279	-
Old Mutual	72	-
DSV	5	-
Ntombam Sanitation	50	-
Vodacom	84	-
Mac Millan	9	-
Harmony Gold	64	-
Telkom	95	-
Duzi Forest	36	-
Sanlam	82	-
JENN	187	-
Subtotal	**1,837**	**1,286**
TOTAL	**1,837**	**1,646**

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 2A
STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2025- LOCAL

Guarantor institution	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2024	Guarantees draw downs during the year	Guarantees repayments/ cancelled/ reduced during the year	Revaluation due to foreign currency movements	Closing balance 31 March 2025	Revaluations due to inflation rate movements	Accrued guaranteed interest for year ended 31 March 2024
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
STANDARD BANK	Housing	-	4,771	-	1,920	-	2,851	-	-
NEDBANK	Housing	-	42	1	-	-	43	-	-
NEDBANK LIMITED	Housing	-	6,407	-	2,639	-	3,768	-	-
FIRSTRAND BANK	Housing	-	1,849	3,397	-	-	5,246	-	-
NEDBANK 2	Housing	-	113	-	90	-	23	-	-
MEEG BANK	Housing	-	52	-	18	-	34	-	-
ABSA	Housing	-	212	949	-	-	1,162	-	-
UNIQUE FINANCE	Housing	-	276	-	116	-	160	-	-
PEOPLE BANK	Housing	-	2,464	-	954	-	1,510	-	-
NEDBANK LTD (NBS)	Housing	-	3,145	-	1,323	-	1,822	-	-
FNB	Housing	-	620	-	116	-	504	-	-
OLD MUTUAL	Housing	-	2,619	-	1,250	-	1,369	-	-
UNITED	Housing	-	13	-	13	-	-	-	-
TNBS MUTUAL BANK	Housing	-	231	-	60	-	171	-	-
HLANI FINANCE SERVICES	Housing	-	12	-	12	-	-	-	-
ITHALA LIMITED	Housing	-	111	88	-	-	199	-	-
HOUSING DEVELOPMENT BOARD	Housing	-	12	-	12	-	-	-	-
BOE BANK LIMITED	Housing	-	22	-	-	-	22	-	-
SOUTH AFRICAN HOME LOANS	Housing	-	1,643	814	-	-	2,457	-	-
GBS MUTUAL BANK	Housing	-	-	10	-	-	10	-	-
GREEN START HOME LOAN	Housing	-	-	23	-	-	23	-	-
TOTAL		**-**	**24,614**	**5,282**	**8,523**	**-**	**21,373**	**-**	**-**

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 2B
STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2025

Nature of liability	Opening balance 1 April 2024	Liabilities incurred during the year	Liabilities paid / cancelled / reduced during the year	Liabilities recoverable (Provide details hereunder)	Closing balance 31 March 2025
	R'000	R'000	R'000	R'000	R'000
Claims against the department					
Legal claims against the department	328,276	227,670	4,625	-	551,321
Supplier Claims	565,288	-	-	-	565,288
TOTAL	**893,564**	**227,670**	**4,625**	**-**	**1,116,609**

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 3
CLAIMS RECOVERABLE

Government entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash-in-transit at year end 2023/24*	
	31/03/2025	31/03/2024	31/03/2025	31/03/2024	31/03/2025	31/03/2024	Receipt date up to six (6) working days after year end	Amount
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
Department								
Education KZN			2,888	2,298	2,888	2,298	-	-
Education Northern Cape			41	41	41	41	-	-
Education Western Cape			-	302	-	302	-	-
Education Gauteng			106	1,849	106	1,849	-	-
Education National			37	37	37	37	-	-
Education Mpumalanga			80	763	80	763	-	-
Education Limpopo			3	160	3	160	-	-
National Higher Education			7,547	7,586	7,547	7,586	-	-
Basic Education			-	47	-	47	-	-
Department of Public Works National			19	47	19	47	-	-
National Department of Correctional Services			42	62	42	62	-	-
Education North-West			142	142	142	142	-	-
Department of Public Works			19	-	19	-	-	-
Department of Environment, Forestry and Fisheries			-	78	-	78	-	-
Department of Agriculture and Land reforms			-	10	-	10	-	-
Subtotal			**10,904**	**13,422**	**10,924**	**13,422**	-	-
Other Government Entities								
SADTU			205	205		205	-	-
Unconfirmed overpayments to schools				-		-	-	-
Subtotal			**205**	**205**		**205**	-	-
TOTAL			**11,120**	**13,627**		**13,627**	**-**	**-**

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 4
INTERGOVERNMENT PAYABLES

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash-in-transit at year end 2023/24	
	31/03/2025	31/03/2024	31/03/2025	31/03/2024	31/03/2025	31/03/2024	Payment date up to six (6) working days after year end	Amount
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
DEPARTMENTS								
Current								
Northern Cape: Education	181	-	-	-	181	-	-	-
Eastern Cape Department of Public Works	-	11,404	-	-	-	11,404	-	-
Eastern Cape Department of Transport	-	46,610	-	-	-	46,610	-	-
Education Gauteng	-	-	-	320	-	320	-	-
Department of Justice	17,836	10,419	-	-	17,836	10,419	-	-
Higher Education	-	472	-	-	-	472	-	-
South Africa Police Services	-	-	19	-	19	-	-	-
Subtotal	**18,017**	**68,905**	**19**	**320**	**18,036**	**69,225**	**-**	**-**
Non-current								
OTHER GOVERNMENT ENTITIES								
Current								
Special Investigative Unit	-	-	31,727	31,362	31,727	31,362	-	-
Subtotal	**-**	**-**	**31,727**	**31,362**	**31,727**	**31,362**	-	-
TOTAL INTERGOVERNMENT PAYABLES	**18,017**	**68,905**	**31,746**	**31,682**	**49,763**	**100,587**	**-**	**-**

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 5
INVENTORIES

Inventories for the year ended 31 March 2025	LTSM R'000	ASSETS FOR DISTRIBUTION R'000	Total R'000
Opening balance	-	-	
Add: Additions/Purchases - Cash	720,596	367,842	1,088,438
(Less): Issues	(720,596)	(367,842)	(1,088,438)
Closing balance	**-**	**-**	**-**

Include discussion here where deemed relevant.

Inventories for the year ended 31 March 2024	LTSM R'000	ASSETS FOR DISTRIBUTION R'000	Total R'000
Opening balance			
Add: Additions/Purchases - Cash	674,966	340,183	1,015,149
(Less): Issues	(674,966)	(340,183)	(1,015,149)
Closing balance	**-**	**-**	**-**

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 6
MOVEMENT IN CAPITAL WORK IN PROGRESS

Movement in capital work in progress for the year ended 31 March 2025

	Opening balance R'000	Current year CWIP R'000	Ready for use (Asset Register) / Contract terminated R'000	Closing balance R'000
BUILDINGS AND OTHER FIXED STRUCTURES				
Non-residential buildings	2,094,713	1,034,732	(548,033)	2,581,412
TOTAL	**2,094,713**	**1,034,732**	**(548,033)**	**2,581,412**

Include discussion here where deemed relevant.

Movement in capital work in progress for the year ended 31 March 2024

	Opening balance R'000	Prior period error R'000	Current year CWIP R'000	Ready for use (Asset Register) / Contract terminated R'000	Closing balance R'000
BUILDINGS AND OTHER FIXED STRUCTURES	**1,946,653**	**-**	**867,872**	**(719,812)**	**2,094,713**
Non-residential buildings	1,946,653	-	867,872	(719,812)	2,094,713
TOTAL	**1,946,653**	**-**	**867,872**	**(719,812)**	**2,094,713**