ANNUAL REPORT 2024 | 2025

FREE STATE DEPARTMENT OF EDUCATION

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Department of Education
FREE STATE PROVINCE

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DEPARTMENT OF EDUCATION

PROVINCE OF FREE STATE

VOTE NO. 06

ANNUAL REPORT

2024/2025 FINANCIAL YEAR

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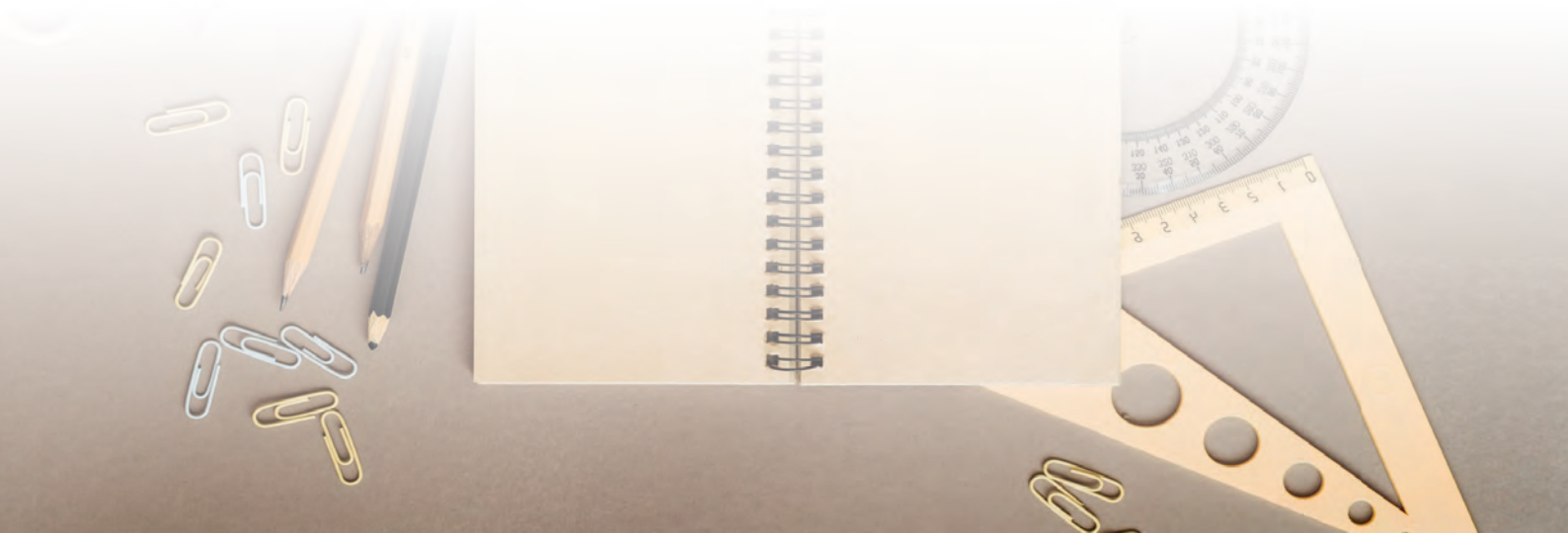
PART A:

GENERAL INFORMATION



DEPARTMENT GENERAL INFORMATION

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2. LIST OF ABBREVIATIONS/ACRONYMS

ABBREVIATIONS	FULL DESCRIPTION
4IR	Fourth Industrial Revolution
AGSA	Auditor-General of South Africa
AO	Accounting Officer
APP	Annual Performance Plan
BAS	Basic Accounting System
BBBEE	Broad-Based Black Economic Empowerment
BCEA	Basic Conditions of Employment Act
BI	Business Intelligence
BPM	Business Process Management
CAPS	Curriculum and Assessment Policy Statement
CEM	Council of Education Ministers
CFO	Chief Financial Officer
CHIETA	Chemical Industries Education & Training Authority
CoE	Compensation of Employees
DBE	Department of Basic Education
DPSA	Department of Public Service and Administration
ECD	Early Childhood Development
EDG	Engineering Graphics Design
EFA	Education for All
EGRA	Early Grade Reading Assessment
ELITS	Education Library Information and Technological Services
ELRC	Education Labour Relations Council
EMIS	Education Management Information System
EPWP	Expanded Public Works Programme
EU	European Union
GBVF	Gender-Based Violence & Femicide
HOD	Head of Department
HEI	Higher Education Institution
HRMS	Human Resource Management Systems
ICT	Information Communication and Technology
IDMG	Institutional Development Management and Governance
LSPID	Learners with Severe to Profound Intellectual Disabilities
LTSM	Learning and Teaching Support Materials
MEC	Minister of Education and Member of the Executive Committee
MerSETA	Manufacturing, Engineering and Related Services Sector Education and Training Authority
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
NCF	National Curriculum Framework

NDP	National Development Plan
NELDS	National Early Learning and Development Standards for Children
NQF	National Qualifications Framework
NSC	National Senior Certificate
NSNP	National School Nutrition Programme
PAM	Personnel Administrative Measures
PED	Provincial Education Department
PFMA	Public Finance Management Act, Act 1 of 1999
PIRLS	Progress in International Literacy Study
PODs	Proof of deliveries
POPI	Protection of Personal Information POPI
PPN	Post-Provisioning Norm
PSLA	Provincial Strategy for Learner Attainment
PSRIP	Primary School Reading Improvement Programme
QLTC	Quality Learning and Teaching Campaign
SACE	South African Council of Educators
SACMEQ	Southern and Eastern Africa Consortium for Monitoring Educational Quality
SAPS	South African Police Service
SASA	South African Schools Act
SA-SAMS	South African School Administration and Management System
SBA	School-Based Assessment
SCM	Supply Chain Management
SDIP	Service Delivery Improvement Plan
SETA	Sector Education Training Authorities
SGB	School Governing Bodies
SIP	School Improvement Plan
SITA	State Information Technology Agency
SMME	Small Medium and Micro Enterprises
SMT	School Management Team
SONA	State of the Nation Address
SSE	School Self Evaluation
TIMSS	Trends in International Math and Science Standards
TR	Treasury Regulations
VFH	Volunteer-Food-Handlers
WSE	Whole School Evaluation
AC	Audit Committee

3. FOREWORD BY THE MINISTER/MEC

DR. MJ MABOYA, MPL

MEMBER OF THE EXECUTIVE COUNCIL (MEC): EDUCATION

The Annual Report for 2024/25 represents the performance of our department in the last year of the implementation of the MTSF 2019 – 2024. As an integral part of the basic education sector, we remain committed to the provision of basic quality education while ensuring that learners, irrespective of their backgrounds, have an equal chance of success in the education system.

Dealing with the schooling sector from the beginning of the 2024 academic year, our department has managed to leverage on the strong foundation built over the past number of years towards achieving our overall objective of improving learner attainment in the Free State whilst also implementing the requirements of the Medium-Term Strategic Framework (MTSF) 2019-2024 and the National Development Plan (NDP: Vision 2030). In the context of our Annual Report 2024-25, it is important to recognize that the NDP has articulated a progressive vision for our children to have access to education and training of the highest quality, leading to significantly improved learning outcomes by 2030. Our 2024-2025 Annual Report provides insight into progress being made in response to the imperatives of the MTSF 2019 – 2024 as highlighted below:

- Various technical vocational specializations, including Civil Technology, Electrical Technology, Mechanical Technology, Technical Mathematics and Technical Sciences were offered for the sixth year since their introduction in 2018. The overall objective is to make schools not only sites of academic achievement but also sites of development of vocational and occupational skills.
- The introduction of the technical vocational specializations in our schools represented the expansion of the Three-Stream Model. In addition to the 31 Focus Technical Vocational Schools spread across the 5 education districts, the occupational vocational subjects are also offered in eight Schools of Skills in eight towns of our province.
- Training of teachers in Coding & Robotics from 100 primary schools and 23 technical and comprehensive schools in preparation for 4IR.
- Expansion of the Early Childhood Development Programme. In this connection, progress has been made following the ECD function shift through training and development opportunities with a focus on practitioners on the National Curriculum Framework (NCF), and up-skilling of ECD Practitioners' qualifications.
- Continued implementation of the National School Nutrition Programme (NSNP). It is significant to recognize that

the strategic goal of the programme is to enhance learning capacity and improve access to quality education by providing nutritious meals to all learners in Q1-3 primary and secondary schools as well as identified special schools on all school days.

- Accomodating learners in school hostels represents a viable solution for the department to provide quality education to farm learners. Evidence suggests that learners who are accommodated in these hostels complete Grade 12 and proceed to access higher education opportunities.

- Significant progress was made in relation to to the completion of a wide range of facilities with a focus on ablutions, laboratories, media centres, Grade R classrooms, nutrition centres, security fences, administration blocks. More importantly, infrastructure development received the necessary attention in relation to new assets, upgrades & additions, refurbishments and renovations for capital investment.

Looking ahead to the implementation of the Medium-Term Development Plan (MTDP) from 2025, our department remains committed to providing quality basic education to all learners in our schools. We will, therefore, continue to place a high premium on supporting schools to achieve high-quality teaching and learning with a view to ongoing improvement in learner attainment and school effectiveness. We need to pay tribute to our teachers, especially the matric teachers, who have worked very hard to deliver incredible learning outcomes over the past year in relation to the 2024 National Senior Certificate (NSC) examinations. In this context, we have continued to produce the best learning outcomes in South Africa in relation to learner attainment in the National Senior Certificate (NSC) examinations with an overall pass rate of 91%. It is important to appreciate that this is the highest pass rate since the dawn of democracy. In addition, we also experienced a rise in Bachelor passes from 44.7% in 2023 to 48.2% in 2024, going beyond our 45% target.

It is therefore against this backdrop that we will continue to work hard towards the attainment of the schooling goals as enunciated in Action Plan to 2024 in relation to an increase in the number of grade 12 learners who pass mathematics and science and an increase in the number of grade 12 learners who become eligible for a bachelor's programme at a higher education institution. We will pursue these enhancements in learning outcomes through our Provincial Strategy for Learner Attainment (PSLA) with a dedicated focus on management support from our district offices, monitoring, and support to the implementation of school self-evaluations and school improvement plans, subject-specific support for schools, teacher professional development, and the provision of learning materials.

The Annual Report 2024-2025 represents our commitment to keep our eyes on the bigger picture in relation to the provision of quality education in line with our motto: "raising the bar,closing the gap and supporting learners in all grades".

DR MJ MABOYA, MPL
MEMBER OF THE EXECUTIVE COUNCIL
(MEC: EDUCATION)

DR. MJ MABOYA, MPL

MEMBER OF THE EXECUTIVE COUNCIL (MEC): EDUCATION

4. DEPUTY MINISTER STATEMENT (*Not applicable*)

5. REPORT OF THE ACCOUNTING OFFICER

Adv. TH Malakoane

Accounting Officer: Education

- Overview of the operations of the department:

The 2024-25 Annual Report is being released in the last year of the implementation of the Medium-Term Strategic Framework (MTSF) 2019-2024. Looking ahead to the implementation of our new Strategic Plan 2025-2029, we remain focused on our mandate as derived from the National Development Plan (NDP: Vision 2030), as well as the new Medium-Term Development Plan (MTDP) 2024-2029. Approaching the 2024 academic year, it became important to place emphasis on curriculum delivery and functionality of schools to ensure effective teaching and learning. This means that our operations in 2024 continued to place a high premium on supporting schools to achieve high-quality teaching and learning with a view to ongoing improvement in learner attainment and school effectiveness through the provision of quality basic education.

As the education sector witnessed the completion of the implementation of the MTSF for 2019-2024, commendable progress has been made in relation to the following:

- Implementation of the Three-Stream Model including training on coding and robotics,
- Delivery of teacher professional development opportunities to build the knowledge base of teachers in relation to subject-specific content knowledge, pedagogy, and ICT integration into teaching & learning,
- Infrastructure development in response to the various needs of different communities such as new schools, school hostels and halls, laboratories, renovations at existing schools and hostels, nutrition centres and ablution facilities,
- Expansion and migration of Early Childhood Development (ECD),
- Training and professional development opportunities for Grade R practitioners with a view to an increase in the number of Grade R practitioners with NQF Level 6 and above qualification,
- Implementation of Early Grade Reading Assessment (EGRA),

Our department remains committed to ongoing improvement in learner attainment and school effectiveness through the provision of quality basic education. The last five years have witnessed significant improvements in learner attainment in relation to the National Senior Certificate (NSC) examinations. Learner attainment in the NSC continues to serve as an important indicator of the successes of the efforts of teachers, learners, parents and education authorities to improve the culture of learning, teaching and service in our schools. We need to appreciate that our department achieved an overall pass rate of 91% in 2024, a new record in the country in relation to NSC outcomes. More importantly, learner attainment in relation to bachelor passes has reached 48.2% and going beyond our 45% target. While the overall pass rate in the NSC represents significant strides, there is a need for improvement in relation to the quality of passes in learner attainment including a dedicated focus for improved learner attainment at all levels of the schooling system especially at the level of primary schools. More importantly, learner attainment in mathematics and science is an important quality indicator in relation to the provision of education and requires ongoing attention for improvement in line with the agenda of government on quality education. It is therefore in this context that a strengthened Provincial Strategy on Learner Attainment (PSLA) will focus on improvement initiatives across all the phases that make up the schooling system.

- Overview of the financial results of the department:

➢ Departmental receipts

The following table provides the necessary information in relation to departmental receipts.

Departmental receipts	2024/2025			2023/2024		
	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	**15,000**	**17,074**	**(2,074)**	**14,450**	**16,259**	**(1,809)**
Fines, penalties and forfeits	**200**	**203**	**(3)**	**200**	**533**	**(333)**
Interest, dividends and rent on land	**400**	**6,643**	**(6,243)**	**400**	**325**	**75**
Financial transactions in assets and liabilities	**8,000**	**8,606**	**(606)**	**7,250**	**4,967**	**2,283**
Total	**23,600**	**32,526**	**(8,926)**	**22,300**	**22,084**	**216**

- The Department has over collected on its annual target due to irrecoverable debt being written off.
- The Departmental tariff structure for the financial year under review was approved by Provincial Treasury as required by Treasury Regulations 7.3.1. The tariff policy is reviewed on an annual basis as required.
- The Department does not offer free services that might yield significant revenue.

➢ Programme Expenditure

Programme Name	2024/2025			2023/2024		
	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	1 329 823	1 319 252	10 571	1 288 829	1 282 328	6 501
Public Ordinary School Education	13 188 355	13 973 855	(785 500)	13 312 722	13 398 148	(85 426)
Independent Schools Subsidies	124 852	118 844	6 008	116 263	116 262	1
Public Special School Education	739 206	723 128	16 078	689 570	682 359	7 211
Early Childhood Development	648 377	643 583	4 794	625 350	625 350	0
Infrastructure Development	1 086 793	1 084 998	1 795	1 086 048	1 085 118	930
Examinations & Education Related Services	846 099	795 814	50 285	1 111 779	1 072 975	38 804
Total:	**17 963 505**	**18 659 474**	**(695 969)**	**18 230 561**	**18 262 540**	**(31 979)**

Programme1: Administration. The actual expenditure for the period under review amounts to R1,319 billion. This constitutes 99,2% of the available budget of R1,330 billion. Underspending on this programme is due to cost saving measures implemented. Overall, the programme underspent with 0,8%.

Programme 2: Public Ordinary School Education. The actual expenditure for the period under review amounts to R13,973 billion. This constitutes 106% of the available budget of R13,188 billion. Overspending under this programme is mainly on Compensation of Employees (COE) due to insufficient budget allocated to the Department and improvement in conditions of service (ICS) that was not funded during the adjustment budget.

Programme 3: Independent Schools Subsidies. The actual expenditure for the period under review amounts to R118,844 million. This constitutes 95,2% of the available budget of R124,852 million. The saving or underspending is due to a decrease in the learner numbers of independent schools.

Programme 4: Public Special School Education. The actual expenditure for the period under review amounts to R723,128 million. This constitutes 97,8% of the available budget of R739,206 million. Underspending under this programme is mainly on Learners with Profound Intellectual Disabilities Grant with R9,2 million.

Programme 5: Early Childhood Development. The actual expenditure for the period under review amounts to R643,583 million. This constitutes 99,3% of the available budget of R648,377 million. Underspending under this programme is mainly on Early Childhood Development Grant with R1,532 million, Social Sector Expanded Public Works (EPW) Incentive Grant for provinces with R0,364 million and cost saving measures implemented to reduce unauthorised expenditure.

Programme 6: Infrastructure Development. The actual expenditure for the period under review amounts to R1,085 billion. This constitutes 99,8% of the available budget of R1,086 billion. The Department has made significant strides in improving expenditure. During the second adjustment budget an amount of R50 million was received as additional funding to reduce pressure on Education Infrastructure Grant (EIG). Roll-over of an amount of R0,859 million was requested for EIG.

Programme 7: Examination and Education Related Services. The actual expenditure for the period under review amounts to R795,814 million. This constitutes 94,1% of the available budget of R846,099 million. Underspending under this programme is mainly on transfers and subsidies as well as goods and services due to cash flow constraints experienced towards the end of the financial year. HIV and Aids (Life Skills Education) Grant underspent with R3,660 million at the end of the financial year and roll-over to the amount of R0,562 million was requested.

- Virements/roll overs

  The following conditional grants received roll over of unspent during 2024/25 financial year

  - Education Infrastructure Grant R0 million
  - Maths, Science and Technology Grant R0 million
  - Learners with Profound Intellectual Disabilities Grant R1.983 million
  - National School Nutrition Programme R0.991 million
  - HIV/Aids (Life Skills) Education Grant R0 119 million
  - Early Childhood Development Grant R0.22 million
  - Social Sector EPWP Incentive Grant R0 million

  Department received R15 million towards ICT enhancement project.

  An additional allocation of R50 million towards Education Infrastructure Grant was received as per Section 19 of the Division of Revenue Act.

- A description of the reasons for unauthorised, fruitless and wasteful expenditure and the amounts involved as well as steps taken to address and prevent a recurrence.

- Strategic focus over the short to medium term period.

Future Plans of the Department

Going into the first year of our new Strategic Plan (2025-2029), the conduct of government business in our department will be guided by the following priorities:

A. MTDP Priorities
The main objective of the Medium-Term Development Plan (MTDP) 2024–2029 is to strategically guide the work of the 7th Administration in line with the following Strategic Priorities:

Strategic Priority 1: Drive inclusive growth and job creation.
Strategic Priority 2: Reduce poverty and tackle the high cost of living.
Strategic Priority 3: Build a capable, ethical and developmental state.

B. Basic Education Sector Priorities

The priorities of the Basic Education Sector under the auspices of the Ministry of Basic Education are as follows:

i. Improve access to and quality of early childhood development (ECD),
ii. Improving literacy and numeracy skills across all phases of schooling,
iii. Improve access to and the quality of inclusive education for learners in our most vulnerable communities and learners with special education needs.
iv. Improve access to and the quality of training and professional development opportunities available to our school management teams and teachers
v. Improve the safety and quality of schooling environments for our learners and teachers. This includes reducing overcrowding in classrooms, improving access to electricity, water, and adequate sanitation facilities, and removing inappropriate structures, such as pit latrine toilets.
vi. Skills and competencies for the changing world (Provincial prerogative and emphasis)

- Public Private Partnerships

➢ The department did not have any Public Private Partnerships during 2024/2025 financial year.

- Discontinued key activities / activities to be discontinued

➢ No activities were discontinued during 2023/2024 financial year. However, it should be borne in mind that the work of the department was largely affected by the Covid-19 pandemic.

- New or proposed key activities

➢ Until recently, the focus of the Department of Education was on educating learners from Grade R to Grade 12. However, from 2022, Pre-Grade R (Grade RR) was made compulsory by law, and so the spadework of transferring the administration of the Early Childhood Development Centres from the Department of Social Development to the Department of Education has been completed through the work of an Inter-departmental Task Team. This Task Team ensured that the ECD function was successfully transferred to the Free State Department of Education from 1 April 2022.

- Supply chain management

Supply Chain Management process and systems are in place to prevent irregular expenditure:

- Procurement Compliance Process (PCP) are conducted to verify the compliance issues of quotation procurement processes.
- Quarterly SCM forums are being conducted where training is given on all aspects of compliance to end-users.
- Order and Payment checklist are completed with each request order and payment.
- Monthly reporting on Irregular Expenditure.
- SCM policy for with PPPFA Regulations of 2022 is approved and implemented.
- Internal Audit review bids before approval.

Challenges experienced in SCM and how they were resolved:

Capacity constrains impacting negatively on the operations of the unit.

- Gifts and Donations received in kind from non-related parties
- This aspect of the report is covered in Part B under Section 7.
- Exemptions and deviations received from the National Treasury
- There were no exemptions and deviations received from National Treasury.
- Events after the reporting date
- The Department did not convene events after the reporting period for the financial year.
- Other

None

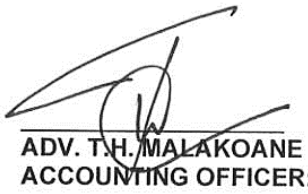
- Acknowledgement/s or Appreciation

It is only due to joint efforts, hard work and dedication by all relevant role players anddepartmental officials that our department was able to deliver on its constitutional mandate.

- Conclusion

The Free State Department of Education is a dynamic department which adopt and implement strategies to ensure service delivery to improve teaching and learning and to serve the community of the Free State Province.

- Approval and sign off



ADV. T.H. MALAKOANE
ACCOUNTING OFFICER: EDUCATION

Adv. TH Malakoane

Accounting Officer: Education

Date: 31July 2025

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

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

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

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

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

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

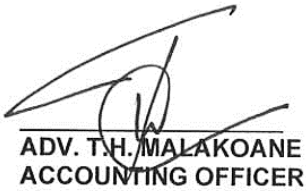
The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

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

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

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

Yours faithfully



ADV. T.H. MALAKOANE
ACCOUNTING OFFICER: EDUCATION

Accounting Officer

Adv. TH Malakoane

Date: 31 July 2025

7. STRATEGIC OVERVIEW

7.1. Mission

To deliver inclusive and responsive basic education services that provide for the highest quality teaching and learning experiences for every learner in every school leading to improved learning outcomes.

7.2. Vision

All learners have equal access to quality basic education in functional and safe school environments that set them up to thrive in the ever-changing world.

7.3. Values

In supporting the visoin and mission of our department, we are inspired by the fundamental values of our constitution and their relevance and education.

VALUES	BRIEF EXPOSITION
Ubuntu (human dignity)	Our work in relation to the conduct of government business is guided by practices of compassion, kindness, altruism, respect, mutual understanding and appreciation of diversity. These practices represent the very core of making schools places where the culture of teaching and learning can thrive.
Batho Pele (People First)	This is about being people-centred and service-oriented. In this context, our work in relation to the conduct of government business is guided by the principles of consultation, good service standards, courtesy, access to information, openness and transparency and dealing with complaints and queries timeously.
Accountability	Understanding accountability is an enabler for effective governance, we need to perform to our full potential, providing value for money, efficiency and effectiveness in the provision of services to schools. More importantly, instilling confidence in the government and being responsive to the needs of schools and accountable for our actions.
Integrity	Working in service of schools, our conduct needs to be based on honesty and trustworthiness while demonstrating a consistent and uncompromising adherence to ethical and moral principles or standards. In essence, we need to embrace integrity as simply "doing the right things even when no one is watching".
Collaboration	Working as one team of professionals across different line-functions and at all levels of the system to perform at our highest level with a focus on supporting schools to achieve high-quality teaching and learning.
Community and stakeholder engagement	We work with parents and key stakeholders to provide support to schools to focus on learner attainment with a view to prepare learners for life beyond school.
Lifelong learning	Creating a learning organisation in which staff members including teachers are provided with professional learning opportunities to acquire knowledge and skills for ongoing improvement in performance.

8. LEGISLATIVE AND OTHER MANDATES

Constitutional Mandate

Education rights are expressed in section 29 of the South African Constitution. In terms of section 29 everyone has the right to a basic education, including adult basic education and up to further education, which the state, through reasonable measures, must make progressively available and accessible.

Legislative and Policy Mandates

8.1 The Constitution of the Republic of South Africa Act 108 of 1996

8.2 South African Schools Act (SASA) 84 of 1996

8.3 Free State Schools Education Act 2 of 2000

- *Regulations for discipline of learners in Public Schools, Provincial Notice 156 of 2001:*
- *Regulations for financial records of Public Schools, Provincial Notice 154 of 2001:*
- *Regulations for the examinations: Irregularities and the Examination Board, Provincial Notice 157 of 2001:*
- *Code of Conduct for members of Governing Bodies of Public Schools, Provincial Notice 263 of 2006.*
- *Measures Relating to Election of School Governance Bodes of Special Schools for Learners with Special Needs*
- *Measures relating to the Election of School Governing Bodies of Ordinary Public Schools*
- *Measures relating to the Registration of Independent Schools*
- *Measures for SGB Councils and Principal Councils*

8.4 The National Education Policy Act 27 of 1996

8.5 BELA Act 32 of 2024

8.6 Preferential Procurement Policy Framework Act 5 of 2000

8.7 Public Finance Management Act 1 of 1999 and its Regulations

8.8 Acts governing Human Resource Management

The following Acts govern the relations with employees, conditions of service and appointment measures to eradicate injustices of the past regarding employment practices:

- Public Service Act (Proclamation No 103 of 1994) and its Regulations
- Employment of Educators Act, No 76 of 1998,

- Personnel Administrative Measures (PAM), 2016
- Basic Conditions of Employment Act No 74 of 1997
- Labour Relations Act No 66 of 1995
- Employment Equity Act, Act no 55 of 1998

8.9 Skills Development Act 97 of 1998

8.10 Skills Development Levies Act 9 of 1999

8.11 Occupational Health and Safety Act 85 of 1993

8.12 Government Immovable Asset Management Act 19 of 2007

8.13 Free State Land Administration Act 1 of 1998

8.14 Employment of Educators Act 76 of 1998

8.15 Public Services Act 103 of 1994

8.16 Key policy developments and legislative changes

8.17 Protection of Personal Information Act 4 of 2013

8.18 Promotion of Access to Information Act 2 of 2000

8.19 Promotion of Administrative Justice Act 3 of 2000

Institutional Policies and Strategies over the 5-year planning period

Our strategies over the 5-year planning period focus on contributing towards the achievement of the National Development Plan as realised through the Medium Term Strategic Framework (MTSF) and articulated in the State of the Nation Address (SONA), State of the Province Address (SOPA) and Budget Speech commitments by the Minister of Education and Member of the Executive Committee (MEC) responsible for Education in the Free State with the onset of the 6th Administration.

At national level seven (7) key Government Priorities were announced as follows:

(1) Building a capable, ethical and developmental state;
(2) Economic transformation and job creation;
(3) Education, skills and health;
(4) Consolidating the social wage through reliable and quality basic services;
(5) Spatial integration, human settlements and local government;
(6) Social cohesion and safe communities; and
(7) A better Africa and world.

The six (6) strategic priorities for the Education Sector, contributing towards the seven (7) key government priorities are as follows:

(1) Improving reading skills in our learners to ensure that every 10-year-old will be able to read for meaning by 2030
(2) Skills and competencies for the changing world (coding & robotics, three-streams model, ICT roll-out and teacher quality)
(3) Early Childhood Development (ECD)
(4) Assessment and accountability
(5) Social cohesion, health and school safety
(6) School infrastructure development.

It is believed that these priorities, when fully implemented, will achieve the following:

- Improved access of children to quality Early Childhood Development (ECD) below Grade 1.
- Improved minimum standards of learner performance in relation to mastering the minimum language and numeracy/mathematical competencies at the end of Grades 3, 6 and 9; resulting in improved pass rates of learners in Grade 12 in Mathematics and Physical Science, and more learners becoming eligible for a Bachelors program at a university.
- Children will remain effectively enrolled in school up to the year in which they turn 15, thus addressing the high dropout rate the province is experiencing. Whilst learners are at school these strategies should lead to improving the grade promotion of learners through the grades and school phases. This will happen by ensuring that learners cover all the topics and skills areas that they should cover within their current school year. Learners with barriers will be supported.
- Improve the access of youth to Further Education and Training opportunities beyond Grade 9.
- Provision of minimum set of textbooks and workbooks required according to national policy supported with additional resources within a wide range of media, including computers, which enrich their education and prepare them for a changing world, such as the Fourth Industrial Revolution (4IR).
- Having a young, motivated and appropriately trained teacher cohort.
- Addressing issues of overcrowding in schools and making schools places where teachers want to teach and learners want to learn with school infrastructure that meets the minimum norms.
- Functional schools where the basic annual management processes occur across all our schools. Improved parent and community participation in the governance of schools. Funds are utilised transparently and effectively. Improve the frequency and quality of the monitoring and support services provided by district offices to schools, partly through better use of e-Education.

The following Departmental policies will continue in support of the above-mentioned priorities.

Communication

- Communication and Media Policy (2018 – 2022)

Curriculum

- A résumé of subjects for the Senior Certificate, Report 550 (2017/18)
- Curriculum and Assessment Policy Statement – CAPS, 2011;
- Curriculum and Assessment Policy Statement – CAPS: National Protocol for Assessment
- Curriculum and Assessment Policy Statement – CAPS: Program and Promotion Requirements (2011)
- Mathematics Teacher and Learning Framework for South Africa (TMU – 2016)
- National Policy for the Provision and Management of Learning and Teaching Support Material (2014)
- Reading Norms and Standards for Home Languages (Feb 2018)
- The Incremental Introduction of African Languages in South African Schools (2013)

E-Learning

- Guidelines for Schools ICT Hardware Asset Management (2019)
- Professional Learning Communities: A Guideline for South African Schools (2015)
- Teacher Development Framework for Digital Learning (2017)
- White Paper on e-Education (2004)

Districts

- Policy on the Organisation, Roles and Responsibilities of Education Districts (2013)

Examinations and Assessment

- Amended Policy Pertaining to the Conduct, Administration and Management of the Senior Certificate (2015);
- An Addendum to the Policy Document, the National Senior Certificate: A Qualification at Level 4 on the National Qualifications Framework (NQF), regarding Learners with Special Needs (2009).
- National Policy for Re-issue of National Certificates (2018)
- National Policy on the Conduct, Administration and Management of the National Senior Certificate: A Qualification at Level 4 on the National Qualifications Framework (2009)
- National Policy Pertaining to the Program and Promotion Requirements of the National Curriculum Statement Grades R-12 (2012)
- National Policy Pertaining to the Programme and Promotion Requirements of the National Curriculum Statement Grades R–12 (2016)
- National Policy Pertaining to the Programme and Promotion Requirements of the National Curriculum Statement (2017)
- National Protocol for Assessment Grades R–12 (2012)
- Policy for the General Education and Training Certificate for Adults: A Qualification at Level 1 on the General and Further Education and Training Qualifications Sub-Framework of the National Qualifications Framework (2015)
- Policy for the Quality Assurance of Assessment of Qualifications Registered on the General and Further Education and Training Qualifications Sub-framework (2018)
- Policy on School Based Assessment (SBA) for Grade 10 - 12
- Regulations Pertaining to the Conduct, Administration and Management of the National Senior Certificate Examinations (2019).
- Regulations Pertaining to the National Curriculum Statement Grades R-12 (2017)

Early Childhood Development

- Free State Policy on Pre-Grade R (0-4)
- Free State Provincial Grade R Policy (Draft)
- Integrated Early Childhood Development Policy (Social Development)
- National Early Learning and Development Standards for Children (NELDS - 2009)
- White Paper 5 (2001)

Inclusive Education

- Addendum to FET Policy Document, National Curriculum Statement on the National Framework Regulating Learners with Special Needs,
- Integrated School Health Policy (2012)
- National Policy on HIV, STIS and TB for Learners, Educators, School Support Staff and Officials in all Primary and Secondary Schools in the Basic Education Sector (2017).

School Management and Governance

- Free State Provincial Policy and Procedure on Safety in Workshops for Technical Vocational, Agricultural and Technical Occupational Schools (2019);
- Home Education (2018);
- Hostel Project Policy (2016);
- Improving Access to Free and Quality Basic Education to all (2003);
- Language in Education Policy (1997);
- Learner Attendance Policy (2010)
- National Education Policy Act No. 27 Of 1996 - Admission Policy for Ordinary Public Schools (2010)
- National Policy for Determining School Calendars for Public Schools in South Africa (2015)

- National Policy on Religion and Education (2003)
- National School Safety Framework (2015)
- Protocol for the Management and Reporting of Sexual Abuse and Harassment in Schools, 2019
- Protocol to Deal with Incidences of Corporal Punishments in Schools, 2017
- Protocol between the Department of Basic Education and the South African Police Service on Prevention of Crime and Violence in all Schools, 2011.
- Disaster Management Act, No. 57 of 2002
- Regulations for Safety Measures at all Public Schools (2001)
- Rights and Responsibilities of Parents, Learners and Public Schools: Public School Policy Guide 2005 (2006)
- The Child Justice Act No 75 of 2008
- The Children's Act No 38 of 2005
- The Liquor Act No 59 of 2003

Finances

- Amended National Norms and Standards for School funding (2014)
- Fee exemption policy

Human Resources

- Job Description Policy (2012)
- Job Evaluation Implementation Strategy (2010)
- Performance Management Development System for Salary Level 1 – 12 (2018)
- Education Management System – PMDS for Office-based Educators (ELRC Collective Agreement No. 3 of 2017)
- Chapter 4 of SMS Handbook – PMDS for SMS (2018)

Infrastructure

- ASIDI Disbursement, Professional and Management Fee Policy and Procedure (2015)
- Government Immovable Asset Management Act (2007)
- Guidelines Relating to Planning for Public School Infrastructure (2013)
- Infrastructure Spatial Planning (2013)
- National Policy on an Equitable Provision of an Enabling School Physical Teaching and Learning Environment (2013)
- Regulations relating to minimum uniform norms and standards for public school infrastructure (2013)
- Spatial Planning and Land Use Management Act (2013).

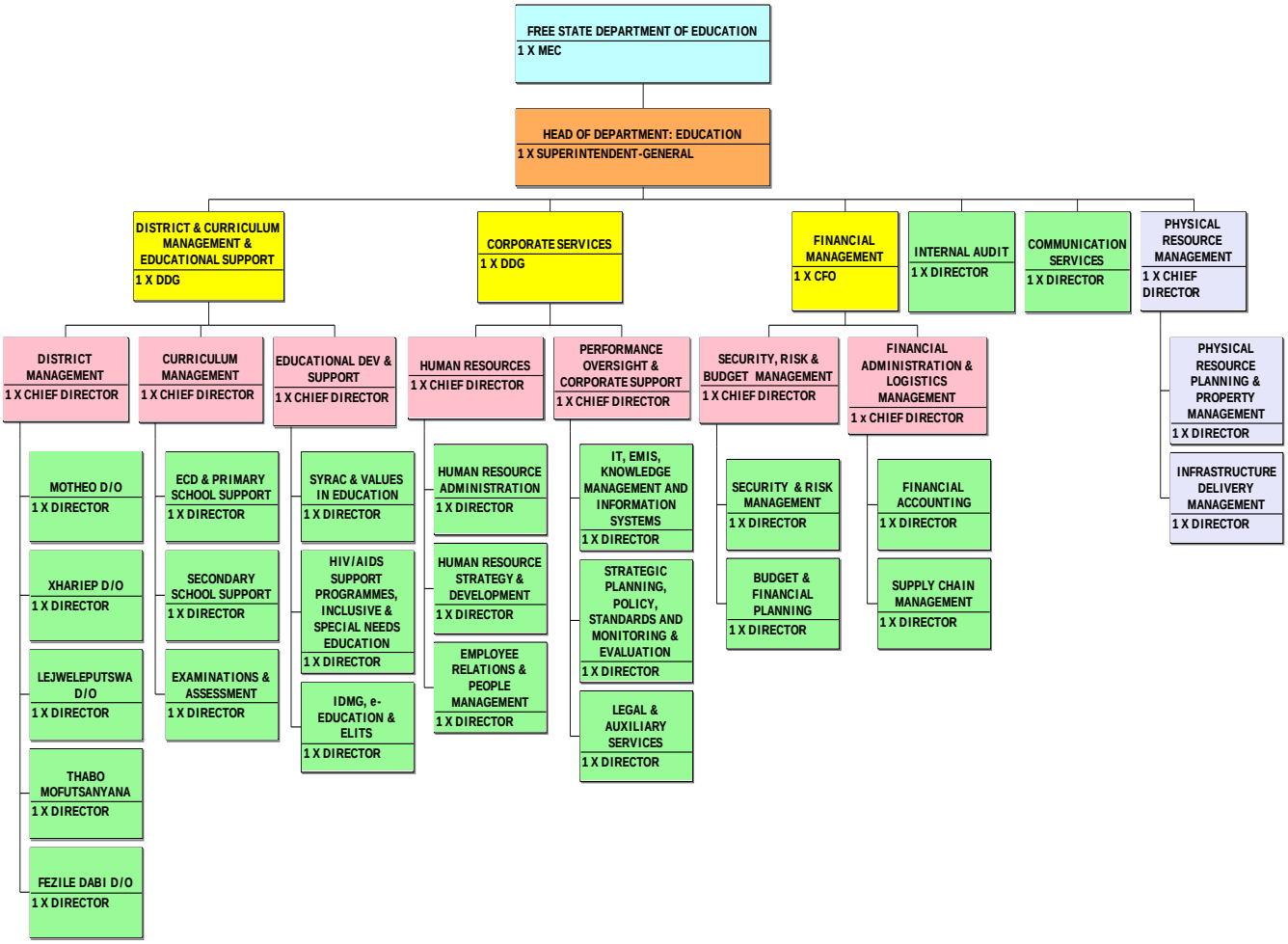
Information Communication and Technology (ICT)

- Corporate Governance of ICT Policy (2017)
- Disaster Recovery Policy (2018)
- ICT Risk Management Policy (2018)
- Information Communication Technology Policy on ICT Security (2018)
- Patch Management Policy (2017)

Labour Relations

- Constitution of the Education Labour Relations Council (ELRC) Resolution no 6 of 2000
- Education Labour Relations Council (ELRC) – Policy Handbook for Educators (2004)
- EHW: Smoke Free Policy (2018)
- Health and Productivity Policy (2019)
- HIV/Aids and TB Management Policy (2019)
- Safety, Health and Environment Risk and Quality Management Policy (2019)
- Sexual Harassment Policy (2019)

9. ORGANISATIONAL STRUCTURE



10. ENTITIES REPORTING TO THE MINISTER/MEC

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

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

Name of Entity	Legislative Mandate	Financial Relationship	Nature of Operations
N/A	N/A	N/A	N/A

PART B:

PERFORMANCE INFORMATION

1. AUDITOR-GENERAL'S REPORT: PREDETERMINED OBJECTIVES

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

Refer to page 156 of the Report of the Auditor-General, published as Part F: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

Internal Environmental Analysis

The Free State, in the geographic centre of South Africa, is surrounded by six provinces: Gauteng, Mpumalanga, KwaZulu-Natal, Eastern Cape, Northern Cape, and North West. The province is ranked eighth in population, having the smallest population after the Northern Cape. In contrast, the province is the third largest in terms of its size with a land mass of 129,825 km², with an average population density of 22,83/ km². It is classified as a rural province.

In line with the circular MG No1 of 2025, ***Realignment of Education Districts to the Municipal Demarcation***, as of 1 January 2025 the Free State Department of Education took the decision to align its education districts in accordance with the Municipal Demarcation Act of 1998 (Act 27 of 1998). In terms of the above-mentioned Act, the province has four districts and one metropolitan municipality. In line with the circular, education district formally known as Motheo district, is now the Mangaung Metropolitan Education District.

Education in the province has one metropolitan municipality, Mangaung, which is also the Mangaung Metropolitan Education District, and 18 local municipalities in four districts, namely Fezile Dabi, Lejweleputswa, Thabo Mofutsanyana and Xhariep.

School Statistics

School statistics is captured on SA-SAMS and all schools are provided with connectivity by EMIS.

The EMIS Unit introduced SA-SAMS to ECD centres and trained matrons and practitioners to capture data. The Free State is the first province to electronically capture ECD data successfully while awaiting the nationwide implementation of e-Cares.

Types of schools

In March 2025, the province had 726711 learners in 1018 schools, of which 9505 (1,3%) are in 45 Farm Schools, 21451 (3,0%) in 93 Independent Schools, and 695651 (95,6%) in 878 Public Schools. In addition, the province has two hospital schools with 104 (0,02%) learners.

The province is demarcated into 48 circuits. Thabo Mofutsanyana, with 325 schools, has 14 circuits and second highest number of learners. Mangaung Metropolitan, has 13 circuits with the highest number of learners, and 276 schools. Lejweleputswa is allocated 10 circuits with 208 schools. Fezile Dabi has 7 circuits, 162 schools while Xhariep, the largest district in terms of size, has the least number of schools (62) and learners and is allocated 4 circuits.

Mangaung Metropolitan Education district lost Mantsopa Municipality with 30 schools to Thabo Mofutsanyana and gained one school from Masilonyana in Lejweleputswa district.

From 2024 to 2025, Mangaung Metropolitan had a net loss of 24 schools while Thabo Mofutsanyana had a net gain of 23 schools. Fezile Dabi and Lejweleputswa both had a net loss of two schools respectively.

Table 1. Types of School per District – changes from 2024 to 2025

	Farm		Hospital		Independent		Public		Total District	
District	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
FEZILE DABI	3	2			16	16	143	142	162	160
LEJWELEPUTSWA	17	13			14	17	179	178	210	208
MANGAUNG METRO	14	9	2	2	26	27	245	225	287	263
THABO MOFUTSANYANA	19	17			27	32	256	276	302	325
XHARIEP	4	4			1	1	57	57	62	62
PROVINCE	**57**	**45**	**2**	**2**	**84**	**93**	**880**	**878**	**1023**	**1018**

(Data Source: EMIS School Portal - Address List: 7 April 2025)

The Integrated Rural Education strategy, which contains guidelines for rationalisation of small or non-viable schools, was drawn up in 2009 and contained three pillars that operated through the following: reduction and closure of non-viable transport routes, closure or merger of non-viable schools, and expansion of hostel accommodation for farm learners from non-viable schools and closed Learner Transport routes.

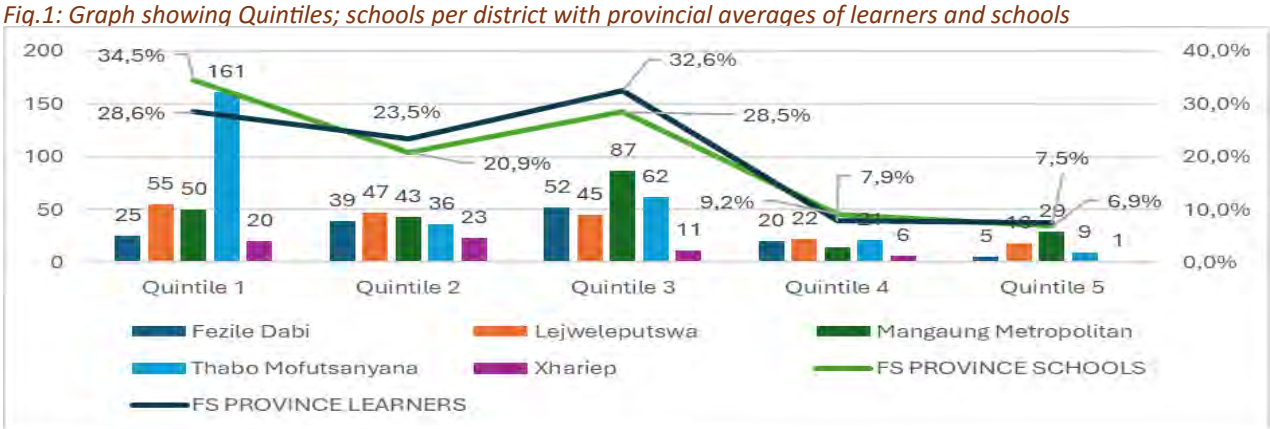
Employing this strategy, the number of non-viable farm schools continues to be identified and learners moved to the Farm School Hostel Project. Between April 2024 and March 2025 Farm Schools decreased by eight from 57 to 45, with the most closures being four schools in Lejweleputswa.

Classification of schools per quintile

Public schools in the Free State have a disproportionate number that are in low socio-economic areas. Quintile 1 schools are those located in the poorest communities while Quintile 5 schools are in the affluent areas. Quintiles 1 to 3 schools make up 84,6% (756) of 901 public schools and 83,9% (591 239) of all 107504 learners in public schools. This number includes all public ordinary schools and farm schools.

Motheo has the highest number of Quintile 5 schools with 29 schools, followed by Thabo Mofutsanyana with seven schools, and Xhariep with the least number of one Quintile 5 school.

Fig.1: Graph showing Quintiles; schools per district with provincial averages of learners and schools



(Data Source: EMIS School Portal - Address List; 7 April 2025)

The graph, collated from EMIS data, shows Thabo Mofutsanyana as having the highest number of quintile 1 schools, 161, compared to Lejweleputswa with 55 schools. Xhariep district, which has 20 Quintile 1 schools out of 62, has the

second highest proportion (32%) after Thabo Mofutsanyana (49,5%).

In the province, the highest proportion of learners is found in Quintile 3 with 32,6% of learners followed by Quintile 1 with 28,6%. Quintile 1 has the highest proportion of schools (34,5%) while 28,5% of schools are in Quintile 3.

Schools per Municipality

There was not much difference in the proportion of schools per municipality. Mangaung gained four schools, Mantsopa and Matjhabeng two each, while Dihlabeng declined by four schools, Maluti-a-Phofung by three schools, Tokologo by two schools, while Phumelela and Mohokare decline by one school each respectively.

The municipalities with the lowest proportion of schools are Mohokare in Xhariep, Naledi in Motheo, and Mafube in Fezile Dabi. Metsimaholo, located in the Vaal Triangle, has a low number of schools compared to the density of population in the municipality.

Table 2: Table showing changes in numbers of schools from 2020 to 2024 per municipality

Municipality	2024	2025	% Schools in2024 & 2025
Dihlabeng	51	47	5%
Kopanong	28	28	3%
Letsemeng	20	20	2%
Mafube	20	19	2%
Maluti a Phofung	162	159	16%
Mangaung	245	249	24%
Mantsopa	29	31	3%
Masilonyana	22	19	2%
Matjhabeng	129	131	13%
Metsimaholo	44	44	4%
Mohokare	14	14	1%
Moqhaka	56	55	6%
Nala	29	29	3%
Naledi	13	13	1%
Ngwathe	42	42	4%
Nketoana	20	20	2%
Phumelela	22	22	2%
Setsoto	47	46	5%
Tokologo	10	10	1%
Tswelopele	20	18	2%
PROVINCE	**1023**	**1018**	**100%**

(Data Source: EMIS School Portal - Address List 9 April 2024 and 7 April 2025)

Learner numbers

Number of learners declined by 900 from April 2024 to April 2025. Fezile Dabi numbers declined by 706 learners, Lejweleputswa by 401 and Xhariep district by 170. The biggest learner change was experienced in Mangaung Metropolitan with a decline of 15491 learners while Thabo Mofutsanyana had an increase of 15868 learners. Thabo Mofutsanyana had an overall increase due to the Realignment of Education Districts to the Municipal Demarcation processes.

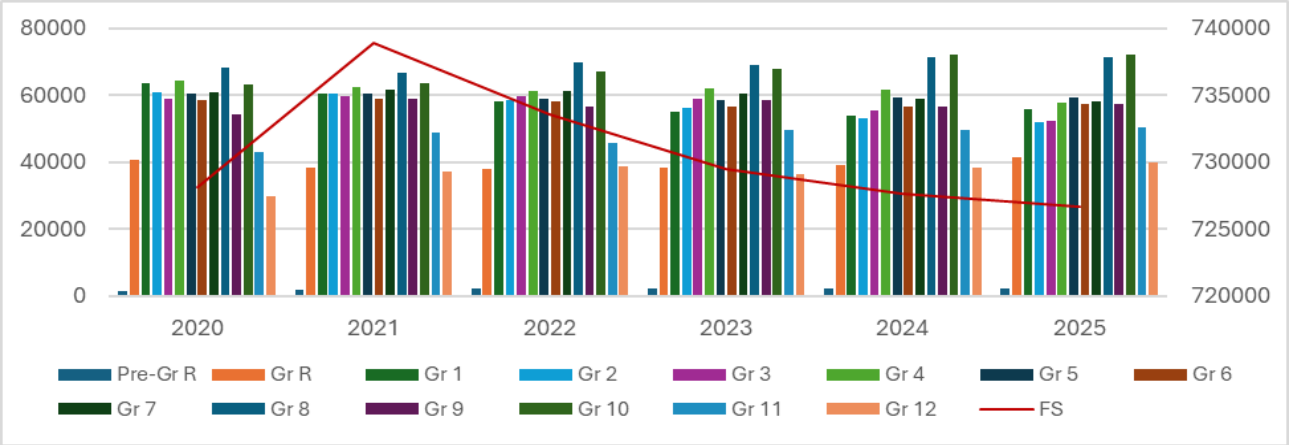
Table 3: Learners in Types of School per District – changes from 2024 to 2025

	Farm		Hospital		Independent		Public		Total District	
District	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
FEZILE DABI	394	326			2554	2171	122756	122501	125704	124998
LEJWELEPUTSWA	2444	2335			3496	3609	156007	155602	161947	161546
MANGAUNG METRO	2984	2722	134	104	8992	7995	204503	190301	216613	201122
THABO MOFUTSANYANA	3408	3134			6333	7634	180863	195704	190604	206472
XHARIEP	982	988			40	42	31721	31543	32743	32573
FREE STATE	**10212**	**9505**	**139**	**104**	**21415**	**21451**	**695850**	**695651**	**727611**	**726711**

(Data Source: EMIS School Portal - Address List 7 April 2025)

The Free State population growth is the smallest of the 9 provinces according to Census 2022, with a 2% growth since the last census and experiences emigration to provinces that are perceived to have better economic opportunities. Agriculture overtook mining as the primary economic sector after the closure of mines which resulted in a drop in unemployment.

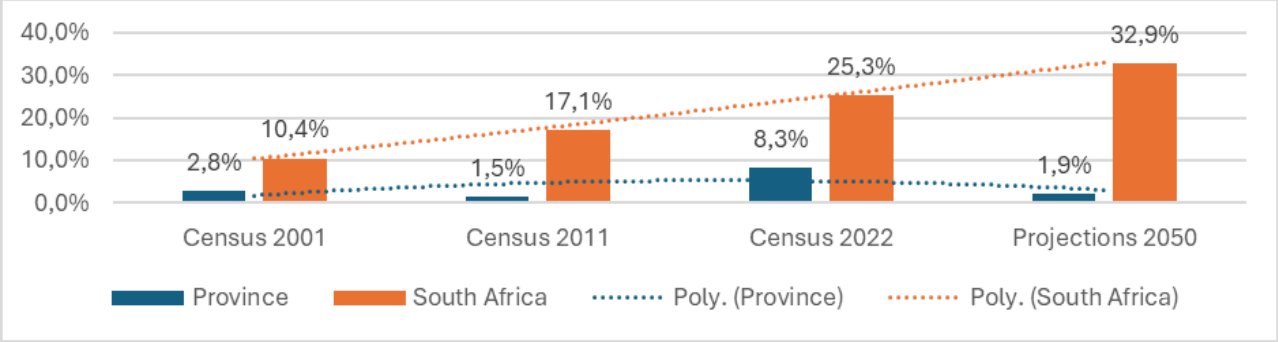
Fig. 2: The graph illustrating changes in learner numbers - from 2020 to 2025



(Data Source: EMIS School Portal - Address List 7 April 2025)

The graph below illustrates the continued decline in learner numbers from 2021 after peaking from 2020. This picture is mirrored by the Free State 2050 population growth projections compared to the National data.

Fig. 3: Population Growth from 1996 Consensus: Free State and National data and 2050 population projections compared

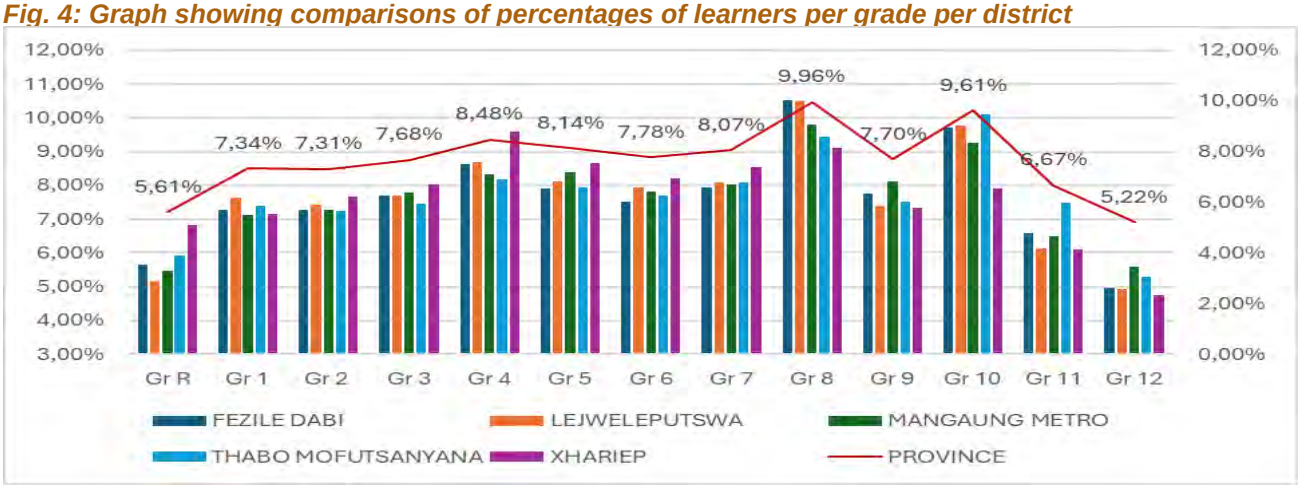


(Data Source: STATSSA Census Reports)

Learner Enrolments

The graph below compares percentages of learners per grade per district to show patterns of enrolment across the province.

Fig. 4: Graph showing comparisons of percentages of learners per grade per district



(Data Source: EMIS School Portal - Address List 7 April 2025)

Throughput is the rate at which a cohort of learners move through the education system. The slower the movement of learners from enrolment to completion, the greater the cost to the system. Considering that the most significant decline of learner populations occurs from Grade 10 to 12, the table below shows the throughput of these learner cohorts.

Table 4: Table showing the throughput to Grade 12 of 2018 to 2022 Grade 10 learners cohorts

Data year	2019	2020	2021	2022	2023	2024	2025
Gr 10	61900	63234	63453	67166	67864		
Gr 11		43120	48770	45773	49648	49556	
Gr 12			37174	38761	36220	38286	39961

(Data Source: EMIS School Portal – SNAP data, March 2018, 2019, 2020, 2021, 22 February 2024 and 7 April 2025)

The Class of 2021 had the highest throughput from Grade 3 at 71%, meaning that more learners who started grade 3 in 2012 made it to Grade 12 in 2021, without being retained or dropping out of school. The Class of 2023 had the lowest throughput at 61%, with a gradual increase to 66% for the Class of 2025.

Interventions to mitigate poverty

No-fee schools

To counter poverty, all quintile 1, 2 and 3 schools in the province are “no-fee” schools.

The National School Nutrition Programme (NSNP)

A total of 775 schools, including all quintile 1 to 3 schools, both primary and secondary schools, as well as 10 special schools, benefitted from the National School Nutrition Programme (NSNP) in the 2024/25 financial year. Even though

the programme is funded at 60.6%, the department ensured that through savings, all 595 339 learners in these schools could be provided with healthy and nutritious meals daily, ensuring that optimal learning can take place at schools.

The model of transferring funds to schools works for the province and benefits the local economies and the children. In the 2023 academic school year, the Free State introduced breakfast to all schools benefiting from NSNP which saw a reduction absenteeism and improved learner performance. This breakfast is usually the first meal of the day for most of these learners.

Learner Transport

Qualifying Quintile 1 to 3 learners living far from school are transported through the department's Learner Transport which ensures the safety of learners as they are picked up close to their homes and dropped off at school. The primary benefit of learner transport is to ensure that qualifying learners have access to quality education. Learners are not tired from walking long distances, can concentrate better in school, learner absenteeism is reduced, and learner attainment is improved because they do not lose teaching and learning time as they arrive at school on time.

The number of transport routes that are reduced due to the closing of non-viable schools' impact only a small number of learners and more learners accommodated in hostels.

The Farm School Hostel Project

The province currently has 49 hostels housing 7116 farm learners from non-viable schools and closed Learner Transport routes. Farm School Learners accommodated at hostels have all their needs provided for by the department, such as meals, bedding, lodging, and hostel staff. These are paid for through a subsidy transferred to each hosting hostel.

Evidence shows that many learners accommodated in these hostels complete Grade 12 and proceed to register at local and international Universities. The hostel project is proving itself to be a viable solution for the provision of quality education to farm learners.

Early Childhood Development (ECD)

On 1 April 2022, ECD was officially transferred to the Department of Education from the Department of Social Development. The move was to view ECD as a core education function, rather than primarily a child protection function, with the mandate to ensure that these crucial first years of a child's life are exposed to high quality educational programmes and so meet the goals of the NDP.

Children exposed to ECD programmes are 25% more likely to graduate high school and four times more likely to complete a bachelor's degree. Once these children do graduate, they tend to earn more in the workforce. These observations are supported by a 2022 World Bank report and the Abecedarian Early Intervention Project, a study that monitored children in two groups for more than 35 years, one that was exposed to Early Childhood education and the other not.

Free State Statistics on ECD

Through the Bana Pele Mass registration, the province encouraged parents of children in the 0 - to 4-year-old age group to register for ECD, and for unregistered ECD centres to be registered. The data was captured through SA-SAMS, giving the province a clearer picture of the numbers of children accessing funded and unfunded ECD services. In this way, the number of children who could access registered ECD programmes was increased. As of November 2024, the province had 1517 registered ECD centres and 90 873 children accessing the programmes.

These are the numbers of children funded from Equitable Share and Conditional grants. Non-funded ECD sites are in the process of registering on EMIS.

Table 5: Numbers of ECD centres and children registered at the ECD centres per district

	No. of ECD Centres	*Children in Pre-Grade R*	*Children in Grade R*	*Total no of children at centres*
Fezile Dabi	229	12742	1038	13780
Lejweleputswa	287	18148	1648	19796
Mangaung Metropolitan	439	19942	2076	22018
Thabo Mofutsanyana	486	29123	1411	30534
Xhariep	76	4503	242	4745
PROVINCE	1517	84458	6415	90873

(Data Source: EMIS Portal – Learner per Age – 25 November 2024)

The Challenges Associated With Early Childhood Development

The challenges faced in the province included unregistered ECD centres, unequal access to resources, underqualified ECD practitioners, and limited infrastructure.

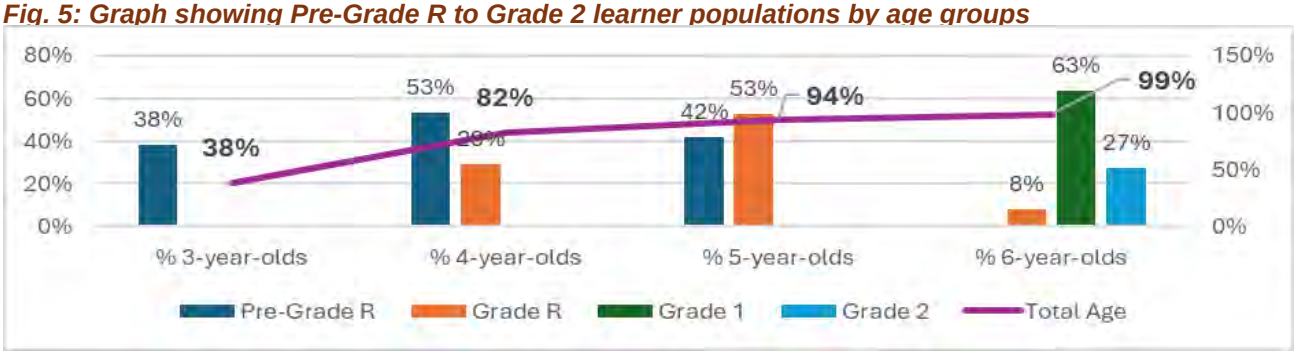
Upskilling of practitioners

To ensure that children were exposed to maximal learning opportunities, 1175 pre-grade R practitioners were trained on the five learning areas of the National Curriculum Framework (NCF), and 204 practitioners and 208 matrons were trained in Classroom Management.

Grade R practitioners were encouraged to improve their qualifications in the 2024/2025 financial year, with funding from the ETDP SETA, during roadshows conducted by the provincial education department and the SETA. The number that responded and signed contracts with ETDP SETA for funding were 408.

Registration drives and advocacy are bearing fruit with the increase of children attending ECD centres with the province meeting 2024 targets by October and November 2024. Children turning six attending school were at 99%, spanning Grades R to 2, while those turning five at schools and ECD centres were at 94%, with the majority in Grade R. Children turning three, at 38% attendance, were included for comparison.

Fig. 5: Graph showing Pre-Grade R to Grade 2 learner populations by age groups



(Data Source: EMIS Portal – ECD Learner per Age – 25 November 2024, Learner per Age per Grade District Summary, 16 October 2024, STATSSA Single Year 2024

Financial Resourcing

In the second year of Education taking over ECD centres, 13 009 children benefitted from the subsidy grant, as agreed in the Service Level Agreement (SLA) while 12 429 children benefitted from the subsidy component of the conditional grant in conditionally registered centres.

Improved Infrastructure

Since the migration of the ECD function from Social Development infrastructure, has refurbished 49 ECD centres throughout the province to make the learning and teaching environment conducive. Infrastructure has constructed one fully functional state of the art ECD Centre in Botshabelo (Mangaung).

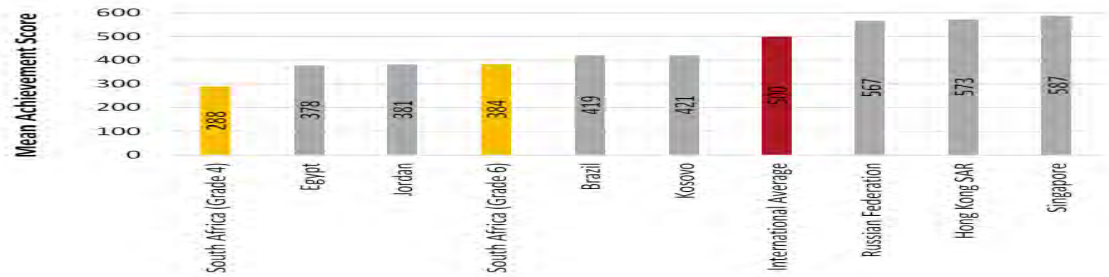
Challenge in Reading Literacy Skills

Reading is a fundamental skill that plays a crucial role in personal and academic success. It is the cornerstone of all learning and is essential for efficient studying and information retention. It enhances comprehension, expands vocabulary, and stimulates critical thinking.

The 2021 Progress in International Reading Literacy Study (PIRLS), an international comparative survey that assesses the reading comprehension and literacy skills of students in the fourth grade, showed that in South Africa, 81% of Grade 4 learners could not read for meaning in any language, a decline from 2016 by 3%. PIRLS is conducted every five years, providing data on trends and indicators of growth in reading literacy. In 2021, South Africa was ranked last out of the 43 countries that participated and experienced the largest decline of all the countries participating.

South Africa's results are shown in the Figure below and compared to a select few other countries that wrote the PIRLS assessment.

Fig. 6: South African Grade 4 and 6 achievements compared to other PIRLS countries

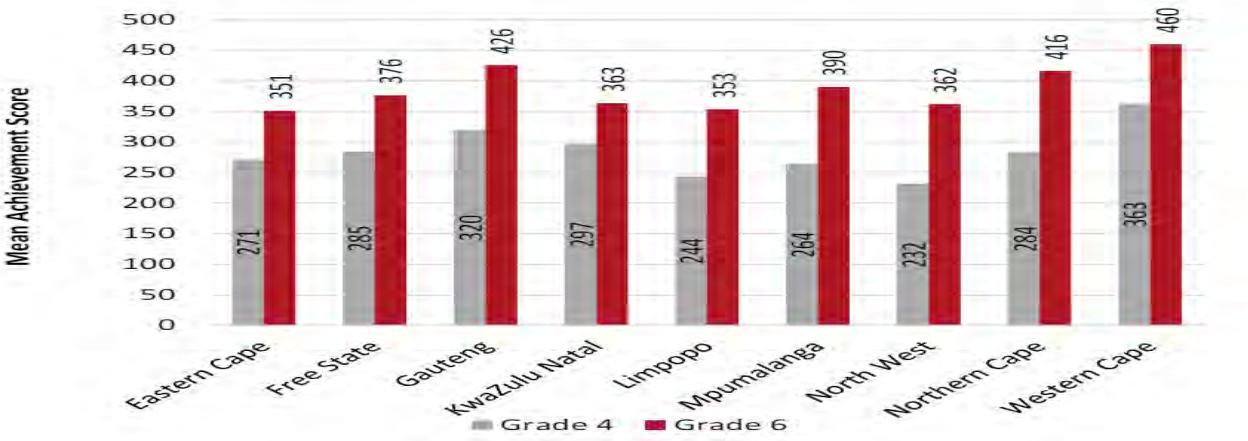


(Source: Department of Basic Education. (2023). PIRLS 2021: South African Preliminary Highlights Report.)

For South Africa, the PIRLS 2021 study reveals very low performance levels on learners' ability to read for meaning as they turn 10. South Africa, at 288 score points, performed significantly below the PIRLS centre point of 500. Singapore (587) was the highest performing country. All African countries performed below the international average.

In the performance across the nine provinces, across both Grade 4 (363) and 6 (460), the Western Cape was the highest achieving province, as shown below.

Fig. 7: Grade 4 and 6 PIRLS achievement by province



(Source: Department of Basic Education. (2023). PIRLS 2021: South African Preliminary Highlights Report.)

The Free State was fourth in Grade 4 (285) performance and fifth in Grade 6 (376). The lowest performing province for Grade 4 was North West (232), and for Grade 6 was the Eastern Cape (351).

Improving Proficiency in Reading

A multi-pronged approach was employed to ensure that learners attained proficiency in reading. School Readiness tests were conducted in 102 schools offering Grade R, with a total of 510 learners assessed during the baseline assessment. Endline assessment was done in November 2024.

Grade R practitioners were trained on Emergent Reading with a focus on phonological awareness and shared reading methodologies. Grades 1 to 9 teachers were trained on various reading strategies and methodologies. Other interventions included the monitoring of EGRA and the provision of graded readers to Grade 3 learners at select schools.

A Provincial Reading Conference was held in Bloemfontein for subject advisors, teachers, and Departmental Heads from 21 to 22 October 2024.

Skills and competencies for a changing world

The three-streams model

To ensure that the province thrives on inclusive growth and job creation (Strategic Priority 1), the province has ensured that vocational skills that can create employment are introduced from grade 8, ensuring that learners leave the schooling system prepared to contribute towards a prosperous and equitable South Africa (MTSF: 2019 to 2024).

The three-streams model encompasses technical vocational, technical occupational, as well as the academic streams.

Previously, the focus on the academic stream of education has been almost exclusive to other streams in South Africa while the country has a critical need for technical and artisan skills. The purpose of the three-streams model is to produce learners who can generate their own employment and are employable with classes which blend in Physical Sciences, Technology Specialisation, Agricultural subjects, Consumer Studies, Hospitality Studies, Engineering (EGD), Art subjects (Design, Drama, Dance, Music, Visual Arts) and Mathematics. This strategy will help in fighting unemployment, poverty, and inequality, especially amongst the youth.

The 2024 academic year marked the seventh year of CAPS II implementation in all technical specialisation subjects.

Framework for Skills for a Changing World

The province has made strides in the implementation of the Framework for Skills for a Changing World by expanding the training of both educators and learners to respond to emerging technologies including the internet of things, robotics, and artificial intelligence.

To implement the Framework effectively, the province has designated the following focus schools: 31 Technical Vocational schools, 19 Agricultural schools, 01 Art school, 02 Hospitality schools, and 02 Aviation schools.

The growth of agriculture is stipulated in the National Growth Plan and some communities used it to their advantage to develop facilities at their schools to allow for the additional agricultural subjects to be offered.

The province hosts a Provincial Technical Schools Skills Competition annually. The 6th Provincial Technical Schools Skills Competition for grade 10 and 11 learners and teachers was held on 28-31 August 2024 in Bloemfontein. The province also participated in the National Skills Competition in Gauteng.

Ordinary Schools offering Vocational and Occupational Subjects

In addition to the identified Focus Schools, the province has a total of 87 ordinary schools offering Agriculture, 29 offering Art, and 17 offering Hospitality Services.

The province currently offers the following technical subjects: Civil Technology, Electrical Technology and Mechanical Technology. Civil Services, Construction, Woodworking, Digital Systems, Electronics, Power Systems, Automotive, Fitting and Machining as well as Welding and Metalwork.

Learners who are currently studying at the province's technical schools, as well as the recently established Schools of Skills (trade) where the CAPS II curriculum (for skills) is being piloted, will be able to contribute to this sector by having the necessary training to enter the mining sector on completion of their studies.

Introduction of Coding, computing, and robotics

In this time of the Fourth Industrial Revolution (4IR), the prediction is that in the future about 40% of current jobs will be replaced by artificial Intelligence and the standard curriculum is no longer adequate. 4IR harnesses the power of artificial intelligence and robotics to propel forward economies of countries ready to receive and implement it.

In preparing learners to face the new challenges, Coding and Robotics has been introduced from Foundation Phase, so that learners can develops skills of becoming problem designers and create their own AI, able to compete in the AI environment of the future.

The expansion of training of educators and learners to respond to these emerging technologies becomes imperative, as forms a crucial part of the Framework for Skills for a Changing World.

Coding and Robotics was introduced as a co-curricular subject in 2021, and its curriculum was approved for 2024. This subject will ensure that learners can compete in the world of automation when they enter the job market.

Training and Resourcing

Teachers offering technical subjects were trained on how to teach new technical subjects; including ICT Integration, Coding and Robotics, Digital Technology and technical vocational subjects.

Laptops and data projectors were provided to both teachers and learners involved in the Coding and Robotics pilot, facilitating the effective integration of ICT into teaching and learning at selected schools.

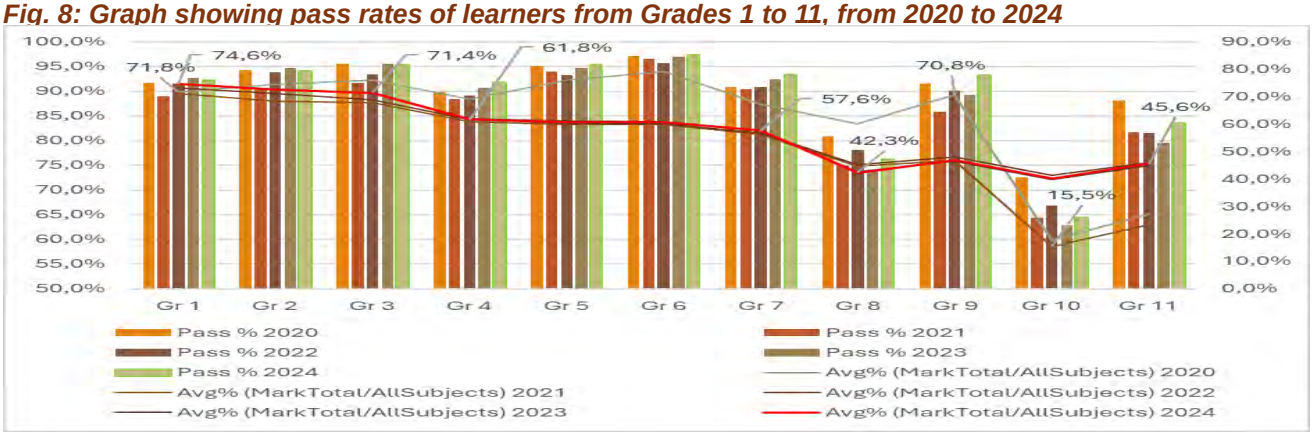
Assessment and Accountability

Performance of Learners from Grades 1 to 11, from 2020 to 2024

The year 2020 saw the highest pass marks, from Grade 1 to Grade 11 with a noticeable drop the year after Covid-19. As catch-up programmes were implemented, improvement of performance can be seen, with a significant increase in 2024 from Grades 4 to 11. Average marks in the years 2022 to 2024 show declines of about 10% from Foundation Phase to Intermediate Phase, and from Senior Phase Grade 7, which learners are still in primary school, to Grade 8, also in Senior Phase, now in secondary school. In Grade 9 there is a 4,6% increase from Grade 8 in 2024. Comparing Grade 10 average marks, which has the lowest pass mark of all the grades, these improved from 17,6% and 15,5% in 2020 and 2021 respectively to 40,3% in 2024, an increase of 22,7% and 24,8% respectively.

Improved average marks are an indicator of better comprehension and retention of learning, showing the impact of improved teaching, learning and assessment strategies, including the improvement of reading skills.

Fig. 8: Graph showing pass rates of learners from Grades 1 to 11, from 2020 to 2024



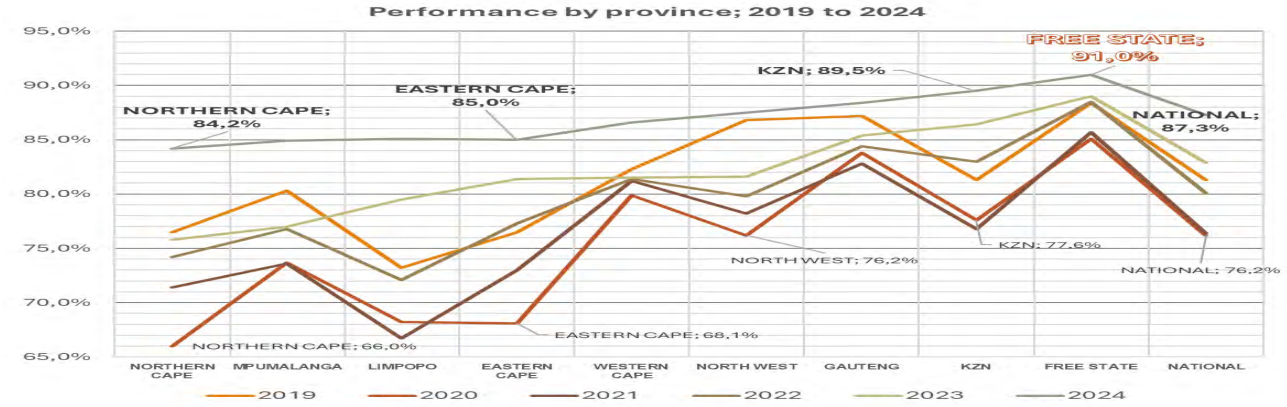
(Data Source: EMIS School Portal – Learner Performance Data, 2020, 2021, February 2024, and 20 December 2024)

Performance of Learners in the Grade 12 National Senior Examinations - November 2024

Class of 2024 – Overall Achievement

The Free State Class of 2024 broke into the nineties, with an achievement of 91,0% while KwaZulu Natal succeeded in attaining second place with a pass of 89,5%. In the six years, from 2019 to 2024, the Free State has consistently taken the first position. In 2024, it achieved first place for the tenth time since 2013. The drop in results after 2019 shows the impact that COVID-19 had on the overall achievement of learners in subsequent years, with performance rallying from 2022.

Fig. 9: Graph comparing Grade 12 provincial performance in the NSC examinations, from 2019 to 2024



(Data source: 2019, 2020, 2021, 2022, 2023, & 2024 Provincial Examinations and Assessment Results)

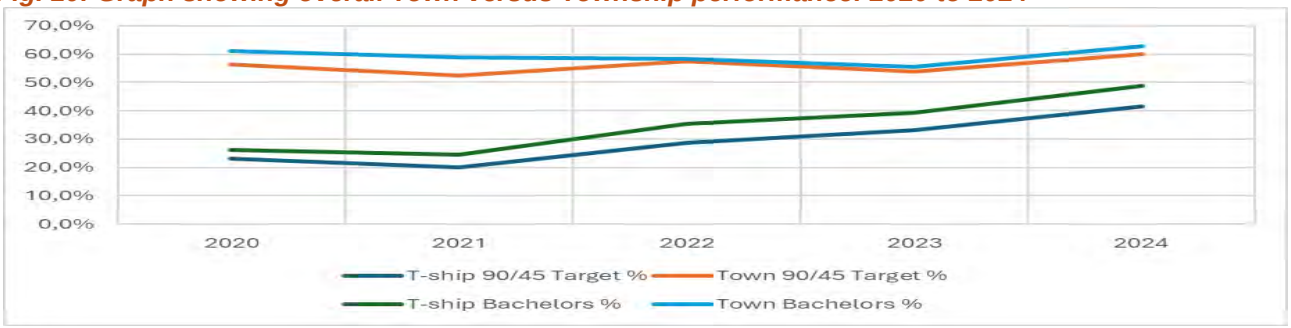
Class of 2024 – District Achievement

All districts performed at above 87% pass rate and above 40% in Bachelor's. Four of the five districts in the province achieved in the top ten, with Fezile Dabi in second position at 93,5%, Motheo in third position at 92,2%, Xhariep in fourth position at 92,2%, and Thabo Mofutsanyana in eighth position at 90,6%.

Class of 2024 – Town versus Township Achievement

There has been a steady improvement in the number of township schools reaching the 45% Bachelors target and the 90% Pass target in relation to the town schools, with an indication that within the next two to three years, the two sets of schools will be on par.

Fig. 10: Graph showing overall Town versus Township performance: 2020 to 2024



(Data source: 2020, 2021, 2022, 2023, & 2024 Provincial Examinations and Assessment Results)

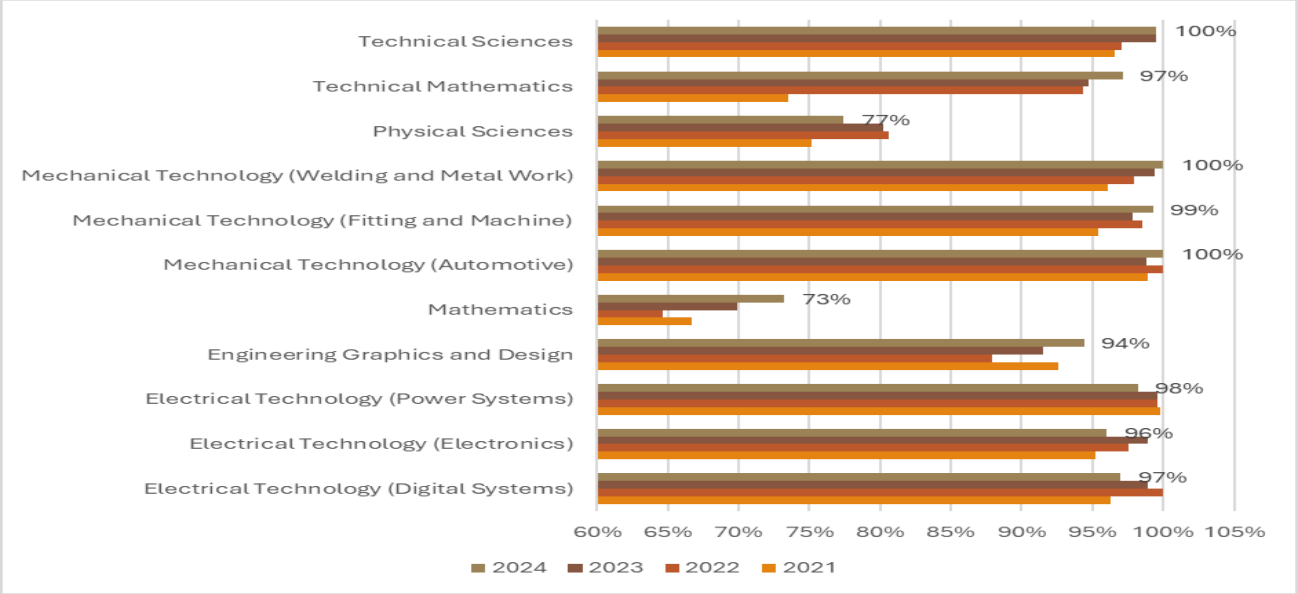
Class of 2024 Subject Achievements

The Class of 2024 achieved first place in Accounting, Geography, Life Sciences, Mathematical Literacy, Tourism, Automotive, Welding, and Xitsonga Home Language (HL). The Class of 2024 achieved second place in Physical Sciences, History, Technical Maths, Fitting and Machines, Power Systems, Agricultural Management Practices (AMP), Agricultural Technology, Computer Applications Technology (CAT), Music, Technical Sciences, Sesotho HL, and Sepedi HL.

Performance in select STEM subjects from 2021 to 2024 NSC Grade 12 examinations

The highest performance in the selected STEM subjects was in Technical Sciences, Mechanical Technology (Welding and Metal Work), and in Mechanical Technology (Automotive), all at 100%, followed by Mechanical Technology (Fitting and Machines)(99%), Electrical Technology (Power Systems) (98%), and Electrical Technology (Digital Systems) (97%).

Fig 11: Performance at 40% and above in select STEM subjects: 2021 to 2024



(Data source: 2021, 2022, 2023, & 2024 Provincial Examinations and Assessment Results)

Performance was lowest in Mathematics at 73% and Physical Sciences at 77%. While performance in Mathematics was the highest of the four years, Physical Sciences saw a decline from 80% in 2023.

The province has low performance in the criteria of Math Participation coming in Nationally at position five, and eighth in both Distinctions and Throughput.

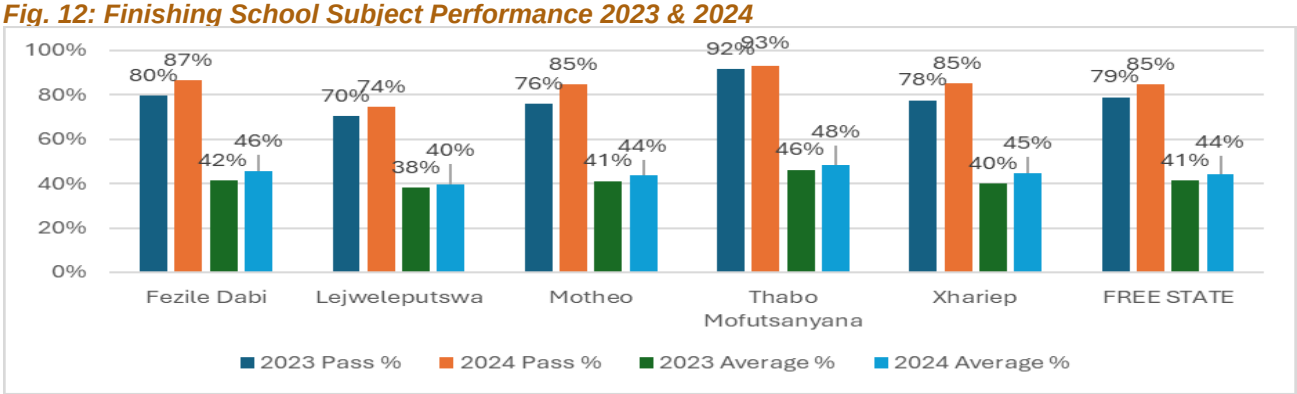
The province acknowledges these critical challenges, including low performance in Mathematics, Physical Sciences, Economics, and Home Languages.

Finishing Schools

Enrolments at Finishing Schools, the province's initiative to support second chance matric students, to complete their Matric as well as to give previous years' matriculants the opportunity of improving their NSC symbols, continue to increase. In particular, the MEC's "Back to school campaign" and radio interviews that were done on national radio stations boosted attendance. Over the five districts there were 6293 enrolments for 2025 academic year.

All five Finishing Schools improved on their 2023 NSC results with Riverside continuing to lead in 2024 with 93%, followed by Tumahole with 87%.

Fig. 12: Finishing School Subject Performance 2023 & 2024



(Data Source: EDS – January 2025)

Social cohesion (including school safety)

Gender and Diversity

The province established a Gender and Diversity Section responsible for promoting social change and advancing gender equality targets through monitored programmes. The section conducted advocacy sessions to ensure that gender mainstreaming reaches officials and learners, addressing mental health for maximum productivity, breaking down barriers and challenging stereotypes. The Section ensured that Gender-Based Violence & Femicide (GBVF) Free Zones at schools and in offices were created to enable the Department to produce self-reliant learners that could contribute positively to the economy of the country.

Special Programmes implemented anti-racism, anti-bullying and motivational sessions in schools and reached more than 10 000 learners. All these programmes were centred around awareness of gender-based violence in schools. In addition, School Safety in partnership with Provincial Crime Prevention Protocol Members (SAPS, DSD, DPR&T) as well as Circuit Managers enlightened learners from 20 schools on different forms of violence as well as the impact of GBVF on their performance at school which derails them from achieving their intended life goals.

Partnerships with other sections within the department as well as with sister departments ensured that 161 schools and 100 district and provincial officials were reached through advocacy campaigns on GBVF. Activities for officials included training on Diversity Management and Protocol on Sexual Harassment. The Men's March against GBVF and substance abuse took place from Hoffman Square to Ella Street on the 27 November 2024.

Learners with Disabilities

The Free State has 6 825 learners in public special schools, 106 therapists and specialist staff at the schools. In the drive to ensure that learners with severe and profound learning disabilities have access to education, 303 learners are enrolled in appropriate formal education programmes.

The province has nine special schools implementing the technical occupational stream and offering five to seven of 15 subjects. Welding, Motor Mechanics, Woodworking and Timber, Plumbing, Hairdressing, ECD, Panel Beating and Spray Painting, Food Production, Beauty and Nail Technology. Skills Orientation Sewing, Office Administration, Plumbing, Upholstery, Arts and Crafts,

The department ensures that all learners of school age are placed in schools, and this is achieved by advocacy through Community radio stations, flyers, and face to face information sessions with parents. More advocacy needs to be done to encourage parents of learners with disabilities to send them to school.

Sporting Achievements

In the pursuit of social cohesion, the province introduced Magnificent Wednesdays in 2020. More than 5 000 learners attended the Provincial Magnificent Wednesdays Kick Off on 15 May 2024 in Bethlehem. This was attended by visitors from national and other provinces that wanted to explore how it was conducted.

The province reported successes in rugby, soccer, netball, and athletics. Highlights included obtaining 33 Medals in the Mainstream Team and 19 Medals in the LSEN team at the National High School Sports Athletic Championship in Western Cape Province (Paarl). A second highlight was from netball. Leifo Iziko secured a win in the Kay Motsepe Schools Netball Championship National finals which qualified them for the 13th Annual International Youth Netball Challenge, organised by the Singapore Sports School Netball Academy. In Singapore, Leifo Iziko won the bronze medal.

School Safety

Safety awareness campaigns were held in each district to mobilise communities to take responsibility of their schools. In the 24 awareness campaigns held, 3444 parents were reached. With the assistance of SAPS, searches and seizures were conducted at 18 schools and one hostel.

School infrastructure development and maintenance

Basic services, fences, and maintenance – provided for schools in the 2024/25 financial year

Due to schools continuously experiencing challenges with infrequent water supply from municipalities, 18 were provided with alternative sources of water. In the quest to mitigate power cuts experienced from municipalities and to ensure that all secondary schools offering technical subjects are not affected during exams, 14 schools were provided with alternative sources of power. In addition, scheduled maintenance projects were carried out at 45 schools, and fences were provided to 54 schools to ensure learning and teaching took place in conducive environments.

Constructions and refurbishments completed in the 2024/25 financial year

Completed replacement schools are as follows: Dr. Sello Primary School in Kroonstad, Fezile Dabi district, Arbeidsgenot Primary Farm School in Grassland, Mangaung Metro, and Malebogo Primary School in Hertzogville, Lejweleputswa district. The construction of Oranjekgrag Hostel in Gariep, Xhariep district, was completed in December 2024.

Furthermore, infrastructure completed the construction of 45 classrooms at 7 schools and 18 ablution facilities at 11 schools.

2.2 Service Delivery Improvement Plan

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

Main services and standards

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
Improve communication with secondary schools on matters relating to their performance	Management Teams (SMT), Educators and Learners.	The principals of each underperforming secondary school receive individual letters signed by the Superintendent General with content based on their school's performance	All principals in underperforming secondary schools to receive individual letters signed by the Superintendent General with content based on their school's performance within the 1st month of reopening.	All principals of Underperforming secondary schools received letters concerning the performance of their schools
Improve communication with primary schools on matters relating to their performance.	School Management Teams (SMT), Educators and Learners.	The principals of each underperforming primary school receive individual letters signed by the Superintendent General with content based on the school's performance.	All principals in underperforming primary schools, to receive an individual letter signed by the Superintendent General with the content based on the school's performance within the 1st month of reopening.	All principals of Underperforming secondary schools received letters concerning the performance of their schools.
Provide support and monitoring to underperforming and fluctuating schools.	School management teams, Educators Learners Parents Members of school Governing bodies.	All underperforming schools receive support and monitoring by Circuit Managers and Subject Advisors.	General performance improvement of identified schools.	Number of underperforming schools were reduced by improved performance of the identified schools.

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

Current/actual arrangements	Desired arrangements	Actual achievements
All secondary schools are consulted each quarter of the academic year. SMT members who are involved with examinations at schools are consulted monthly to address the needs of schools in this regard.	Broad Management Members visit schools at least twice per annum in addition to monthly visits by Circuit Managers.	Schools included valuable inputs from the educators, learners & parents into the School Improvement Plans.

2.3 KEY POLICY DEVELOPMENTS AND LEGISLATIVE CHANGES

From 2024/25 grade R was included in compulsory schooling and nearly all public schools with primary schools (95%) offer Grade R.

3. ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

The Department has experienced a mixed bag in relation to the planned Outcome Indicators. Not all indicators could be achieved due to changing contextual factors, financial constraints, and competing priorities which continue to confront the Education Sector. The department will implement improvement strategies and monitor progress to ensure attainment of set targets.

4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

Programme 1: Administration

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

Sub-programme 1.1: Office of the MEC
To provide for the functioning of the office of the Member of Executive Council (MEC) for Education in line with the ministerial handbook.

Sub-programme 1.2: Corporate Services
To provide management services which are not education specific for the education system.

Sub-programme 1.3: Education Management
To provide education management services for the education system.

Sub-programme 1.4: Human Resource Development
To provide human resource development for office-based staff.

Sub-programme 1.5: Education Management Information Systems
To provide an Education Management information System in accordance with the National Education Information Policy.

Sub-programme 1.6: Conditional Grants
To provide for projects under Programme 1 specified by the Department of Basic Education and funded by Conditional Grants.

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

Table 2.4.4.2.1: Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Learners have relevant skills for a changing world and respond to the demands of industry	School administration and Management system implemented	**OI 101:** Number of public schools that use SA-SAMS or any alternative electronic solution to provide data.	953	939	**935**	**938**	*3*	All Free State Schools are making use of SA SAMS. The decline is due to the rationalization of schools, which involved merging some schools and closing others.
	Effective School Communication system implemented	**OI 102:** Number of public schools that can be contacted electronically (email).	800	800	**935**	**938**	*3*	All public schools can be contacted electronically (email). The decline is due to the rationalization of schools, which involved merging some schools and closing others.
	Optimal distribution of financial, physical and human resources across the system	**OI 103:** Percentage of expenditure going towards non-personnel items.	17%	16,47%	**13%**	**15,1%**	*2.1%*	Higher spending is due to transfer payments to schools and ECD Centres that was paid for 2 quarters during the 1st & 3rd quarters as well as payments of accruals.
	Leverage ICT related programmes to support learning	**OI 104:** Number of SMART schools provided with additional ICT devices.	10	10	**10**	**10**	-	N/A
		OI 105: Number of teachers provided with ICT devices.	388	385	**400**	**423**	*23*	Teachers were equipped with ICT devices that enabled them to integrate technology into the lessons to accommodate students' diverse and unique learning styles.
	Leverage ICT related programmes to support learning	**OI 106**: Number of Office based educators provided with ICT devices.	106	57	**50**	**52**	*2*	Office-based educators were provided with ICT devices to support teachers and enhance the achievement of learning outcomes.
	Implementation of Teacher Development	**OI 107:** Number of District Teacher Development Centres implementing Teacher Development Programmes.	-	-	**5**	**5**	-	N/A

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
All stakeholders support national strategic plan on Gender-based Violence and Femicide (GBVF)	Provincial implementation on GBVF Plan	**OI 108:** Number of schools reached through advocacy campaigns on GBVF.	258	184	**150**	**161**	*11*	The over-achievement is due to partnerships with other Sections within the Department and other Departments.
		OI 109: Number of District and Provincial officials reached through advocacy campaigns on GBVF.	63	100	**80**	**100**	*20*	More officials were reached through partnerships with other Sections within the Department and other Departments.

Linking performance with budgets

Office of the MEC	2024/25			2023/2024		
	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
Current payments	**20,520**	**14,556**	**5,964**	**25,464**	**25,446**	**18**
Compensation of employees	14,945	11,435	3,510	11,833	11,832	1
Goods and services	5,575	3,121	2,454	13,631	13,614	17
Interest and rent on land						
Transfers and subsidies	**755**	**801**	**(46)**			
Departmental agencies and accounts						
Non-profit institutions	72		72			
Households	683	801	(118)			
Payments for capital assets	**251**	**71**	**180**	**488**	**483**	**5**
Buildings and other fixed structures						
Machinery and equipment	251	71	180	488	483	5
Software and other intangible assets						
Payment for financial assets						
Total	**21,526**	**15,428**	**6,098**	**25,952**	**25,929**	**23**

Corporate services	2024/25			2023/2024		
	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
Current payments	**527,144**	**480,800**	**46,344**	**467,103**	**467,193**	**(90)**
Compensation of employees	271,952	273,822	(1,870)	263,705	263,795	(90)
Goods and services	255,192	206,978	48,214	203,394	203,394	
Interest and rent on land				4	4	
Transfers and subsidies	**4,543**	**1,670**	**2,873**	**3,183**	**3,182**	**1**
Departmental agencies and accounts	30	2	28	1	1	
Non-profit institutions	582	582		800	800	
Households	3,931	1,086	2,845	2,382	2,381	1
Payments for capital assets	**33,531**	**7,453**	**26,078**	**13,508**	**5,134**	**8,374**
Buildings and other fixed structures						
Machinery and equipment	22,668	7,422	15,246	8,266	5,134	3,132
Software and other intangible assets	10,863	31	10,832	5,242		5,242
Payment for financial assets		20,282	(20,282)			
Total	**565,218**	**510,205**	**55,013**	**483,794**	**475,509**	**8,285**

Education Management	2024/25			2023/2024		
	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
Current payments	**769,521**	**752,182**	**17,339**	**736,403**	**736,401**	**2**
Compensation of employees	725,277	715,110	10,167	697,124	697,124	
Goods and services	44,187	37,067	7,120	39,264	39,264	
Interest and rent on land	57	5	52	15	13	2
Transfers and subsidies	**8,079**	**6,769**	**1,310**	**3,962**	**6,436**	**(2,474)**
Departmental agencies and accounts	20	11	9	11	9	2
Non-profit institutions	1,388	1,376	12	1,132	1,131	1
Households	6,671	5,382	1,289	2,819	5,296	(2,477)
Payments for capital assets	**8,240**	**5,351**	**2,889**	**3,758**	**3,221**	**537**
Buildings and other fixed structures						
Machinery and equipment	8,240	5,351	2,889	3,758	3,221	537
Software and other intangible assets						
Payment for financial assets						
Total						

Human Resource Development	2024/25			2023/2024		
	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
Current payments	**27,380**	**18,860**	**8,520**	**25,705**	**25,699**	**6**
Compensation of employees	7,977	3,977	4,000	6,227	6,226	1
Goods and services	19,403	14,883	4,520	19,478	19,473	5
Interest and rent on land						
Transfers and subsidies						
Departmental agencies and accounts						
Non-profit institutions						
Households						
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**27,380**	**18,860**	**8,520**	**25,705**	**25,699**	**6**

Education Management Information Sytems	2024/25			2023/2024		
	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
Current payments	**10,517**	**9,407**	**1,110**	**8,989**	**8,981**	**8**
Compensation of employees	6,865	6,378	487	6,484	6,484	
Goods and services	3,652	3,029	623	2,505	2,497	8
Interest and rent on land						
Transfers and subsidies	**3**		**3**			
Departmental agencies and accounts						
Non-profit institutions						
Households	3		3			
Payments for capital assets	**1,482**	**929**	**553**	**266**	**152**	**114**
Buildings and other fixed structures						
Machinery and equipment	1,482	929	553	266	152	114
Software and other intangible assets						
Payment for financial assets						
Total	**12,002**	**10,336**	**1,666**	**9,255**	**9,133**	**122**

SUMMARY: ADMINISTRATION	2024/25			2023/2024		
	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
Current payments	**1,355,082**	**1,275,805**	**79,277**	**1,263,664**	**1,263,720**	**(56)**
Compensation of employees	1,027,016	1,010,722	16,294	985,373	985,461	(88)
Goods and services	328,009	265,078	62,931	278,272	278,242	30
Interest and rent on land	57	5	52	19	17	2
Transfers and subsidies	**13,380**	**9,240**	**4,140**	**7,145**	**9,618**	**(2,473)**
Departmental agencies and accounts	50	13	37	12	10	2
Non-profit institutions	2,042	1,958	84	1,932	1,931	1
Households	11,288	7,269	4,019	5,201	7,677	(2,476)
Payments for capital assets	**43,504**	**13,804**	**29,700**	**18,020**	**8,990**	**9,030**
Buildings and other fixed structures						
Machinery and equipment	32,641	13,773	18,868	12,778	8,990	3,788
Software and other intangible assets	10,863	31	10,832	5,242		5,242
Payment for financial assets		20,282	(20,282)			
Total	**1,411,966**	**1,319,131**	**92,835**	**1,288,829**	**1,282,328**	**6,501**

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

N/A

Programme 2: Public Ordinary Schools Education

Programme Objective

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

Description and objectives

Sub-programme 2.1: Public Primary Level

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

Sub-programme 2.2: Public Secondary Level

To provide specific public secondary ordinary schools with resources required for the Grades 8 to 12 levels.

Sub-programme 2.3: Human Resource Development

To provide departmental services for the professional and other development of educators and non-educators in public ordinary schools.

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

To provide additional and departmentally managed sporting, cultural and reading activities in public ordinary schools.

Sub-programme 2.5: Conditional Grants

To provide for projects under programme 2 specified by the Department of Basic Education and funded by Conditional Grants.

Table 2.4.4.2.2: **Outcomes, Outputs, Performance Indicators and Targets**

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Learners read for meaning	Multi-media resources provided to school and learners	**Output Indicator 201**: Number of schools provided with multi-media resources	33	31	**14**	**37**	*23*	More schools were provided with reading resources as a response to PILRS findings which reveal that 81% of Grade 4 learners in South Africa are unable to read for meaning.
Improved account-ability and responsive leadership in all our institutions	Learners in no fee public ordinary schools in line with the National Norms and Standards for school funding	**Output Indicator 202:** Number of learners in no fee public ordinary schools in line with the National Norms and Standards for school funding	565484	561826	**556188**	**556188**	**-**	*N/A*
	Learners in schools that are funded at a minimum level	**Output Indicator 203:** Percentage of learners in schools that are funded at a minimum level	100%	100%	**100%**	**100%**	-	*N/A*

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Learners read for meaning.	Capacitated foundation phase teachers on reading methodology	**Output Indicator 204:** Number of foundation phase teachers trained in reading methodology	464	538	**500**	**1024**	*524*	Overachievement is attributed to the partnership with Jolly Phonics. All Grade 1 teachers received training.
Learners improve performance in critical subjects (i.e. maths & physical science)	Capacitated foundation phase teachers in numeracy content and methodology	**Output Indicator 205:** Number of foundation phase teachers trained in numeracy content and methodology	472	538	500	**540**	40	Teachers were trained to equip them with skills and knowledge that are necessary for effective delivery of the curriculum.
	Capacitated teachers in mathematics and methodology	**Output Indicator 206:** Number of teachers trained in mathematics content and methodology						
		Grade 4 – 6	500	500	**500**	**555**	55	Teachers were trained to equip them with skills and knowledge necessary for effective delivery of the curriculum. Training was conducted face-to-face and through various virtual platforms such as, MS Teams & Webinar/Virtual Sessions, which allow for more participants.
		Grade 7 – 9	300	300	**300**	**331**	*31*	
		Grade 10 – 12	200	250	**250**	**296**	*46*	
Learners read for meaning	Capacitated teachers in language content and methodology	**Output Indicator 207:** Number of teachers trained in language content and methodology						
		Grade 4 – 6	474	513	**500**	**511**	*11*	Teachers were trained to equip them with skills and knowledge necessary for effective delivery of the curriculum. Training was conducted face-to-face and through various virtual platforms e.g.MS Teams & Webinar/ Virtual Sessions, which allow for more participants.
		Grade 7 – 9	318	480	450	**468**	*18*	
		Grade 10 – 12	222	307	**350**	**373**	*23*	

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Learners read for meaning	Capacitated teachers in language content and methodology	**Output Indicator 208:** Number of Grade 1 – 3 teachers trained on literacy content and methodology	464	626	**500**	**562**	*62*	Training was provided to equip teachers with strategies for differentiating instruction and addressing the diverse needs of learners.
	Schools are implementing EGRA	**Output Indicator 209**: Number of schools monitored on the implementation of EGRA tool	127	154	**150**	**152**	*2*	More schools were monitored to ensure smooth implementation of EGRA.
	Early reading resources provided across the foundation phase.	**Output Indicator 210**: Number of schools provided with Grade 3 African Languages graded readers	123	121	**120**	**120**	-	N/A
	National Reading Plan for Primary Schools is implemented	**Output Indicator 211:** Number of primary schools monitored on the implementation of the National Reading Plan.	***674***	304	**300**	**300**	-	N/A
Learners have skills relevant for a changing world and respond to the demands of industry	Professional development opportunities provided for teachers on skills required for the 4th IR	**Output Indicator *212*:** Number of teachers trained on ICT curriculum integration	423	**1008**	**1 000**	**1135**	*135*	More teachers were empowered on how to integrate technology effectively to enhance teaching practices and improve student outcomes. In addition, some schools invited e-learning coordinators to empower staff members on how to integrate technology effectively.
		Output Indicator 213: Number of teachers trained in coding and robotics/ Digital Technology	226	220	**200**	**235**	*35*	More teachers were trained. Training was aimed at equipping them with skills and knowledge necessary for effective delivery of the curriculum.
School environments are safe, supportive and conducive for learning and teaching	Professional development opportunities provided for teachers on inclusion & safety issues	**Output Indicator 214*:*** Number of teachers trained on inclusion	591	1542	**1000**	**1546**	*546*	More teachers were reached through training sessions conducted at schools and outside of regular tuition hours.
		Output Indicator 215*:* Number of teachers trained on school safety issues.	103	220	**250**	**350**	*100*	More teachers were trained to ensure compliance with Disaster Risk Management and the National Schools Safety Framework (NSSF).

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Learners have skills relevant for a changing world and respond to the demands of industry.	Three stream schools are established	**Output Indicator 216:** Number of focus schools offering technical vocational stream	29	29	**31**	**31**	-	N/A
	Focus schools established	**Output Indicator 217**: Number of Agricultural focus schools	15	18	**18**	**19**	1	Bothaville S/S introduced Agric subjects in grade 10 and constructed the ATECH workshop with support from the SGB.
		Output Indicator 218: Number of (model) Art focus schools	1	1	**1**	**1**	-	N/A
		Output Indicator 219: Number of Hospitality focus schools	2	2	**2**	**2**	-	N/A
		Output Indicator 220: Number of schools offering Aviation	-	2	**2**	**2**	-	N/A
	Existing schools offer subjects for 4IR	**Output Indicator 221***:* Number of (existing) primary schools where coding and robotics is piloted	100	100	**100**	**100**	-	N/A
	More learners participate in STREAM subjects	**Output Indicator 222**: Number of Grade 10 learners who participate in STREAM Subjects						
		Physical Sciences	21 757	20 436	**18 800**	**19 092**	*292*	More learners are participating in the Stream subjects.
		Technology Specialisation	4 636	4 354	**4 650**	**4 828**	*178*	
		Agricultural subjects	4 545	4 519	**4 520**	**4 636**	*116*	
		Engineering (EGD)	5 842	5732	**6250**	**5 939**	*-311*	
		Arts	944	949	**990**	**1 121**	*131*	
		Mathematics	33 317	30 693	**27 880**	**28 044**	*164*	

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Improved accountability and responsive leadership in all our institutions	Whole School Evaluation (WSE) Policy applied through the verification of School Self Evaluation (SSE) & School Improvement Planning (SIP) at a representative sample of schools	**Output Indicator 223**: Number of primary schools where WSE Policy is implemented through verification of SSE/SIP and External WSE	49	**60**	**45**	**45**	-	N/A
		Output Indicator 224: Number of secondary schools where WSE Policy is implemented through verification of SSE/SIP and External WSE	49	**45**	**45**	**45**	-	*NA*
	Better opportunities for second chance NSC (improved) pass	**Output Indicator 225**: Number of learners accessing Second chance programme – Finishing schools).	-	-	**5 200**	**6293**	*1093*	The marketing campaign conducted through the SABC Radio Station successfully reached many young people. More learners have registered for the 2024 NSC exams at finishing schools.
Learners improve performance in critical subjects (i.e. maths, physical science and languages)	Learners with Mathematics textbooks in Grades 6, 9 &12	**Output Indicator 226**: Percentage of learners with access to required Maths textbooks in Grades 6, 9, & 12						
		Grade 6	-	12.5%	**60%**	**48.5%**	-11.5%	Failure of schools to issue textbooks on EMIS when textbooks are handed to learners. *Monitor textbooks in schools; Instruct principals to order textbooks from allocation and capture on EMIS.*
		Grade 9	-	4.1%	**60%**	**25,1%**	-35%	
		Grade12	-	5.8%	**60%**	**29,7%**	-30%	
Learners read for meaning	Learners with EFAL textbooks in Grades 6, 9 &12	**Output Indicator 227**: Percentage of learners with access to required EFAL textbooks in Grades 6, 9, & 12						
		Grade 6	-	7.5%	**60%**	**36.2%**	-23.8%	Failure of schools to issue textbooks on EMIS when textbooks are handed to learners. *Monitor textbooks in schools; Instruct principals to order textbooks from allocation and capture on EMIS.*
		Grade 9	-	2.4%	**60%**	**21.8%**	-38.2%	
		Grade12	-	3.5%	**60%**	**25,2%**	-35%	

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
School environments are safe, supportive and conducive for learning and teaching	Learners participate in sporting activities	**Output Indicator 228:** Number of schools participating in sporting activities	-	-	**500**	**500**	-	N/A
	Learners participate in Youth Programmes	**Output Indicator 229:** Number of schools participating in Youth Citizen Action Programme (YCAP)	-	-	**50**	50	-	N/A
		Output Indicator 230: Number of schools participating in Nkosi Albert Luthuli Oral History Project	-	**-**	**50**	50	-	N/A

Linking performance with budgets

Public primary level	2024/2025			2023/2024		
	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
Current payments	**6,281,412**	**6,913,469**	**(632,057)**	**6,609,580**	**6,649,265**	**(39,685)**
Compensation of employees	6,273,357	6,909,507	(636,150)	6,588,561	6,628,248	(39,687)
Goods and services	8,036	3,885	4,151	21,015	21,014	1
Interest and rent on land	19	77	(58)	4	3	1
Transfers and subsidies	**624,184**	**623,385**	**799**	**583,247**	**617,351**	**(34,104)**
Departmental agencies and accounts						
Non-profit institutions	590,766	590,732	34	577,612	577,680	(68)
Households	33,418	32,653	765	5,635	39,671	(34,036)
Payments for capital assets	**431**		**431**	**628**		**628**
Buildings and other fixed structures						
Machinery and equipment	431		431	628		628
Software and other intangible assets						
Payment for financial assets						
Total	**6,906,027**	**7,536,854**	**(630,827)**	**7,193,455**	**7,266,616**	**(73,161)**

Public secondary level	2024/2025			2023/2024		
	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
Current payments	**4,972,869**	**5,314,881**	**(342,012)**	**5,056,031**	**5,062,201**	**(6,170)**
Compensation of employees	4,920,567	5,290,308	(369,741)	5,012,156	5,018,364	(6,208)
Goods and services	52,294	24,282	28,012	43,875	43,837	38
Interest and rent on land	8	291	(283)			
Transfers and subsidies	**430,143**	**428,204**	**1,939**	**394,939**	**404,335**	**(9,396)**
Departmental agencies and accounts						
Non-profit institutions	415,744	410,567	5,177	387,116	387,113	3
Households	14,399	17,637	(3,238)	7,823	17,222	(9,399)
Payments for capital assets	**462**	**164**	**298**	**404**	**69**	**335**
Buildings and other fixed structures						
Machinery and equipment	462	164	298	404	69	335
Software and other intangible assets						
Payment for financial assets						
Total	**5,403,474**	**5,743,249**	**(339,775)**	**5,451,374**	**5,466,605**	**(15,231)**

Human resource development						
	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
Current payments	**34,581**	**32,274**	**2,307**	**28,840**	**32,029**	**(3,189)**
Compensation of employees						
Goods and services	34,581	32,274	2,307	28,840	32,029	(3,189)
Interest and rent on land						
Transfers and subsidies						
Departmental agencies and accounts						
Non-profit institutions						
Households						
Payments for capital assets	**6,926**	**4,823**	**2,103**	**11,210**	**8,007**	**3,203**
Buildings and other fixed structures						
Machinery and equipment	6,926	4,823	2,103	11,210	8,007	3,203
Software and other intangible assets						
Payment for financial assets						
Total	**41,507**	**37,097**	**4,410**	**40,050**	**40,036**	**14**

School, sport, culture and media services	2024/2025			2023/2024		
	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
Current payments	**35,386**	**35,120**	**266**	**33,310**	**33,299**	**11**
Compensation of employees	33,653	33,772	(119)	32,093	32,092	1
Goods and services	1,733	1,348	385	1,217	1,207	10
Interest and rent on land						
Transfers and subsidies	**826**	**1,074**	**(248)**	**656**	**655**	**1**
Departmental agencies and accounts						
Non-profit institutions						
Households	826	1,074	(248)	656	655	1
Payments for capital assets	**97**	**35**	**62**			
Buildings and other fixed structures						
Machinery and equipment	97	35	62			
Software and other intangible assets						
Payment for financial assets						
Total	**36,309**	**36,229**	**80**	**33,966**	**33,954**	**12**

Conditional Grants	2024/2025			2023/2024		
	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
Current payments	**65,176**	**57,098**	**8,078**	**73,151**	**71,181**	**1,970**
Compensation of employees	380	950	(570)	394	350	44
Goods and services	64,796	56,148	8,648	72,757	70,831	1,926
Interest and rent on land						
Transfers and subsidies	**562,643**	**562,506**	**137**	**519,936**	**519,214**	**722**
Departmental agencies and accounts						
Non-profit institutions	562,643	562,506	137	519,936	519,214	722
Households						
Payments for capital assets	**961**	**651**	**310**	**790**	**542**	**248**
Buildings and other fixed structures						
Machinery and equipment	961	651	310	790	542	248
Software and other intangible assets						
Payment for financial assets						
Total	**628,780**	**620,255**	**8,525**	**593,877**	**590,937**	**2,940**

SUMMARY: PUBLIC ORDINARY SCHOOL EDUCATION	2024/2025			2023/2024		
	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
Current payments	**11,389,424**	**12,352,842**	**(963,418)**	**11,800,912**	**11,847,975**	**(47,063)**
Compensation of employees	11,227,957	12,234,537	(1,006,580)	11,633,204	11,679,054	(45,850)
Goods and services	161,440	117,937	43,503	167,704	168,918	(1,214)
Interest and rent on land	27	368	(341)	4	3	1
Transfers and subsidies	**1,617,796**	**1,615,169**	**2,627**	**1,498,778**	**1,541,555**	**(42,777)**
Departmental agencies and accounts						
Non-profit institutions	1,569,153	1,563,805	5,348	1,484,664	1,484,007	657
Households	48,643	51,364	(2,721)	14,114	57,548	(43,434)
Payments for capital assets	**8,877**	**5,673**	**3,204**	**13,032**	**8,618**	**4,414**
Buildings and other fixed structures						
Machinery and equipment	8,877	5,673	3,204	13,032	8,618	4,414
Software and other intangible assets						
Payment for financial assets						
Total	**13,016,097**	**13,973,684**	**(957,587)**	**13,312,722**	**13,398,148**	**(85,426)**

Programme 3: Independent Schools Subsidies

Programme Objective

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

Description and objectives

Sub-programme 3.1: Primary Level

To support independent schools in Grades 1 to 7 levels.

Sub-programme 3.2: Secondary Level

To support independent schools in Grade 8 to 12 levels.

Table 2.4.4.2.3: Outcomes, Outputs, Performance Indicators and Targets

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Improved accountability and responsive leadership in all our institutions	Registered independent schools receive subsidies	**OI 301:** Percentage of registered independent schools receiving subsidies	67.4%	69%	**69%**	**69,8%**	*0.8%*	N/A
	Learners at registered independent schools are subsidised	**OI 302:** Number of learners subsidised at registered independent schools	13 880	15 460	**14 900**	**14 362**	*-538*	Learners were de-registered from Independent schools during the year.
	Registered independent schools are visited for monitoring and support	**OI 303:** Percentage of registered independent schools visited for monitoring and support	72.1%	74%	**73%**	**73%**	-	N/A

Linking performance with budgets

Primary Level	2024/2025			2023/2024		
	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
Current payments						
Compensation of employees						
Goods and services						
Interest and rent on land						
Transfers and subsidies	**76,028**	**70,325**	**5,703**	**66,179**	**66,179**	
Departmental agencies and accounts						
Non-profit institutions	76,028	70,325	5,703	66,179	66,179	
Households						
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**76,028**	**70,325**	**5,703**	**66,179**	**66,179**	

Secondary Level	2024/2025			2023/2024		
	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
Current payments						
Compensation of employees						
Goods and services						
Interest and rent on land						
Transfers and subsidies	**48,824**	**48,518**	**306**	**50,084**	**50,083**	**1**
Departmental agencies and accounts						
Non-profit institutions	48,824	48,518	306	50,084	50,083	1
Households						
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**48,824**	**48,518**	**306**	**50,084**	**50,083**	**1**

SUMMARY: INDEPENDENT SCHOOL SUBSIDIES	2024/2025			2023/2024		
	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
Current payments						
Compensation of employees						
Goods and services						
Interest and rent on land						
Transfers and subsidies	**124,852**	**118,843**	**6,009**	**116,263**	**116,262**	**1**
Departmental agencies and accounts						
Non-profit institutions	124,852	118,843	6,009	116,263	116,262	1
Households						
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**124,852**	**118,843**	**6,009**	**116,263**	**116,262**	**1**

Programme 4: Public Special Schools Education

Description and objectives

Sub-programme 4.1: Schools
To provide specific public special schools with resources. (Including E-learning and inclusive education).

Sub-programme 4.2: Human Resource Development
To provide departmental services for the professional and other development of educators and non-educators in public special schools. (Including inclusive education).

Sub-programme 4.3: School Sport, Culture and Media Services
To provide additional and departmentally managed sporting, cultural and reading activities in public special schools. (Including inclusive education).

Sub-programme 4.4: Conditional grants
To provide for projects under programme 4 specified by the Department of Basic Education and funded by conditional grants. (Including inclusive education).

Table 2.4.4.2.4: Outcomes, Outputs, Performance Indicators and Targets

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Learners improve performance in critical subjects	Access to education and support for learners with special needs	**OI 401:** Number of learners in public special schools	6581	6640	**6 640**	**6 825**	*185*	Due to the increase in number of learners needing high level of support, the special schools are mandated to enroll learners throughout the year.
	Support to learners with special needs	**OI 402:** Number of therapists / specialist staff in public special schools	102	107	**104**	**106**	*2*	Additional therapists were appointed through reprioritising of posts based on the available budget.
School environments are safe, supportive and conducive for learning and teaching	Three streams model is implemented	**OI 403**: Number of Schools of skills implementing the technical occupational stream	8	8	**9**	**9**	-	N/A
	Special schools are provided with electronic devises	**OI 404**: Number of special schools provided with additional assistive devices	16	5	**5**	**5**	-	N/A
	Access to education and support for learners with special needs	**OI 405:** Number of learners with disabilities in appropriate formal education programmes	-	-	**190**	**303**	*113*	There is continuous enrollment of new learners in special care centres which happen more in the beginning of the new year.

Linking performance with budgets

Schools	2024/2025			2023/2024		
	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
Current payments	**610,134**	**601,545**	**8,589**	**564,909**	**564,908**	**1**
Compensation of employees	605,134	598,840	6,294	563,803	563,803	
Goods and services	5,000	2,705	2,295	1,106	1,105	1
Interest and rent on land						
Transfers and subsidies	**102,889**	**96,374**	**6,515**	**89,183**	**89,181**	**2**
Departmental agencies and accounts						
Non-profit institutions	100,367	94,704	5,663	87,543	87,541	2
Households	2,522	1,670	852	1,640	1,640	
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**713,023**	**697,919**	**15,104**	**654,092**	**654,089**	**3**

Human resource development	2024/2025			2023/2024		
	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
Current payments	**1,500**	**420**	**1,080**	**703**	**703**	
Compensation of employees						
Goods and services	1,500	420	1,080	703	703	
Interest and rent on land						
Transfers and subsidies						
Departmental agencies and accounts						
Non-profit institutions						
Households						
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**1,500**	**420**	**1,080**	**703**	**703**	

Conditional Grants	2024/2025			2023/2024		
	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
Current payments	**30,769**	**24,723**	**6,046**	**31,406**	**24,325**	**7,081**
Compensation of employees	21,135	17,057	4,078	13,800	13,691	109
Goods and services	9,634	7,666	1,968	17,606	10,634	6,972
Interest and rent on land						
Transfers and subsidies				**2,759**	**2,742**	**17**
Departmental agencies and accounts						
Non-profit institutions				2,759	2,742	17
Households						
Payments for capital assets	**3,554**	**61**	**3,493**	**610**	**500**	**110**
Buildings and other fixed structures						
Machinery and equipment	3,554	61	3,493	610	500	110
Software and other intangible assets						
Payment for financial assets						
Total	**34,323**	**24,784**	**9,539**	**34,775**	**27,567**	**7,208**

SUMMARY: PUBLIC SPECIAL SCHOOL EDUCATION	2023/2024			2022/2023		
	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
Current payments	**642,403**	**626,688**	**15,715**	**597,018**	**589,936**	**7,082**
Compensation of employees	626,269	615,897	10,372	577,603	577,494	109
Goods and services	16,134	10,791	5,343	19,415	12,442	6,973
Interest and rent on land						
Transfers and subsidies	**102,889**	**96,374**	**6,515**	**91,942**	**91,923**	**19**
Departmental agencies and accounts						
Non-profit institutions	100,367	94,704	5,663	90,302	90,283	19
Households	2,522	1,670	852	1,640	1,640	
Payments for capital assets	**3,554**	**61**	**3,493**	**610**	**500**	**110**
Buildings and other fixed structures						
Machinery and equipment	3,554	61	3,493	610	500	110
Software and other intangible assets						
Payment for financial assets						
Total	**748,846**	**723,123**	**25,723**	**689,570**	**682,359**	**7,211**

Programme 5: Early Childhood Development

Programme Objective

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

Description and objectives

Sub-programme 5.1: Grade R in Public Schools
To provide specific public ordinary schools with resources required for Grade R.

Sub-programme 5.2: Grade R in early childhood development centres
To support Grade R, at early childhood development centres.

Sub-programme 5.3: Pre-Grade R in Early Childhood Development Centres
To support Pre-Grade R, at early childhood development centres.

Sub-programme 5.4: Human Resource Development
To provide departmental services for the professional and other development of educators and non-educators in ECD centres.

Sub-programme 5.5: Conditional Grants
To provide for projects under programme 5 specified by the Department of Basic Education and funded by conditional grants.

Table 2.4.4.2.5: **Outcomes, Outputs, Performance Indicators and Targets**

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Learners improve performance in critical subjects	Grade R learners accessing public, community, and private sites	**Output Indicator 501:** Number of public schools that offer Grade R	626	626	615	**623**	*8*	More schools offer Grade R.

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Learners have skills relevant to changing world and respond to the demands of industry	ECD centres are fully registered	**Output Indicator 502:** Number of registered ECD programmes.	292	1427	1420	**1517**	*97*	More ECD programmes were registered after Roadshows and Advocacy Sessions.
	Learners are enrolled in Pre-Grade R	**Output Indicator 503:** Number of children accessing registered ECD programmes	61 883	81 689	81 200	**90 873**	*9673*	Newly registered ECD Centres increased the number of children accessing registered ECD programmes.
	Learners are enrolled in-Grade R	**Output Indicator 504:** Number of learners in Grade R	37103	46989	38114	**46 763**	*8 649*	Roadshows and Advocacy Sessions regarding compulsory grade R, have contributed to a significant increase in enrolment for Grade R.
	Professional development opportunities provided to teachers on Early Reading / Emergent Literacy Skills	**Output Indicator 505**: Number of Grade R practitioners/ educators trained on CAPS	880	619	600	**601**	*1*	N/A.
		Output Indicator 506: Number of Pre-Grade R practitioners trained on NCF	1457	1013	1000	**1177**	177	Additional practitioners attended the training to ensure improved quality of Pre-grade R learning. No financial implications.
		OI 507: Number of schools where grade R learners are assessed for school readiness for entry into Grade 1.	-	-	50	**65**	15	School Readiness assessment was extended to 15 ECD sites offering Grade R for monitoring and support.

Linking performance with budgets

Programme 5

Grade R in Public Schools	2024/2025			2023/2024		
	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
Current payments	**296,145**	**279,193**	**16,952**	**269,439**	**269,356**	**83**
Compensation of employees	295,502	278,861	16,641	269,225	269,179	46
Goods and services	643	332	311	214	177	37
Interest and rent on land						
Transfers and subsidies	**39,103**	**39,124**	**(21)**	**36,874**	**36,872**	**2**
Departmental agencies and accounts						
Non-profit institutions	39,030	38,975	55	36,873	36,871	2
Households	73	149	(76)	1	1	
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**335,248**	**318,317**	**16,931**	**306,313**	**306,228**	**85**

Grade R in Early Childhood Development Centres	2024/2025			2023/2024		
	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
Current payments	**14,449**	**7,250**	**7,199**	**9,134**	**9,131**	**3**
Compensation of employees	6,424	3,794	2,630	4,486	4,485	1
Goods and services	8,025	3,456	4,569	4,648	4,646	2
Interest and rent on land						
Transfers and subsidies						
Departmental agencies and accounts						
Non-profit institutions						
Households						
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**14,449**	**7,250**	**7,199**	**9,134**	**9,131**	**3**

Pre Grade R in Early Childhood Development Centres	2024/2025			2023/2024		
	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
Current payments	**5,919**	**3,109**	**2,810**	**8,726**	**8,719**	**7**
Compensation of employees						
Goods and services	5,919	3,109	2,810	8,726	8,719	7
Interest and rent on land						
Transfers and subsidies	**244,820**	**242,155**	**2,665**	**239,743**	**239,742**	**1**
Departmental agencies and accounts						
Non-profit institutions	244,820	242,155	2,665	239,743	239,742	1
Households						
Payments for capital assets	**935**	**863**	**72**			
Buildings and other fixed structures						
Machinery and equipment	935	863	72			
Software and other intangible assets						
Payment for financial assets						
Total	**251,674**	**246,127**	**5,547**	**248,469**	**248,461**	**8**

Human Resource Development	2024/2025			2023/2024		
	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
Current payments	**1,391**	**1,044**	**347**	**907**	**1,003**	**(96)**
Compensation of employees		64	(64)		98	(98)
Goods and services	1,391	980	411	907	905	2
Interest and rent on land						
Transfers and subsidies						
Departmental agencies and accounts						
Non-profit institutions						
Households						
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**1,391**	**1,044**	**347**	**907**	**1,003**	**(96)**

Conditional Grants	2024/2025			2023/2024		
	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
Current payments	**6,261**	**4,838**	**1,423**	**4,359**	**4,460**	**(101)**
Compensation of employees	4,928	4,268	660	4,279	4,385	(106)
Goods and services	1,333	570	763	80	75	5
Interest and rent on land						
Transfers and subsidies	**66,397**	**66,025**	**372**	**56,067**	**55,966**	**101**
Departmental agencies and accounts						
Non-profit institutions	66,397	66,025	372	56,067	55,966	101
Households						
Payments for capital assets	**100**		**100**	**101**	**101**	
Buildings and other fixed structures						
Machinery and equipment	100		100	101	101	
Software and other intangible assets						
Payment for financial assets						
Total	**72,758**	**70,863**	**1,895**	**60,527**	**60,527**	

SUMMARY: EARLY CHILDHOOD DEVELOPMENT	2024/2025			2023/2024		
	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
Current payments	**324,165**	**295,434**	**28,731**	**292,565**	**292,669**	**(104)**
Compensation of employees	306,854	286,987	19,867	277,990	278,147	(157)
Goods and services	17,311	8,447	8,864	14,575	14,522	53
Interest and rent on land						
Transfers and subsidies	**350,320**	**347,304**	**3,016**	**332,684**	**332,580**	**104**
Departmental agencies and accounts						
Non-profit institutions	350,247	347,155	3,092	332,683	332,579	104
Households	73	149	(76)	1	1	
Payments for capital assets	**1,035**	**863**	**172**	**101**	**101**	
Buildings and other fixed structures						
Machinery and equipment	1,035	863	172	101	101	
Software and other intangible assets						
Payment for financial assets						
Total	**675,520**	**643,601**	**31,919**	**625,350**	**625,350**	

Programme 6: Infrastructure Development

Programme Objective

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

Description and objectives

Sub-programme 6.1: Administration

To provide and maintain infrastructure facilities for administration.

Sub-programme 6.2: Public Ordinary Schools

To provide and maintain infrastructure facilities for public ordinary schools.

Sub-programme 6.3: Special Schools

To provide and maintain infrastructure facilities for public special schools.

Sub-programme 6.4: Early Childhood Development

To provide and maintain infrastructure facilities for early childhood development.

Table 2.4.4.2.6: **Outcomes, Outputs, Performance Indicators and Targets**

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Schools' environments are safe, supportive and conducive for learning and teaching	Water infrastructure projects completed	**Output Indicator 601**: Number of public schools provided with water infrastructure	19	32	8	**18**	*10*	More schools were provided with alternative sources of water. This is due to schools continuously experiencing challenges with infrequent water supply from municipalities.
	Electricity infrastructure projects completed	**Output Indicator 602**: Number of public schools provided with electricity infrastructure	7	13	13	**14**	*1*	More schools were provided with alternative sources of power to mitigate power cuts experienced from municipalities and to ensure that all secondary schools offering technical subjects are not affected during exams.
	Sanitation facilities projects completed	**Output Indicator 603:** Number of public schools supplied with sanitation facilities	8	9	13	**18**	*5*	More schools were provided with additional sanitation to compensate the high learner intake, schools experience overcrowding which in the end affect number of toilets available for sanitation purposes.
	Boarding facilities projects completed	**Output Indicator 604**: Number of schools provided with new or additional boarding facilities	1	0	1	**1**	-	N/A
	School maintenance projects completed	**Output Indicator 605:** Number of schools where scheduled maintenances projects were completed	32	39	25	**45**	*20*	Achieved more targets to address the backlog and to ensure learning and teaching takes place in conducive environments as per the norms & standards.
	Security fences in schools constructed	**Output Indicator 606**: Number of Security Fences constructed.	12	33	50	**54**	*4*	Additional fences were provided within the budget to ensure schools meet the norms and standards.
		Output Indicator 607: Number of schools where NEIMS Assessments were completed	-	-	72	**73**	*1*	An additional EFMS form was captured on the system.

Linking performance with budgets

Administration	2024/2025			2023/2024		
	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
Current payments	**58,875**	**39,719**	**19,156**	**45,722**	**40,952**	**4,770**
Compensation of employees	52,640	35,233	17,407	39,506	35,196	4,310
Goods and services	6,235	4,486	1,749	6,216	5,756	460
Interest and rent on land						
Transfers and subsidies	**360**	**444**	**(84)**		**14**	**(14)**
Departmental agencies and accounts						
Non-profit institutions						
Households	360	444	(84)		14	(14)
Payments for capital assets	**11,981**	**12,405**	**(424)**	**10,774**	**9,170**	**1,604**
Buildings and other fixed structures	10,500	11,928	(1,428)	9,274	9,170	104
Machinery and equipment	1,481	477	1,004	1,500		1,500
Software and other intangible assets						
Payment for financial assets						
Total	**71,216**	**52,568**	**18,648**	**56,496**	**50,136**	**6,360**

Public Ordinary Schools	2024/2025			2023/2024		
	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
Current payments	**252,233**	**214,233**	**38,000**	**183,021**	**240,087**	**(57,066)**
Compensation of employees						
Goods and services	252,233	214,233	38,000	183,021	240,087	(57,066)
Interest and rent on land						
Transfers and subsidies	**3,329**	**3,328**	**1**	**2,814**	**2,813**	**1**
Departmental agencies and accounts						
Non-profit institutions	3,329	3,328	1	2,814	2,813	1
Households						
Payments for capital assets	**692,278**	**741,639**	**(49,361)**	**737,081**	**721,293**	**15,788**
Buildings and other fixed structures	692,278	741,639	(49,361)	737,081	721,293	15,788
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**947,840**	**959,200**	**(11,360)**	**922,916**	**964,193**	**(41,277)**

Special Schools	2024/2025			2023/2024		
	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
Current payments						
Compensation of employees						
Goods and services						
Interest and rent on land						
Transfers and subsidies						
Departmental agencies and accounts						
Non-profit institutions						
Households						
Payments for capital assets	**46,793**	**37,586**	**9,207**	**86,500**	**55,587**	**30,913**
Buildings and other fixed structures	46,793	37,586	9,207	86,500	55,587	30,913
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**46,793**	**37,586**	**9,207**	**86,500**	**55,587**	**30,913**

Early Childhood Development	2024/2025			2023/2024		
	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
Current payments	**5,674**	**5,649**	**25**	**6,736**	**6,604**	**132**
Compensation of employees						
Goods and services	5,674	5,649	25	6,736	6,604	132
Interest and rent on land						
Transfers and subsidies						
Departmental agencies and accounts						
Non-profit institutions						
Households						
Payments for capital assets	**14,300**	**29,026**	**(14,726)**	**13,400**	**8,598**	**4,802**
Buildings and other fixed structures	14,300	29,026	(14,726)	13,400	8,598	4,802
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**19,974**	**34,675**	**(14,701)**	**20,136**	**15,202**	**4,934**

SUMMARY: INFRASTRUCTURE DEVELOPMENT	2024/2025			2023/2024		
	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
Current payments	**316,782**	**259,601**	**57,181**	**235,479**	**287,643**	**(52,164)**
Compensation of employees	52,640	35,233	17,407	39,506	35,196	4,310
Goods and services	264,142	224,368	39,774	195,973	252,447	(56,474)
Interest and rent on land						
Transfers and subsidies	**3,689**	**3,772**	**(83)**	**2,814**	**2,827**	**(13)**
Departmental agencies and accounts						
Non-profit institutions	3,329	3,328	1	2,814	2,813	1
Households	360	444	(84)		14	(14)
Payments for capital assets	**765,352**	**820,656**	**(55,304)**	**847,755**	**794,648**	**53,107**
Buildings and other fixed structures	763,871	820,179	(56,308)	846,255	794,648	51,607
Machinery and equipment	1,481	477	1,004	1,500		1,500
Software and other intangible assets						
Payment for financial assets						
Total	**1,085,823**	**1,084,029**	**1,794**	**1,086,048**	**1,085,118**	**930**

PROGRAMME 7: EXAMINATIONS AND EDUCATION RELATED SERVICES

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

Description and objectives

Sub-programme 7.1: Payments to SETA
To provide employee human resource development (HRD) in accordance with the Skills Development Act.

Sub-programme 7.2: Professional Services
To provide educators and learners in schools with departmentally managed support services.

Sub-programme 7.3: Special Projects
To provide for special departmentally managed intervention projects in the education system as a whole

Sub-programme 7.4: External Examinations
To provide for departmentally managed examination services.

Sub-programme 7.5: Conditional Grant Projects
To provide for projects specified by the Department of Education that is applicable to more than one programme and funded with conditional grants.

Table 2.4.4.2.7: **Outcomes, Outputs, Performance Indicators and Targets**

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Schools' environments are safe, supportive and conducive for learning and teaching	Grade 12 learners passing the National Senior Certificate	**Output Indicator 701:** Percentage of learners who passed National Senior Certificate (NSC) examination	88,5%	89,3%	85%	**91%**	*6%*	Targeted interventions in Grade 12 yielded good results
	Improved Grade 12 learner Bachelor Pass level passes	**Output Indicator 702:** Percentage of Grade 12 learners passing at the Bachelor pass level	43%	44,7%	40%	**48.2%**	*8.2%*	Targeted interventions in Grade 12 yielded good results
	Improved Grade 12 learner Performance in Mathematics	**Output Indicator 703:** Percentage of Grade 12 learners achieving 60% and above in Mathematics	14%	16,6%	13%	**16.2%**	*3.2%*	Targeted interventions in Grade 12 yielded good results
	Improved Grade 12 learner performance in Physical Sciences	**Output Indicator 704:** Percentage of Grade 12 learners achieving 60% and above in Physical Science	17,5%	16,9%	14%	**13.8%**	*-0.2%*	Fewer learners achieved lower than the set target in Physical Science. Subject experts indicated that the percentage of higher order questions was higher than in the previous years. Performance in Physical Sciences declined nationally in 2024. However, the province remains position 2 in the country,
	Improved Secondary School NSC pass rate	**Output Indicator 705:** Number of secondary schools with National Senior Certificate (NSC) pass rate of 60% and above	338	346	320	**352**	*32*	Targeted interventions in Grade 12 yielded good results

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
	Improved Grade 12 learner Performance in EGD	**Output Indicator 706**: Percentage of Grade 12 learners who pass Engineering Graphics Design (EGD)	87,9%	91,5%	88%	**94.4%**	*6.4%*	Targeted interventions in Grade 12 yielded good results
	Improved Grade 12 learner Performance in Arts	**Output Indicator 707**: Percentage of Grade 12 learners who pass Arts subjects	92,7%	97,8%	94%	**94.6%**	*0.6%*	Targeted interventions in Grade 12 yielded good results
	Improved Grade 12 learner Performance in Technical subjects	**Output Indicator 708**: Percentage of Grade 12 learners passing Technical subjects (excluding Technical Maths and Science)	98,7%	97,9%	95%	**98.7%**	*3.7%*	Targeted interventions in Grade 12 yielded good results
	Improved Grade 12 learner Performance in Technical Maths	**Output Indicator 709**: Percentage of Grade 12 learners passing Technical Maths	94,3%	94,7%	85%	**97.1%**	*12.1%*	Targeted interventions in Grade 12 yielded good results
	Primary Schools perform at expected level	**Output Indicator 710**: Number of Public Primary Schools where at least 60% of Grade 6 learners perform at level 4 and above in both EFAL and Mathematics	358	325	300	**347**	*47*	Targeted interventions in resulted in overachievement of the set target.

Linking performance with budgets

Payments to SETA	2024/2025			2023/2024		
	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
Current payments						
Compensation of employees						
Goods and services						
Interest and rent on land						
Transfers and subsidies	**40,264**	**40,264**		**38,535**	**38,535**	
Departmental agencies and accounts	40,264	40,264		38,535	38,535	
Non-profit institutions						
Households						
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**40,264**	**40,264**		**38,535**	**38,535**	

Professional Services	2024/2025			2023/2024		
	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
Current payments	**134,163**	**133,417**	**746**	**123,955**	**123,915**	**40**
Compensation of employees	125,269	126,466	(1,197)	116,313	116,312	1
Goods and services	8,891	6,950	1,941	7,642	7,603	39
Interest and rent on land	3	1	2			
Transfers and subsidies	**920**	**810**	**110**	**1,283**	**1,282**	**1**
Departmental agencies and accounts						
Non-profit institutions						
Households	920	810	110	1,283	1,282	1
Payments for capital assets	**1,463**	**590**	**873**	**48**	**45**	**3**
Buildings and other fixed structures						
Machinery and equipment	1,463	590	873	48	45	3
Software and other intangible assets						
Payment for financial assets						
Total	**136,546**	**134,817**	**1,729**	**125,286**	**125,242**	**44**

Special Projects	2024/2025			2023/2024		
	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
Current payments	**266,614**	**178,573**	**88,041**	**168,394**	**164,694**	**3,700**
Compensation of employees	15,000	6,833	8,167	1,573	1,932	(359)
Goods and services	251,614	171,740	79,874	166,821	162,762	4,059
Interest and rent on land						
Transfers and subsidies	**201,235**	**183,539**	**17,696**	**545,079**	**531,647**	**13,432**
Departmental agencies and accounts						
Non-profit institutions	201,235	183,471	17,764	545,079	531,647	13,432
Households		68	(68)			
Payments for capital assets	**723**	**595**	**128**	**522**	**134**	**388**
Buildings and other fixed structures						
Machinery and equipment	723	595	128	522	134	388
Software and other intangible assets						
Payment for financial assets						
Total	**468,572**	**362,707**	**105,865**	**713,995**	**696,475**	**17,520**

External Examinations	2024/2025			2023/2024		
	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
Current payments	**242,662**	**250,480**	**(7,818)**	**223,352**	**203,228**	**20,124**
Compensation of employees	144,013	157,058	(13,045)	132,143	112,022	20,121
Goods and services	98,649	93,422	5,227	91,209	91,206	3
Interest and rent on land						
Transfers and subsidies	**60**	**137**	**(77)**	**1,105**	**1,103**	**2**
Departmental agencies and accounts				6	5	1
Non-profit institutions				1,050	1,050	
Households	60	137	(77)	49	48	1
Payments for capital assets	**1,071**	**988**	**83**	**1,038**	**45**	**993**
Buildings and other fixed structures						
Machinery and equipment	1,071	988	83	1,038	45	993
Software and other intangible assets						
Payment for financial assets						
Total	**243,793**	**251,605**	**(7,812)**	**225,495**	**204,376**	**21,119**

Conditional Grants	2024/2025			2023/2024		
	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
Current payments	**11,226**	**7,565**	**3,661**	**8,350**	**8,229**	**121**
Compensation of employees	3,980	2,066	1,914	3,336	3,328	8
Goods and services	7,246	5,499	1,747	5,014	4,901	113
Interest and rent on land						
Transfers and subsidies				**118**	**118**	
Departmental agencies and accounts						
Non-profit institutions						
Households				118	118	
Payments for capital assets						
Buildings and other fixed structures						
Machinery and equipment						
Software and other intangible assets						
Payment for financial assets						
Total	**11,226**	**7,565**	**3,661**	**8,468**	**8,347**	**121**

SUMMARY: EXAMINATION AND EDUCATION RELATED SERVICES	2024/2025			2023/2024		
	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
Current payments	**654,665**	**570,035**	**84,630**	**524,051**	**500,066**	**23,985**
Compensation of employees	288,262	292,423	(4,161)	253,365	233,594	19,771
Goods and services	366,400	277,611	88,789	270,686	266,472	4,214
Interest and rent on land	3	1	2			
Transfers and subsidies	**242,479**	**224,750**	**17,729**	**586,120**	**572,685**	**13,435**
Departmental agencies and accounts	40,264	40,264		38,541	38,540	1
Non-profit institutions	201,235	183,471	17,764	546,129	532,697	13,432
Households	980	1,015	(35)	1,450	1,448	2
Payments for capital assets	**3,257**	**2,173**	**1,084**	**1,608**	**224**	**1,384**
Buildings and other fixed structures						
Machinery and equipment	3,257	2,173	1,084	1,608	224	1,384
Software and other intangible assets						
Payment for financial assets						
Total	**900,401**	**796,958**	**103,443**	**1,111,779**	**1,072,975**	**38,804**

SUMMARY: EXAMINATION AND EDUCATION RELATED SERVICES	2024/2025			2023/2024		
	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
Current payments	**654,665**	**570,035**	**84,630**	**524,051**	**500,066**	**23,985**
Compensation of employees	288,262	292,423	(4,161)	253,365	233,594	19,771
Goods and services	366,400	277,611	88,789	270,686	266,472	4,214
Interest and rent on land	3	1	2			
Transfers and subsidies	**242,479**	**224,750**	**17,729**	**586,120**	**572,685**	**13,435**
Departmental agencies and accounts	40,264	40,264		38,541	38,540	1
Non-profit institutions	201,235	183,471	17,764	546,129	532,697	13,432
Households	980	1,015	(35)	1,450	1,448	2
Payments for capital assets	**3,257**	**2,173**	**1,084**	**1,608**	**224**	**1,384**
Buildings and other fixed structures						
Machinery and equipment	3,257	2,173	1,084	1,608	224	1,384
Software and other intangible assets						
Payment for financial assets						
Total	**900,401**	**796,958**	**103,443**	**1,111,779**	**1,072,975**	**38,804**

Overspending on CoE due to examination claims. *(In instances where there is overspending, what corrective action has the department put in place to prevent the recurrence in future years).*

5. TRANSFER PAYMENTS

5.1 Transfer payments to public entities

Name of Public Entity	Key Outputs of the public entity	Amount transferred to the public entity	Amount spent by the public entity	Achievements of the public entity
N/A	*N/A*	*N/A*	*N/A*	*N/A*

5.2 Transfer payments to all organisations other than public entities

This section provides information on transfer payments made to provinces, municipalities, departmental agencies (excl. public entities), higher education institutions, public corporations, private enterprises, foreign governments, non-profit institutions and households. This excludes payments to public entities as it is included in the previous section. In this section also provide information on where funds were budgeted to be transferred but transfers were not made and the reasons for not transferring funds.

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

Name of transferee	Type of organisation	Purpose for which the funds were used	Did the dept. comply with s 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity
SA Broadcast Commission	SABC	Broadcast licences	Yes	13	N/A	N/A
Skills Education Training Autorities	SETA	Skills development levy	Yes	40,264	N/A	N/A
Public Ordinary Schools - Section 21 Schools	Public Ordinary Schools	National School Nutrition Programme	Yes	562,506	N/A	N/A
		Exemption of school fees	Yes	11,886	N/A	N/A
		LTSM, recurrent, maintenance cost according to the norms and standards for school funding	Yes	975,031	N/A	N/A
		Smart Schools - School connectivity	Yes	3,300	N/A	N/A
		Hostel Subsidies	Yes	123,998	N/A	N/A
		Incentives to top maths schools	Yes	-	N/A	N/A
		Matric support programme	Yes	48,034	N/A	N/A
		Subsidies to SGB affiliated schools	Yes	389	N/A	N/A
		Other support to schools	Yes	1,358	N/A	N/A
		Finishing Schools	Yes	5,341	N/A	N/A
		Schools of trade	Yes	5,000	N/A	N/A
		Maths and Science Programme	Yes	11,650	N/A	N/A
		School furniture support	Yes	-	N/A	N/A
		Sanitary /Dignity pack project	Yes	-	N/A	N/A
		Stipends EPWP workers	Yes	3,328	N/A	N/A
		President employment initiative	Yes	-	N/A	N/A

Name of transferee	Type of organisation	Purpose for which the funds were used	Did the dept. comply with s 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity	Reasons for the funds unspent by the entity
Public Ordinary Schools - Section 20 Schools	Public Ordinary Schools	No fee subsidies	Yes	739	N/A	N/A
Independent schools	Independent schools and institutions	Learner subsidies	Yes	118,844	N/A	N/A
Public special schools	Special schools	Learner and hostel subsidies	Yes	85,367	N/A	N/A
		Learner Transport	Yes	9,338	N/A	N/A
		National School Nutrition Programme	Yes	-	N/A	N/A
Early Childhood Development	Public Ordinary Schools	LTSM, recurrent, maintenance cost related to Grade R	Yes	38,975	N/A	N/A
		Stipends EPWP workers	Yes	4,153	N/A	N/A
	Pre Grade R Centres	Early Childhood Development Grant	Yes	61,872	N/A	N/A
		Pre Grade R Centres (earmarked)	Yes	242,156	N/A	N/A
TOTAL				**2,353,542**		

The table below reflects the transfer payments which were budgeted for in the period 1 April 2024 to 31 March 2025, but no transfer payments were made.

Name of transferee	Purpose for which the funds were to be used	Amount budgeted for (R'000)	Amount transferred (R'000)	Reasons why funds were not transferred
N/A	***N/A***	***N/A***	***N/A***	***N/A***

6. CONDITIONAL GRANTS

6.1 Conditional grants and earmarked funds paid

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

  N/A

6.2 Conditional grants and earmarked funds received

The table/s below details the conditional grants and ear marked funds received during for the period 1 April 2024 to 31 March 2025.

Conditional Grant: National School Nutrition Programme

Department/ Municipality to whom the grant has been transferred	• Education
Purpose of the grant	• To enhance learning capacity and improve access to education
Expected outputs of the grant	• 595 339
Actual outputs achieved	• 594 463
Amount per amended DORA	• R579 284 000.00
Amount transferred (R'000)	• R579 284 000.00
Reasons if amount as per DORA not transferred	• N/A
Amount spent by the department/ municipality (R'000)	R 572,661,447.90
Reasons for the funds unspent by the entity	• The under expenditure is as a result of payments that could not go through due to the closure of BAS
Monitoring mechanism by the transferring department	• Monitoring Reporting & Responding (MRR) Method. Monitors use a standardised monitoring tool to monitor the schools and submit the monitoring reports to the District Coordinators.

EARMARKED: Learner Transport

Department/ Municipality to whom the grant has been transferred	• Free State Department of Education
Purpose of the grant	• To provide transport to qualifying learners in rural schools
Expected outputs of the grant	• To transport 9 265 learners in 147 schools
Actual outputs achieved	• Transported 9 534 learners in 147 schools
Amount per amended DORA	• N/A
Amount transferred (R'000)	• R102 400
Reasons if amount as per DORA not transferred	• N/A
Amount spent by the department/ municipality (R'000)	• R92 202
Reasons for the funds unspent by the entity	• Payments could not be processed due to cash flow challenge of the Department
Monitoring mechanism by the transferring department	• The Learner Transport function is decentralised and managed by the districts. • The Provincial Office monitors the budget by means of quarterly meetings with the districts • Monthly BAS reports are further requested to monitor the expenditure by the districts.

Conditional Grant: Early Childhood Development Grant

Department to whom the grant has been transferred	• Department of Education
Purpose of the grant	• To increase the number of poor children accessing subsidised ECD programme • To support ECD providers delivering ECD programmes to meet basic health and safety requirements for registration. • To construct low-cost ECD centres
Expected outputs of the grant	• Number of children subsidised from the conditional grant in fully registered ECD centres • Number of children subsidised from the conditional grant in conditionally registered ECD centres • Number of days subsidised for centre-based programmes • Number of children subsidised through provincial own revenue including equitable share that are benefiting from the top-up grant in fully registered and conditionally registered ECD programmes • Number of children subsidised through provincial own revenue including equitable share that are benefiting from the top-up grant in conditionally registered ECD programmes • Number of children subsidised from the equitable share in fully registered ECD centres • Number of children subsidised from the equitable share in conditionally registered ECD centres • Number of all children enrolled in fully registered non-centre-based programmes • Number of all children enrolled in conditionally registered non-centre-based programmes • Number of children subsidised from the conditional grant in fully registered non-centre-based programmes • Number of children subsidised from the conditional grant in conditionally registered non-centre based programmes • Number of ECD practitioners and other staff employed in fully and conditionally registered ECD
	• Number of eligible children subsidised, as agreed in the service level agreement (SLA) • Number of children subsidised from the conditional grant in fully registered ECD centres • Number of children subsidised from the conditional grant in conditionally registered ECD centres • Number of days subsidised for centre-based programmes • Number of children subsidised through provincial own revenue including equitable share • Number of children subsidised from the equitable share in fully registered ECD centres • Number of children subsidised from the equitable share in conditionally registered ECD centres • Number of children subsidised from the conditional grant in fully registered non-centre-based programmes • Number of children subsidised from the conditional grant in conditionally registered non-centre-based programmes. • Number of ECD practitioners and other staff employed in fully and conditionally registered ECD programmes benefiting from the conditional grant
Actual outputs achieved	• 14968 eligible children subsidized. • 1004 children subsidised from the conditional grant in fully registered ECD centres. • 13 409 children subsidised from the conditional grant in conditionally registered ECD centres • 264 days subsidised for centre-based programmes • 54 426 children subsidised through provincial own revenue including equitable share. • 11 207 children subsidised from the equitable share in fully registered ECD centres. • 43219 children subsidised from the equitable share in conditionally registered ECD centres. • 721 children enrolled in fully registered non-centre-based programmes. • 0 children subsidised from the conditional grant in conditionally registered non-centre-based programmes • 1709 ECD practitioners and other staff employed in fully and conditionally registered ECD programmes benefiting from the conditional grant
Amount per amended DORA	• R77 058 000
Amount transferred (R'000)	• R77 058

Reasons if amount as per DORA not transferred	• N/A
Amount spent by the department (R'000)	• R66 551 931 (spent) • R749 446 (committed)
Reasons for the funds unspent by the entity	• Due to the implementation of new BAS database some commitments could not be paid. • Request for rollover has been submitted.
Monitoring mechanism by the transferring department	• Submit approved business plans signed off by the head of department to the DBE by 24 February 2025. • Implement the business plan as approved by the DBE. • Submit monthly financial reports to DBE 15 days after the end of the reporting month • Submit quarterly performance reports to DBE within 30 days after the end of each quarter. • Monitor and coordinate requirements with regard to the payment of ECD Conditional Grant Subsidy.

Conditional Grant: Education Infrastructure Grant (EIG)

Department to whom the grant has been transferred	• Free State Department of Education
Purpose of the grant	• To help accelerate construction, maintenance, upgrading and rehabilitation of new and existing infrastructure in education including district and circuit accommodation • To enhance capacity to deliver infrastructure in education • To address damages to infrastructure • To address achievement of the targets set out in the minimum norms and standards for school infrastructure
Expected outputs of the grant	• Number of new schools built • Number of Upgrades & Additions • Number of Renovations & Rehabilitated school infrastructure as per the U-AMP • Number of schools maintained through day to day
Actual outputs achieved	• As per the submitted Annual Performance Plan Report for the 2024/2025 financial year
Amount per amended DORA	• R1, 057, 305, 000
Amount transferred (R'000)	• R1, 057, 305, 000
Reasons if amount as per DORA not transferred	• All funds were transferred
Amount spent by the department/ municipality (R'000)	• R1,055, 974, 098
Reasons for the funds unspent by the entity	• N/A
Monitoring mechanism by the transferring department	• Monthly IDMS reports, Quarterly HEDCOM sub-committee meetings, EOY report, Site visits

Conditional Grant: Learners with Severe to Profound Intellectual Disability (LSPID)

Department/ Municipality to whom the grant has been transferred	• Free State Department of Education
Purpose of the grant	• To provide the necessary support, resources and equipment to identified special care centres and school for the provision of education to children with severe to profound intellectual disabilities
Expected outputs of the grant	• Human resources specific to inclusive education. • Database of special care centres, caregiving staff & LSPID. • Transversal itinerant outreach team members & caregivers trained on the learning programme. • Number of caregivers trained on accredited training. • Outreach services provided to LSPID. • LSPID from special care centres placed in schools.
Actual outputs achieved	• Human resources specific to inclusive education • Database of special care centres, caregiving staff & LSPID. • Transversal itinerant outreach team members & caregivers trained on the learning programme. • Outreach services provided to LSPID
Amount per amended DORA	• R34 323 00
Amount transferred (R'000)	• R32 340
Reasons if amount as per DORA not transferred	• N/A
Amount spent by the department/ municipality (R'000)	• R24 784
Reasons for the funds unspent by the entity	• Vacant posts of itinerant outreach team members (COE')
Monitoring mechanism by the transferring department	• Monthly inputs reports on the funds expenditure

Conditional Grant: HIV/AIDS AND LIFE SKILLS

Department/ Municipality to whom the grant has been transferred	• DEPARTMENT OF EDUCATION
Purpose of the grant	• To support South Africa's HIV prevention strategy by: • Providing comprehensive sexuality education and access to sexual and reproductive health services to learners; and • 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	• Advocacy • Training and Development • Peer Education • Care & Support • LTSM • Monitoring and Support
Actual outputs achieved	• Advocacy • Training and Development • Peer Education • Care & Support • LTSM • Monitoring and Support
Amount per amended DORA	• R 11, 226, 000.00
Amount transferred (R'000)	• R 11, 226 000.00
Reasons if amount as per DORA not transferred	• N/A
Amount spent by the department/ municipality (R'000)	• R 7, 565, 229.14
Reasons for the funds unspent by the entity	• Vacant post of Provincial Coordinator since May 2023
Monitoring mechanism by the transferring department	• Monthly inputs reports on the funds expenditure

Conditional Grant: MATHEMATICS, SCIENCE & TECHNOLOGY (MST CG)

Department/ Municipality to whom the grant has been transferred	EDUCATION	
Purpose of the grant	TO PROVIDE SUPPORT AND RESOURCES TO SELECTED SCHOOLS, TEACHING STAFF AND LEARNERS IN LINE WITH CURRICULUM ASSESSMENT POLICY STATEMENT(CAPS) FOR THE IMPROVEMENT OF MST TEACHING AND LEARNING AT SELECTED PUBLIC SCHOOLS	
Expected outputs of the grant	OUTPUTS	TARGETS
	Schools supported with ICT resources including coding and robotics resources.	125 Primary Schools were targeted with ICT equipment.
		94 secondary schools were targeted with ICT equipment
	Schools supported with technical and agricultural workshop resources - new purchases, replacement, repairs and maintenance.	• 31 Tech. Schools • 21 Agric. Schools
	Schools supported with laboratory resources - apparatus and consumables including Coding and Robotics resources.	181 Primary Schools
		153 Secondary Schools
	Number of learners participating in Olympiads, competitions and camps participation including TMU. Includes printed material resources for learners.	708 Learners were targeted for competitions including skills competition
		22 940 Learners were targeted for printing materials and resources.
	Teachers supported with Mathematics, Sciences and Technology (MST) teacher support/development in content and methodology training including TMU, vocational oriented curriculum and coding and robotics training.	415 Teachers were targeted for trainings.
Actual outputs achieved	OUTPUTS	ACHIEVEMENTS
	Schools supported with ICT resources including coding and robotics resources.	75 Primary Schools were achieved with ICT equipment.
		89 secondary schools were achieved with ICT equipment
	Schools supported with technical and agricultural workshop resources - new purchases, replacement, repairs and maintenance.	31 Tech. Schools supported with PAT Materials and equipment's. 21 Agric. Schools supported with PAT Materials and equipment's.
	Schools supported with laboratory resources - apparatus and consumables including Coding and Robotics resources.	181 Primary Schools were supported with laboratory resources
		153 Secondary Schools were supported with laboratory resources
	Number of learners participating in Olympiads, competitions and camps participation including TMU. Includes printed material resources for learners.	654 Learners participated for competitions including skills competition
		22 940 (plus) Learners were supported with printing materials and resources.
	Teachers supported with mathematics, sciences and technology (MST) teacher support/development in content and methodology training including TMU, vocational oriented curriculum and Coding and Robotics training.	415 Teachers were given training on coding robotics kits received.
Amount per amended DORA	R 49 496 000	
Amount transferred (R'000)	R 49 496	
Reasons if amount as per DORA not transferred	N/A	
Amount spent by the department/ municipality (R'000)	R 47 594	
Reasons for the funds unspent by the entity	Payments were cancelled towards the end of 2024/2025 financial year due to the implementation of the new bas database (rollover is applied for)	
Monitoring mechanism by the transferring department	• Monthly and quarterly reports • Meeting with ped's once every quarter where reports are presented. • Conduct school visits (MSTCG selected schools)	

7. DONOR FUNDS

7.1 Donor Funds Received

Name of donor	Sibanye Still-Water
Full amount of the funding	
Period of the commitment	2024 - 2026
Purpose of the funding	Loboneng Primary School (Theunissen) 1. Painting of Classrooms 2. Construction of a Guardhouse
Expected outputs	1. Painted Classrooms 2. Completed Guardhouse
Actual outputs achieved	1. Painted Classrooms 2. Completed Guardhouse
Amount received (R'000)	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Site Inspection and Quality Assurance

Name of donor	Sibanye Still-Water
Full amount of the funding	
Period of the commitment	2024 - 2024
Purpose of the funding	Multi-Purpose Sports Facilities 1. Bahale SS (Hennenman) 2. Lebogang SS (Welkom)
Expected outputs	Completed Multi-Purpose Sports Facilities
Actual outputs achieved	Completed Facilities
Amount received (R'000)	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Site Inspection and Quality Assurance

Name of donor	Sibanye Still-Water
Full amount of the funding	
Period of the commitment	2023 - 2025
Purpose of the funding	Grade 10 – 12 Maths & Science Learner Support and Teacher Development in Virginia, Theunissen and Hennenman
Expected outputs	Improved Performance in both Subjects
Actual outputs achieved	
Amount received (R'000)	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Review Meetings

Name of donor	Harmony Gold Mining Limited
Full amount of the funding	
Period of the commitment	2025
Purpose of the funding	100 x School Shoes for Learners from 10 Schools Lejweleputswa Education District Schools
Expected outputs	Handover of School Shoes to Beneficiaries
Actual outputs achieved	Handed Over on 6 March 2025
Amount received (R'000)	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Shoes were handed over to beneficiaries at a ceremony held at JC Motumi SS in Odendaalsrus

Name of donor	Harmony Gold Mining Limited
Full amount of the funding	
Period of the commitment	
Purpose of the funding	Smart Whiteboards
Expected outputs	Installation of Whiteboards at Adelaide Tambo SS
Actual outputs achieved	Installed
Amount received (R'000)	N/A
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Site Inspection

Name of donor	Harmony Gold Mining Limited
Full amount of the funding	
Period of the commitment	2024 - 2026
Purpose of the funding	Grade 10 – 12 Maths & Science Learner Support and Teacher Development in Thabong, Welkom
Expected outputs	Achieve 60% and above in both subjects at Grade 12 level (200 learners)
Actual outputs achieved	Achieved 100% pass rate in both subjects
Amount received (R'000)	N/A (Funds paid directly to Project Managers by Harmony: (R4 597 047 for 2024 Academic Year)
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Site Visits and Review Session

Name of donor	Investec
Full amount of the funding	
Period of the commitment	2024 - 2026
Purpose of the funding	Grade 10 – 12 Maths & Science Learner Support and Teacher Development in QwaQwa
Expected outputs	Achieve 60% and above in both subjects at Grade 12 level (200 learners)
Actual outputs achieved	Achieved 100% pass rate in both subjects
Amount received (R'000)	Funds paid directly to Project Managers by Invetsec: (R4 597 047 for 2024 Academic Year)
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Site Visits and Review Session

Name of donor	Telkom Foundation
Full amount of the funding	
Period of the commitment	2024 - 2028
Purpose of the funding	Grade 8 to 12 Learner and Teacher Support program in Bethlehem
Expected outputs	Achieve 60% and above in Mathematics and Physical Sciences at grade 12
Actual outputs achieved	Grades 12 class is presented for the 1st time in 2025
Amount received (R'000)	N/A (Paid directly to Project Managers by Telkom Foundation)
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Site Visits and Review Sessions

Name of donor	CHIETA
Full amount of the funding	
Period of the commitment	2024 - 2026
Purpose of the funding	Establishment of a Smart Skills Centre at Tshiya DTDC
Expected outputs	A fully operational Smart Skills Centre
Actual outputs achieved	Busy with Renovations of the Centre
Amount received (R'000)	To be paid directly to service provider by CHIETA (R5mill)
Amount spent by the department (R'000)	N/A
Reasons for the funds unspent	N/A
Monitoring mechanism by the donor	Site Visits and Review Sessions

8. CAPITAL INVESTMENT

8.1 Capital investment, maintenance and asset management plan

Provide commentary on the following:

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

  - All projects scheduled for implementation in the 2024/25 financial year demonstrate full alignment with the submitted I-AMP guidelines and categorization. This adherence to planning parameters has enabled consistent tracking and reporting of progress.

  - The I-AMP provides a strategic framework for capital investment planning, enabling stakeholders to track implementation progress against approved plans while ensuring fiscal responsibility and alignment with organizational objectives.

  - Key performance indicators show that project execution is proceeding according to established timelines, with appropriate allocation of resources across the three main investment categories. Progress monitoring occurs through systematic review processes with regular stakeholder updates.

- Infrastructure projects which have been completed in the current year and the progress in comparison to what was planned at the beginning of the year. Provide reasons for material variances (2% variance)

  All the projects have been implemented and the APP targets achieved

- Infrastructure projects that are currently in progress (list projects) and when are they expected to be completed,

  - See attached project list for projects under construction.

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

  The Department is undertaking the closure of 21 educational facilities across the province. These closures primarily affect the districts of Thabo Mofutsanyana, Motheo, Fezile Dabi, and Lejweleputswa. The facilities include a mixture of schools and hostel accommodations, mostly situated in rural farm regions. This strategic move responds to the significant reduction in learner numbers driven largely by population shifts towards urban centers. The province aims to efficiently manage resources and optimize educational service delivery by consolidating facilities where necessary.

  Many of the affected facilities are located in sparsely populated farming areas. Over recent years, these areas have experienced a steady decline in the number of learners attending school due to families relocating in search of better economic opportunities in urban environments. As a result, maintaining underutilized schools and hostels has become financially unsustainable. The department is adjusting accordingly by rationalizing infrastructure to reflect changing demographic realities and ensure that budgets support well-resourced and viable educational institutions.

  Urban migration has placed increased pressure on schools in towns and cities. By closing redundant rural facilities, the department can redirect staff and resources to schools with greater demand, improving the overall quality of education. This approach seeks to balance fiscal responsibility with maintaining access to education for all learners, especially in areas where enrolment remains healthy.

- Progress made on the maintenance of infrastructure

  Day-to-day maintenance issues are currently managed through a responsive system where schools report problems as they arise. Each request is processed via quotations to determine costs and scope of work. This reactive approach ensures immediate concerns are addressed, but it often leads to continuous spending due to the deteriorating conditions of many school facilities.

Given the extensive maintenance requirements faced by our schools, this method results in frequent interventions, highlighting the need for a systemic solution that goes beyond immediate repairs. The school infrastructure in many cases reflects years of wear and insufficient upkeep, increasing operational challenges and safety concerns.

To combat the ongoing maintenance demands, future financial planning will allocate a substantial portion of the budget to refurbishment and full-scale renovations. This strategic investment aims to extend the life of school buildings, improve safety and functionality, and ultimately reduce the frequency and cost of maintenance interventions.

By prioritizing comprehensive renovations, the program seeks to create sustainable infrastructures that require less reactive upkeep. This shift is expected to optimize resource allocation, improve the learning environment for students and staff, and promote long-term cost savings across the school district.

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

Schools are systematically failing to utilize their designated maintenance allocations for essential upkeep such as facility cleaning, repairs to damaged doors, windows, and basic infrastructure. This funding neglect creates a cascade of deteriorating conditions that eventually require substantially more expensive interventions.

Enhanced Security Measures

Implement comprehensive security systems including surveillance cameras, improved lighting, and secure entry points. Establish community watch programs involving local residents in monitoring school properties during non-operational hours.

Financial Accountability Framework

Develop structured maintenance fund utilization policies with mandatory reporting requirements. Create maintenance schedules with dedicated oversight from district-level administrators to ensure funds are properly allocated and utilized.

Community Ownership Programs

Foster student and community involvement in facility care through educational initiatives about property respect. Implement "adopt-a-school" programs enabling businesses and community organizations to contribute resources for maintenance and security improvements.

The combination of regular vandalism and maintenance fund underutilization creates a fiscally unsustainable cycle. Breaking this pattern requires both preventative security measures and improved administrative practices to ensure available funds fulfil their intended purpose.

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

The responsibility of the register for asset holdings lies with SCM

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

Immovable asset register:
The responsibility of the register for asset holdings lies with SCM.

- The current state of the department's capital assets, for example what percentage is in good, fair or bad condition

Immovable asset register:
Our immovable asset register relates mostly to projects recently completed until it is transferred to the custodian, therefore assets are in good condition. The responsibility of the register for asset holdings lies with SCM.

- Major maintenance projects that have been undertaken during the period under review
  Major maintenance projects are listed as per Output Indicator 605
- Progress made in addressing the maintenance backlog during the period under review, for example, has the backlog grown or become smaller? Is the rate of progress according to plan? If not why not, and what measures were taken to keep on track

  Regrettably schools renovations backlog has reached concerning levels. Through our district interaction process, we continuously receive and compile lists of educational facilities requiring refurbishment, which are subsequently included in the I-AMP (Infrastructure-Asset Management Plan) framework for planned maintenance implementation. Unfortunately, we must acknowledge that this backlog has been growing rather than diminishing year-over-year, creating a compounding effect that threatens both educational quality and facility safety standards.

  Unfortunately, chronic underfunding has been the foremost obstacle to addressing our renovation backlog. Despite repeated budget requests, allocations have consistently fallen below the minimum threshold needed to maintain our schools properly. Annual maintenance funding has averaged just 35% of recommended levels for the past five years, creating a widening gap between needs and resources.

  - Budget allocation shortfalls averaging 65% below requirements
  - Increasing construction and material costs outpacing budget growth
  - Emergency repairs diverting funds from planned renovations
  - Competing priorities within the broader education budget

  Unfortunately, the continued deferral of scheduled renovations has resulted in accelerating deterioration. What might have been minor repairs have evolved into major structural issues, creating potentially unsafe learning environments and increasing the ultimate cost of renovation.

  To address this situation effectively, the following multi-faceted approach can be taken:

  1. Comprehensive Assessment
  Complete a thorough evaluation of all facilities to update the U-AMP with current conditions and prioritize schools based on safety concerns, educational impact, and community needs.

  2. Funding Strategy
  Develop a dedicated school infrastructure fund with multi-year commitments to ensure stable, predictable funding streams independent of annual budget fluctuations.

  3. Accelerated Renovation Program
  Implement a fast-track renovation program for schools with critical needs, potentially utilizing modular construction techniques and standardized designs to reduce costs and timeframes.

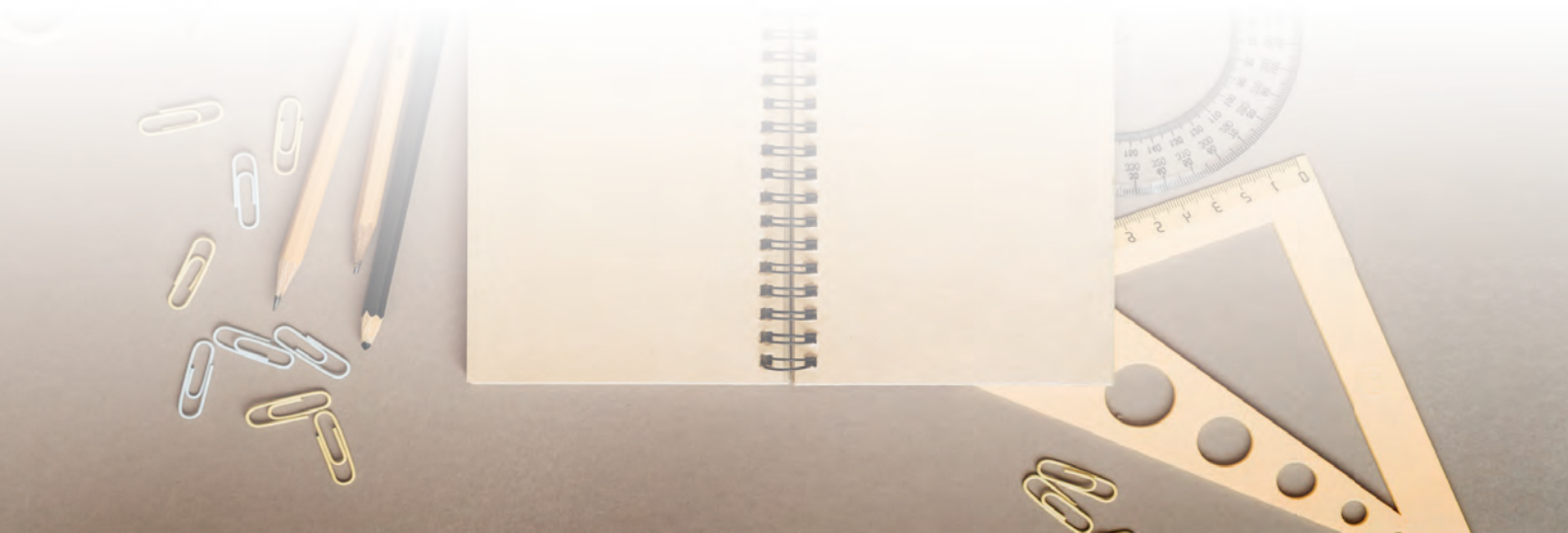
  4. Progress Monitoring
  Establish transparent reporting mechanisms to track progress against maintenance, with quarterly updates to all stakeholders.

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	259 960	244 152	15 809	144 509	148 866	-4 357
Existing infrastructure assets	575 621	539 964	35 657	619 362	669 170	-49 808
- Upgrades and additions	358 053	376 463	-18 410	370 305	415 017	-44 712
- Rehabilitation, renovations and refurbishments	217 568	163 502	54 066	249 057	254 153	-5 096
- Maintenance and repairs	142 500	238 095	-95 595	210 259	177 320	32 939
Infrastructure transfer	1		1	1		1
- Current	1		1	1		1
- Capital						
Total						

9. ANNEXURE B: of the Annual Performance Plan 2024/25 (Additional missing Indicators)

OUTPUT INDICATOR	ACHIEVEMENT
Output Indicator 608: Number of new or additional Grade R classrooms built (includes those in replacement schools)	3
Output Indicator 609: Number of additional classrooms built in, or provided for, existing public ordinary schools (includes replacement schools)	73
Output Indicator 610: Number of additional specialist rooms built in public ordinary schools (includes replacement schools)	13
Output Indicator 611: Number of new schools completed and ready for occupation (includes replacement schools)	3
Output Indicator 612: Number of new under construction (includes replacement schools)	11

PART C:
GOVERNANCE



1. INTRODUCTION

The Free State Department of Education is committed to maintaining the highest standards of governance in relation to the conduct of government business. The public deserves to know the extent to which the Department achieves effectiveness, efficiency, and value for money regarding the use of financial resources.

2. RISK MANAGEMENT

Risk management policy and strategy: Risk management policy and the strategy of the Department are reviewed on an annual basis. The review is performed in consultation with management and the established risk & ethics management committee. The Risk Management Policy and the Strategy are approved by the Head of Department, setting out the principles on how the risks should be understood and managed at all levels within the Department. The documents are also placed on the intranet of the Department for information sharing to employees.

Conducting regular risk assessment to determine the effectiveness of the risk management strategy and to identify new and emerging risks. Risk Assessment is conducted through interactions with different branches within the Department. Any new / emerging risks are also identified, assessed and updated in the Departmental risk registers. Controls and mitigation action plans are developed by management to address the root causes of identified risks.

The Risk & Ethics Management Committee advises management on the overall system of risk management especially the mitigation of unacceptable levels of risks: The Risk & Ethics Management Committee is appointed in writing by the Head of Department and the committee is chaired by an appointed external independent person with the role of advising management on eminent risks of the Department, taking into cognizance the levels of the risks prevalent in the Department. The Committee meets on a quarterly basis and reports to the Head of Department and Audit Committee on risk management activities including progress made on implementation of mitigation strategies for all unacceptable risks.

The Audit Committee advises the department on risk management and independently monitors the effectiveness of the system of risk management: The evaluation and the review on the effectiveness of the risk management is performed annually by internal audit and reported to Audit Committee. Audit Committee is appointed in writing and chaired by an independent person with the purpose of playing an oversight role in terms of monitoring the overall Departmental system of risk management.

The Department sees some progress in the management of risks: Risk management culture within the Department is continuously improving. Chief Directors are appointed as Risk Champions to effectively take charge of risk management within their areas of responsibilities. Risk management trainings/awareness are conducted. To improve on the management of risks within the Department, all key strategic risks with relevant mitigating strategies should be considered during the strategic planning and budgeting processes. Adequate staffing is critical to ensure adequate and effective risk assessments, monitoring, reporting and risk awareness sessions across the Department are successfully implemented. These are performed to ensure that wide-enterprise risk management, strategic goals and objectives are achieved.

3. FRAUD AND CORRUPTION

Provide a brief description of the following:

- The department's fraud prevention plan and the progress made in implementing the fraud prevention plan
- Mechanisms in place to report fraud and corruption and how these operate.eg: Whistle blowing - The need for officials to make confidential disclosure about suspect fraud and corruption
- How these cases are reported and what action is taken

4. MINIMISING CONFLICT OF INTEREST

Brief description on the processes implemented to minimise conflict of interest. Discuss the process followed where conflict of interest has been identified.

5. CODE OF CONDUCT

Brief description and nature of code of conduct /ethics and the effect it has on the department and if the department is adhering to the Public Service Code of Conduct. Discuss the process followed for the breach of code of conduct.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

Provide a brief description and nature of Health Safety and Environmental issues and the effect it has on the department.

The Employee Health and Wellness Strategic Framework for the public service undertakes to operationalize the Safety Health Environment Risk & Quality Management (SHERQ) pillar. The pillar deals with the intangible factors of safety, health environment, risks and quality management for purpose of the optimal occupational health and safety of employees, the safety of citizens and the sustainability of the environment, the management of occupational and general risks and quality of government products and services.

Occupational Health and Safety (OHS) is underpinned by various pieces of legislation such as Occupational Health and Safety Act 85 of 1993 that provide a legal framework to ensure safe and healthy working environments. These laws guide both employers and employees in identifying, managing, and mitigating workplace risks, while promoting compliance with health and safety standards.

The appointed OHS representatives conduct inspections monthly and the **key Health, Safety and Environmental Issues** identified in the department include:

a) Health Issues

- **Poor hygiene and sanitation:**
  - Inadequate cleaning schedules.
  - Irregular cleaning of toilets and offices.
  - Shortage or complete lack of toilet paper and soap.
  - Overflowing toilets and water shortages
- **Poor air quality and ventilation:**
  - Many buildings lacked proper ventilation systems
  - Centralized aircons not functioning properly, leading to stale air.
- **Mental and physical health risks:**
  - Crowded offices and poor lighting contribute to stress and poor working conditions.

b) Safety Issues

- **Fire safety lapses:**
  - Fire extinguishers not serviced annually.
  - Missing or unclear evacuation plans.
  - Blocked or unmarked fire exits

- **Electrical hazards:**
  - Exposed electrical wires and non-functional plugs (e.g., Saambou, N8 Gateway).
  - Overloaded plugs increasing the risk of electric shock or fire.

- **Inadequate lighting:**
  - Dim passageways and offices due to non-functional bulbs

- **Security vulnerabilities:**
  - Lack of access control (no visitor registers or poorly managed entry points).
  - Homeless people using facilities in unsecured buildings
  - Security officers not adhering to protocols or absent from duty.

c) Environmental Issues

- **Waste management failures:**
  - Office and kitchen waste not removed regularly, resulting in pest infestations.
  - Increased risk of infection due to bacteria and viruses.

- **Water shortages:**
  - Disrupt sanitation and hygiene practices in several districts.

- **Lack of facilities for people with disabilities:**
  - Absence of ramps and paraplegic toilets

The OHS report highlight critical gaps in health, safety, and environmental compliance. Persistent issues such as lack of fire preparedness, poor sanitation, inadequate lighting, and non-functional equipment pose serious threats to employee well-being. Interventions such as consistent cleaning, regular fire safety maintenance, installation of accessibility features, and improved ventilation are essential for ensuring a safe and compliant working environment.

The effect of OHS in the department:

OHS has a **critical effect on departmental performance**, employee health, and compliance with national standards. Addressing OHS risks is not just a legal obligation, but a strategic move to enhance the department's efficiency, safety culture, and reputation. The challenges require corrective measures and consistent monitoring to avoid long-term damage.

- **Health Risks to employees:** Issues such as poor ventilation, pest infestations, and insufficient sanitation facilities were reported, increasing the risk of illness and infection.
- **Workplace Incidents and Absenteeism:** Risks of injury from slippery floors, faulty electrical wiring, and inadequate lighting contribute to increased absenteeism and potential long-term health issues.
- **Reduced Productivity:** Poor working conditions demotivate staff, leading to inefficiencies and delayed service delivery. Unaddressed safety concerns contribute to job dissatisfaction.
- **Legal and Reputational Consequences:** Neglecting OHS standards exposes the department to potential legal actions and damages its public reputation.
- **Inequality and Exclusion:** Lack of proper disability access (e.g., ramps, paraplegic toilets) creates an exclusionary environment, affecting inclusivity and compliance with disability rights legislation.

OHS significantly influences the functionality, morale, and integrity of the department. While effective implementation yields numerous benefits, neglecting OHS responsibilities can have severe consequences. It is vital for the department to strengthen its OHS protocols, ensure continuous monitoring, and allocate resources to address identified challenges for the well-being of employees and sustainability of operations.

OHS Committees

The provincial and districts OHS committee was established in the department in terms of Section 19. According to Section 19, sub Section 4(a) meetings will be held as often as necessary but at least once every three months. The committees held the following meetings:

Provincial OHS meetings	06 June 2024
	05 September 2024
	07 November 2024
District OHS meetings	24 February 2025
	05 February 2025
	24 April 2024
	21 May 2024
	28 March 2025

7. PORTFOLIO COMMITTEES

Provide commentary on the following:

- The dates of the meeting

  13 September 2024: 1st quarterly non-financial and financial reports 2024/2025 financial year

  27 September 2024

  10 October 2024

  01 November 2024

8. SCOPA RESOLUTIONS

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
N/A	N/A	N/A	N/A	N/A

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
1. ISS.7 - (EV) CoAF 7 - Non-compliance: Prior years instances of irregular & fruitless & wasteful expenditure not investigated	All three previous years	Opening of "registry" for all Irregular and Fruitless and wasteful expenditure cases where each case file contains all necessary information related to the transgression - for ease of access and investigation. =Appointment of service provider who will be investigating and concluding a total of 75 cases of prior years' Irregular expenditure. Service provider has presented its draft report to management. Compiling and implementing of an action plan where internal investigation will be done and concluded on a number of cases as per the action plan. Action plan in place. Service provider investigated 75 cases. Submission for condonation of Learner Transport submitted to Provincial Treasury. Awaiting feedback. The Provincial Treasury did not condone the irregular expenditure. Busy with submission to Accounting Officer to remove the irregular expenditure. Monthly Loss Control Committee meeting where Fruitless and wasteful cases can be investigated and finalised.
2. ISS.211 - (EV): CoAF 211-Consequence management (misconduct investigations)	**2022-23**	Investigations were conducted and as a result, 10 cases were finalized due to the following: (3 retired, 2 resigned, 4 employees 'contract ended, and 1 employee was employed by SGB. The mentioned cases were therefore closed. Further, 13 cases are still under investigation after Audi Letters were signed by the HOD / SG and issued / or served to the alleged employees, and 7 employees have not yet responded, however 6 employees have already responded, and we are at this current stage still assessing and / or analysing those responses. Furthermore, 23 letters were signed by the HOD/ SG and issued out / or sent to other departments and organs of state requesting the transactional information and / or evidence supporting the allegations by the Auditor General in order for the ER & PM Directorate to proceed with charges / or consequent management against the alleged employees**.**
ISS.196 - CoAF 196-Non-compliance - Asset management - Department did not ensure that educational institutions required movable assets (computer equipment) before disposing thereof	2023-24	Schools in the Thabo Mofutsanyana, Fezile Dabi, Motheo, Xhariep District and Head office have been invited to check the assets that are listed for disposal
ISS.3 - (EV:2) CoAF 3 - Non-compliance payments not made within a period of 30 days.	All three previous years	Re-issue payment circular Continue writing letters to end users
6. ISS.82 - (EV:2) - CoAF 82 - Expenditure: Payments not made within 30 days of date of receipt of invoice	All three previous years	Re-issue payment circular Continue writing letters to end users Improved internal controls Improve turnaround times.
ISS.166 - (EV:2) - CoAF 166-Goods and Services: specific items: Possible non-compliance with SCM process, 30 days terms and control deficiencies identified.	All three previous years	OI 217: Monitor implementation of technical subjects quarterly to ensure targets are met. Regular meetings with infrastructure to monitor progress with workshop supply. QI OI 223: Math's support classes in gr 9 to increase enrolment in gr 10 in Math's. Math's competition in gr 8 and 9 to increase Math's interest and performance. Increase enrolment in Agric Studies gr 8 and 9 to increase enrolment in gr 10. OI 227 & 228: Circular to schools to improve capturing of textbooks on Google Form and On SASAMS. Quarterly reporting on status and follow-ups of schools not reporting. School visits to monitor correctness of data captured and to follow-up in non-capturing. Estimates are being done to ensure that suppliers are paid within the required 30 days, especially ESKOM and local municipality Monthly recons conducted. Quarterly recons done
8. ISS.41 - CoAF 41 - SCM - Procurement - Bidder unfairly disqualified for not completing main table to SBD 6.2	2023-2024	The PPR Regulation of 2017 has been repealed and replaced with PPR Regulation 2022. Local content is no longer applicable under the PPR 2022. Old Regulation no longer applicable.
9. ISS.191 - (EV:2)- CoAF 191 - Expenditure management: Steps not taken to prevent UIF&WE as they were incurred in the current year	All three previous years	All quotation files are subjected to PCP verification in order to avoid Unauthorized, fruitless and wasteful as well as irregular expenditure. Files are continually submitted for review prior to generation of an order.

10. INTERNAL AUDIT AND AUDIT COMMITTEES

PROVIDE A BRIEF DESCRIPTION OF THE FOLLOWING:

1.1 KEY ACTIVITIES AND OBJECTIVES OF THE INTERNAL AUDIT

- **PURPOSE AND MANDATE:**

To provide independent, objective assurance and advisory services designed to add value and improve the FSDoE's operations and assist in accomplishing its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, internal control and governance processes. Education Internal Audit Service (EIAS) strengthens the organization's ability to create, retain, preserve, sustain, optimise and advance value. This is done by providing the oversight structures and management with independent, risk-based, and objective assurance, advise, insight and foresight.

- **VISION AND STRATEGY:**

a) Education Internal Audit Service (EIAS) vision is to provide value-added audits and advisory services with objectivity, fairness, openness, and in accordance with the highest professional and ethical standards. To be recognized as a trusted partner, driving excellence in governance, risk management, control environment and organizational performance through insightful analysis, innovation, and unwavering integrity.

b) The strategy is a forward-looking plan that defines how the internal audit function will support the Department in achieving its objectives by providing risk-based, independent, and objective assurance and advisory services.

- **CHARTER, METHODOLOGY AND INTERNAL AUDIT PLANS:**

EIAS Charter:

The charter defines the **authority, composition and responsibilities** of the EIAS for the Free State Department of Education (FSDoE).

Authority:

a) The Internal Audit Function's (IAF) authority is created by its direct reporting relationship to the AC, such authority allows for unrestricted access to the AC.

b) The AC authorizes the IAF to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, analyse the department's environment to determine the priorities of the function, determine scope of work, apply techniques, and issue communication to accomplish the function's objectives.
- Obtain assistance from the necessary personnel of FSDoE and other specialized services from within or outside FSDoE to complete internal audit services.

Methodology:

a) The methodology is intended to provide members in the unit with practical guidance, tools and information for managing the EIAS and for planning, conducting and reporting on internal auditing assurance and advisory engagements.

Internal Audit Plan:

a) The Global Internal Audit Standards (GIAS) as promulgated by the Institute of Internal Auditors (IIASA), Inc. requires that the Chief Audit Executive (CAE) establish a risk-based plan to determine the priorities of the Education Internal Audit Services (EIAS) in consistency with the FSDoE's goals.
b) In the public sector, the development of risk-based plans is regulated by Section 3.2.1 of the Treasury Regulations, which requires the CAE to prepare, in consultation with, and for approval by the audit committee, a rolling three year (3) strategic internal audit plan based on its assessment of key risks for the institution, having regard to its operation, those proposed in its strategic plan, and its risk management strategy.

INDEPENDENCE AND OBJECTIVITY

a) The CAE will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function.

b) The CAE will report functionally to the Audit Committee and administratively (for example, day-to-day operations) to the Head of Department (HOD). This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the Audit Committee, when necessary, without interference and supports the internal auditors' ability to maintain objectivity.

c) The CAE will ensure that the IAF remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the chief audit executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

d) Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance

INTERNAL AUDIT MODALITY

a) The purpose of the internal audit function (IAF) is to strengthen FSDoE's ability to create, protect, and sustain value by providing the Audit Committee (AC) and Senior Management (SMS) with independent, risk-based, and objective assurance, advice, insight, and foresight.

STAFFING

a) EIAS is currently staffed and operating at **64%** capacity and **36%** not yet filled, below is the current staff compliments:

1 X Director
2 X Deputy Directors
4 X Assistant Director
7X Internal Auditors
5X Interns (2year contract ending 2027)

QUALITY ASSURANCE AND IMPROVEMENT PROGRAM

a) Education Internal Audit Service (EIAS) Quality Assurance & Improvement Program (QAIP) for the Department of Education is designed to provide reasonable assurance to the various stakeholders of the EIAS: (1) performs its work in accordance with its Charter, which is consistent with the Global Internal Audit Standards (GIAS); (2) operates in an effective and efficient manner; and (3) is perceived by stakeholders as adding value and improving department's operations.

8 STAKEHOLDER RELATIONSHIPS

The relationships between EIAS and stakeholders categorized in three parts as per EIAS strategy:

Internal Stakeholders:

Stakeholders that are within the department, directly affected by the EIAS operations and processes, e.g. HOD, Senior and Middle Management

Connected stakeholders: stakeholders that utilize EIAS reports to play their oversight role e.g. Audit committee, Propac, Legislature, Provincial treasury

External stakeholders: AGSA, IIA, Community

2. SPECIFY A SUMMARY OF AUDIT WORK DONE

2.1 Assurance audits for 2024/25

Quarters	Planned audits	Completed audits
Quarter 1	09	09
Quarter 2	10	10
Quarter 3	10	10
Quarter 4	06	06

2.2 Ad hoc audits for 2024/25

Quarters	Planned audits	Completed audits
Quarter 1 - Tender	01	01
Quarter 2 – Financial management	01	01
Quarter 3 – Financial management	01	01
Quarter 4 – Tender and LTSM	02	02

INTERNAL AUDIT RECOMMENDATIONS

The following recommendations were shared with management to consider strengthening their controls:

a) Review and compare all planned projects at schools to identify priorities and avoid overlap. This helps prevent duplicated efforts and rising costs that could lead to wasteful spending.
b) Keep a portion of the contractor's payment (retention fee) and release it only after confirming that all work meets required standards once the remedial period has passed.
c) LTSM coordinators at schools must record all new assets accurately and ensure they are captured on the SA-SAMS system.
d) Create and distribute easy-to-follow guidelines for invigilators to help them keep proper records of all exam-related activities, including any training they attend.
e) Carry out regular checks on exam files to ensure that all required documents are included and correctly filed.
f) Update the IDMG operational plan to include regular activities that focus on monitoring how schools are managing their finances.

g) Strengthen controls to backup reported figures by proper documentation. This will help avoid errors and ensure financial reports adhere to accounting rules.
h) Analyse and report on any areas where required inputs were not received. This will help improve the completeness and accuracy of the Interim Financial Statements (IFS and AFS).
i) Encourage schools to always use official Departmental email accounts instead of personal address to better protect sensitive information.
j) Management should ensure that all information about educators attending training sessions is recorded correctly before sending it to the Strategic Planning unit. This will enhance credibility of the information reported.

2.3 VALUE ADD (ADVISORY AUDITS)

Quarters	Planned audits	Completed audits
Quarter 1	0	0
Quarter 2	1	1
Quarter 3	0	0
Quarter 4- Debt management – Termination & Recovery and employee wellness	2	2

2.4 LIMITATIONS

a) Education Internal Audit Service (EIAS) experienced concern of limitation of scope whereby supporting documents was not provided for the review certain audit assignments i.e. Financial management, coding and robotics, NSNP Fezile Dabi

b) The reports were shared with the Audit committee and the committee is playing oversight role of monitoring to check whether management provide necessary supporting documents to enable the unit to execute their duties.

3. KEY ACTIVITIES AND OBJECTIVES OF THE AUDIT COMMITTEE

3.1 Purpose and mandate

a) The Audit Committee (AC) is established in terms of the Public Finance Management Act (PFMA s76 4 (d)) and Treasury Regulations (TR 3.1) to assist the Accounting Officer in fulfilling its oversight responsibility in terms of these statutes. The duties of the committee are broadly defined in Section 77 of the Public Finance Management Act (Act 1 0f 1999 as amended by Act 29 of 1999) and Treasury Regulations (TR 3.1). In the revision of this charter, the King IV on Corporate Governance was considered.

b) The purpose of the AC as set out in terms of Sections 76(4)(d) and 77 of the Public Finance Management Act 1 (Act No.1 of 1999, as amended); Treasury Regulation 3.1; and Principle 8 of the King IV Report on Corporate Governance for South Africa (2016), is primarily to steer and direct strategy matters as they apply to governance, risk management and internal control processes; approve planning and policy applicable to the GRC processes; monitor execution of the approved plans and policies relating GRC processes; and disclose performance of GRC processes in the Department's Annual Report.

3.2 Independence

a) The AC is established in terms of sections 76(4) (d) and 77 of the PFMA, read in conjunction with para 3.1 to 3.1.16 of the Treasury Regulations.
b) The primary values of the AC are its independence and objectivity in relation to management. Therefore, the AC will not perform any management functions or management responsibilities.

3.3 Protecting the independence of the internal audit function

a) AC provides an oversight role on several important aspects of control, including ensuring the independence of the Internal Audit Function (IAF) and recommend that appropriate action is taken on audit findings and recommendations made by the auditors.

b) The CAE will report functionally to the Audit Committee and administratively (for example, day-to-day operations) to the Head of Department (HOD). This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the Audit Committee, when necessary, without interference and supports the internal auditors' ability to maintain objectivity.

3.4 Performance against statutory duties

a) The main responsibility of the AC is to assist the FSDoE in discharging its responsibilities relating to safeguarding of assets, operation of adequate systems, control processes and financial reporting matters in compliance with all applicable prescripts.
b) The roles and the responsibility of the Committee are aligned to Treasury Regulations 3.1.10 to 3.1.16 as well as the King IV Code on Corporate Governance part 5.3 – 5.4 which amongst others include the following:
   - Governance
   - Annual Financial Statements
   - Internal control Fraud and Anti-Corruption, Risk Management and Oversight
   - Internal Audit
   - External audit
   - Compliance and Corporate Governance
   - Combined assurance model
   - Ethics Management
   - Performance Management
   - Information and Technology Governance
   - Reporting

3.5 Composition of the audit committee

a) An AC should comprise of public members, independent of management, safeguards independence and provides ongoing oversight, advice, and feedback as per the Global Internal Audit Standards.

b) The AC shall comprise of a minimum of three (3) and a maximum of ten (10) members appointed in accordance with section 77 of the PFMA by the HOD in consultation with the MEC. Members must collectively possess skills in accounting and financial management, risk management and compliance, strategy, law, technology, internal auditing and external auditing, among other critical skills.

c) The HOD, in consultation with the MEC responsible for Education, shall appoint the Chairperson and Members of the AC.

3.6 Meeting attendance

a) A quorum for any meeting will be 50% plus 1, If the Chairperson of the Committee is not available, Members of the Committee shall elect amongst the members present, an AC member to act as the Chairperson of the meeting.

b) Specifically, members are required to attend all meetings. Members should give a written apology with reasons prior to the meeting should they not be in a position to attend meetings.

3.7 Combined assurance

a) Combined assurance is a coordinated approach to all assurance activities to ensure that assurance provided by management, internal (such as internal audit, risk management, strategic planning and monitoring & evaluation) and external (such as Auditor General SA) assurance providers adequately addresses significant risks facing the department and that sustainable controls exist to mitigate and reduce the risks.

b) The AC should ensure the following:

- Combined assurance model is applied to provide a coordinated approach to all assurance activities.
- monitor the appropriateness of the FSDoE combined assurance model and ensuring that significant risks facing the department are adequately addressed.
- Monitor the relationship between the internal and external assurance providers.

3.8 Resolution of audit committee recommendations

a) The Secretariat of the AC is responsible for arranging the meetings of the AC and the gathering and distribution of the agenda papers.

b) Draft minutes (resolutions) of the meeting should be prepared for review by the Chairperson of the AC within fourteen (14) working days after the meeting. Copies of the revised minutes where practically possible, must be distributed to all members and other relevant parties within twenty-one (21) working days after the meeting for the adoption at the next meeting

3.9 Audit committee performance evaluation

a) In order for the AC to remain effective, its objectives and responsibilities should come under annual performance evaluation by the SMS or office of the AGSA or competent agent appointed to carry the evaluation to ensure that:

- Its activities meet the FSDoE's needs and;
- Changes in the environment in which the FSDoE operates are considered on a timely basis.
- The office of the AGSA will report on the effectiveness and efficiency of the AC and annually report thereon to Provincial Legislature and the FSDoE.
- The PT as a monitoring function will also conduct evaluation based on the Standards of the Institute of IAF on an annual basis.

4. Attendance of audit committee meetings by audit committee members *(Tabular form)*

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					
Adv. JC Weapond (Chairperson)	B. Com Honours Information Technology M.Tech: Forensic Investigations (Coursework) LLB B.Tech: Policing/ Investigations B. Luris Diploma: Business Management Diploma: Compliance management Diploma: Education	LSSA SAAFS	01 April 2016	Contract extended from 01 June 2024 – 31 July 2025	09	Yes	No	02	06
Adv. N Litabe (Member)	LLB Honours Degree in Public Administration	LSSA	01 April 2016	Contract extended from 01 June 2024 – 31 July 2025	10	Yes	No	0	2

GS Majola (Member)	CIA Certificate in Accountancy B.Comm Honours (Accounting)	IIA SAICA	01 Nov 2019	Contract extended from 01 March 2024 till 31 March 2026	10	Yes	No	2	1
Prof. Phindane	Doctorate Degree in Education and experience Research Publication DLitt, MA, BA (HONS) in Sesotho and BA (HONS) in Language studies	NEA	01 Feb 2021	Contract extended from 01 June 2024 – 31 March 2026	10	Yes	No	0	3
Mr. Ogu	MBA, CIA, CA & BSc Honours Degree in Accountancy	IIA ICAN SAIBR	01 Feb 2021	18 March 2025	05	Yes	No	2	1
Ms. Exner	CDPE, CGEIT, CISSP, CRIC Master of philosophy: Information Technology Governance	ISACA CISA	22 May 2024	30 April 2027	05	Yes	No	4	6
Dr. Skeepers	Doct: Engineering Management National Diploma: Public Health National higher Diploma: Environmental health Post Graduate Diploma: HIV/ Aids Management Masters of Safety, Health and Environment Mphil: HIV/ Aids Management	EPASA NSPE	22 May 2024	30 April 2027	06	Yes	No	3	3
Ms. Pino	MCIPS, MBA	IoDSA	22 May	30 April 2027	06	Yes	No	0	1
	Post Graduate Diploma: General Management Extracurricular Diploma: Logistics Management B.Tech: Financial Information Systems	CIPS IRMSA	2024						

5. Remuneration of audit committee members

5.1 Rates

Chairperson	**Members**
R2 265.00 per hour per attendance	R1 838.00 per hour per attendance

5.2 Whether audit committee members who worked or are working for an organ of state are being remunerated.

a) All members are not employees of the department and maintain the independence.

5.3 Total audit committee expenditure for the reporting period.

AC Members	**Total Expenditure**
Dr Skeepers	R53 302.00
Ms. Pino	R68 006.00
Ms. Exner	R68 006.00
Mr. Majola	R115 794.00
Adv. Litabe	R115 794.00
Adv. Weapond	R 129 105.00
Prof Phindane	R115 794.00
Mr. Ogu	R44 112.00
Grand Total:	**R709 913.00**

6. AUDIT COMMITTEE REPORT

We are pleased to present our report for the financial year ended 31 March 2025.

Part 1: Audit Committee Reflections – 2024/25
Chairperson's brief reflections on key objectives and activities of the AC which must at least include:
Purpose, mandate and values of the Audit Committee, strategic focus, independence, conflict of interest, stakeholder relationships, positioning of internal audit, Chief Audit Executive's role beyond internal auditing, confirmation of counsel provided, AC evaluation, key challenges, and solutions to key challenges.
An indication of whether the Audit Committee has complied with its responsibilities arising from Public Finance Management Act and Treasury Regulations 3.1.8-3.1.16. The Audit Committee understands and has internalised the requirements of the Global Internal Audit Standards™ in its work. The Audit Committee reports that it has adopted appropriate formal terms of reference as its Audit Committee Charter, has regulated its affairs in compliance with this charter, and has discharged all its responsibilities as contained therein, except (indicate accordingly). Confirm that the Audit Committee has functioned without hindrance or limitations throughout the reporting period.

Part 2: Audit Committee Composition and Meeting Attendance
The audit committee consisted of 08 members, of which contract of 01 member ended and last meeting attended was on the 18th March 2025. As a result, the committee has 7members. 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 10 times during the year, which constitute of 07 main meetings and the 03 special meetings.

Include each member's name, position, qualifications and meeting attendance in tabular form as set out below:

Name (Position)	Qualifications	Is the AC member an employee of an organ of state? (Yes / No)	Number of ordinary meetings attended	Number of special meetings attended
Adv. JC Weapond (Chairperson)	B. Com Honours Information Technology M.Tech: Forensic Investigations (Coursework) LLB B.Tech: Policing/ Investigations B. Luris Diploma: Business Management Diploma: Compliance management Diploma: Education	No	07	02
Adv. N Litabe (Member)	LLB Honours Degree in Public Administration	No	07	03

GS Majola (Member)	CIA Certificate in Accountancy B.Comm Honours (Accounting)	No	07	03
Prof. Phindane	Doctorate Degree in Education and experience Research Publication DLitt, MA, BA (HONS) in Sesotho and BA (HONS) in Language studies	No	07	03
Mr. Ogu	MBA, CIA, CA & BSc Honours Degree in Accountancy	No	05	01
Ms. Exner	CDPE, CGEIT, CISSP, CRIC Master of philosophy: Information Technology Governance	No	04	01
Dr. Skeepers	Doct: Engineering Management National Diploma: Public Health National higher Diploma: Environmental health Post Graduate Diploma: HIV/ Aids Management Masters of Safety, Health and Environment Mphil: HIV/ Aids Management	No	05	01
Ms. Pino	MCIPS, MBA Post Graduate Diploma: General Management Extracurricular Diploma: Logistics Management B.Tech: Financial Information Systems	No	05	01

NB: Main meetings: 05 April 2024, 25 April 2024, 25 July 2024, 03 September 2024 & 08 November 2024 and 18 March 2025.

: Extension meetings of the main session: 31 March 2025

: Special and Induction meetings: 23 & 31 May 2024, 17 March 2025

Part 3: Audit Committee Focus Areas
The following was audited during the year under review:

Effectiveness of the internal control systems:

a) The system of controls is designed to provide cost effective assurance that assets are safeguarded and that liabilities and working capital are efficiently managed.
b) In line with the PFMA and the King IV Report on Corporate Governance requirements, Internal Audit provides the Audit Committee and management with assurance that the internal controls are appropriate and effective. This is achieved by evaluation of controls, risk management processes, as well as the identification of corrective action and suggested enhancements to the controls and processes.
c) From the various reports of the Internal Auditors, it was noted that there was no significant breach of controls although the audit reviews disclosed significant risk exposures. Accordingly, we can report that the system of internal control for the period under review was, partially effective and efficient.

Effectiveness of the Internal Audit Function (IAF):

a) The Audit Committee addressed the following:

- Review and discussion of the audited/unaudited annual financial statement to be included in the annual report, with the auditor-general and the Accounting officer.
- Review of the Auditor-General South Africa (AGSA) management report and management‘s response thereto.
- Review of any changes in accounting policies and procedures.
- Review of the Department’s compliance with legal and regulatory provisions.
- Review of the information on predetermined objectives to be included in the annual report.
- Reviewed significant adjustments resulting from the audit.
- The quality and timeliness of the financial information availed to the audit committee for oversight purpose during the year such as interim financial statement.

Activities of the IAF:

a) The Audit Committee is satisfied with the work performed and is of the opinion that the internal audit function is effective with the department since it evaluates risk exposures relating to the organisation’s governance, operations, and information system; evaluate the adequacy and effectiveness of controls in responding to risks within the department and making appropriate recommendations for improving governance process.

Effectiveness of risk management:

a) The chairperson of the Risk management committee reports on quarterly basis to the Audit committee on RM processes and outcomes of the meetings held. Audit committee provide their inputs to enhance the effectiveness of the risk management within the department and resolutions are followed up to track progress.
b) IAF annually review the processes of Risk Management and reports the observations to Audit committee. The outcome of the Risk management review conducted during the 3rd quarter was discussed during the AC meeting held on the 18th March 2025. AC provided inputs and urged management to provide actions plans on deficiencies raised.

Adequacy, reliability, and accuracy of financial and performance information:

a) **The following areas of concern noted by Audit committee regarding performance information within the department:**

- Effectiveness of measures deployed to manage performance information.

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

a) The following are the areas of concern noted by Audit committee:

- Possible Irregular, fruitless and wasteful expenditure on procurement of services
- Effectiveness of measures deployed to manage leaner support:
  - Learner transport and NSNP
  - Conduciveness of Hostel infrastructure buildings and its management
- Reliability of asset immovable assets and mobile structures.
- Coordination for submission of records between Head Office and District to comply with the turnaround time of RFI's to AGSA
- Commitments & Implementing Agents processes
- Payroll and salaries detection of possible ghost employees (Head Office, Districts and Schools).
- Effective and Efficient management of leave
- Housing Allowance administered by the department
- Limitation of scope affecting the audit process.
- The inadequate and ineffective incorporation of ECD process within FSDoE.
- Poor maintenance at schools e.g. Infrastructure buildings
- Maintenance of mobile structures, tracking devices and bar coding
- Monitoring and implementation of Debt Management process
- Funding limitation of the Department (Budget), affecting the filling of critical posts.
- Implementation of audit recommendations and action plans addressing the root causes.
- Possible misstatements due to the delay in the eradication of pitlatrines
- Adequacy and effectiveness of risk management processes within the department
- Adequacy of IT governance, IT general controls and information security
- Effectiveness of control environment and governance structures
- Presidential Youth Employment Initiative (PYEI) processes

Compliance with legal and regulatory provisions:

The following areas of concern noted by Audit committee regarding compliance within the department:

a) Utilization of NSNP funds for the unintended purposes and adequacy of measures in place for adherence.
b) Compliance with SCM regulations and laws
c) Adherence of Safety at schools for learners and Educators
d) Late processing of payments (Payments made within 30days)

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

a) The Audit Committee is satisfied with the content and quality of monthly and quarterly reports issued during the year under review.
b) IAF reports on quarterly inputs to the legislature reports which include progress on the implementation of action plans to address IAF and AGSA findings.

Combined Assurance:

a) Audit committee is aware of the process underway regarding the appointed service provider (Lioli Risk & Advisory Services) to assist with implementation of combined assurance model with the department. The next phase in process is for the service provider to conduct training to the Audit Committee, as well as the first- and second-line assurance providers. A suitable date will be scheduled to ensure full participation of all first- and second-line assurance providers as well as the Audit Committee members. These training activities will be completed in alignment with the project plan, prior to project closure and handover.

Evaluation of the annual financial statements:

a) The Audit Committee addressed the following:

- Review and discussion of the audited/unaudited annual financial statement to be included in the annual report, with the auditor-general and the Accounting officer.
- Review of the Auditor-General South Africa (AGSA) management report and management‘s response thereto.
- Review of any changes in accounting policies and procedures.
- Review of the department’s compliance with legal and regulatory provisions.
- Review of the information on predetermined objectives to be included in the annual report.
- Reviewed significant adjustments resulting from the audit.
- The quality and timeliness of the financial information availed to the audit committee for oversight purpose during the year such as interim financial statement.

Auditor-General's Report:

a) AC meeting was held on the 24 July 2025 discussing the outcome of the AGSA report and AC plays oversight role of monitoring the progress on implementation of action plans by management to address the findings raised to ensure accountability.
b) AC engaged with AGSA during the closed sessions of the main sittings held on the 05 April 2024, 25 April 2024, 25 July 2024, 03 September 2024 & 08 November 2024 and 18 March 2025 respectively discussing the areas of concern, Status of Records Review (SoRR), engagement letter (Scope of audit) for 2024/25 review, progress on previous year Material Irregularities (MI's), learning experience visits to schools and etc to enable the committee to execute their oversight role and ensure that there are no unresolved issues thereof.

Conclusion:

a) The Audit Committee is of the opinion that the audited annual report should be accepted as a fair presentation of the state of affairs in the Department as at 31 March 2025, taking into consideration the findings of the Auditor General in this regard.

Adv JC Weapond
Chairperson of the Audit Committee
Date: 29 July 2025

11. 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	
Developing and implementing a preferential procurement policy?	Yes	Preference Procurement Policy aligned with PPPF Regulations of 2022 was approved and implemented.
Determining qualification criteria for the sale of state-owned enterprises?	No	
Developing criteria for entering into partnerships with the private sector?	No	
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	No	

PART D:

HUMAN RESOURCE MANAGEMENT

1. INTRODUCTION

The Free State Department of Education (FSDOE) has once more achieved the best-performing province in the country. This success can be attributed to effective recruitment and selection practices within its Human Resource Development strategies. Over the years, FSDOE has implemented efficient Human Resource planning, ensuring that an aging and skilled workforce was replaced by qualified young professionals.

2. OVERVIEW OF HUMAN RESOURCES

The status of human resources in the department.

The department has total number of 28 742 employees appointed at Head Office, five Districts and 925 schools. Majority of employees both Educators and public servants are employed at schools. The department is experiencing serious compensation budget which limit capacity of the department to regularly advertise vacant as posts. The Chief Directorate Human Resources has the following HR functions to supervise; Provisioning, Conditions of Services, HR Information and Establishment, Wellness, Performance management, Training and Development, HR Planning and Employment Equity and Organizational Development.

- Human resource priorities for the year under review and the impact of these.
  - a) Align all HR Functions to Departmental strategic objectives.

    This assisted HR services to be linked priorities and enable line functions to perform.
  - b) Review the structure to be aligned to the new priorities.

    Posts required to improve implementation of the priorities were identified and repurposed with functions relevant to the priorities
  - c) Create posts relevant to support the new priorities.

    New posts were created to support the implementation of priorities.
  - d) Identify skills gaps relevant to new priorities

    Through performance management skills gaps were identified and focus training programmes were offered to close the skills gaps.
  - e) Provide training and development aligned to the new priorities

    Comprehensive training plan was developed and implemented as a response to competencies gaps and performance challenges experienced by officials.

- Workforce planning and key strategies to attract and recruit a skilled and capable workforce.
  a) Talent management and development are critical components of strategic planning. HR's role in these areas involves identifying key talent, developing their skills, and preparing them for leadership role.

  b) HR will also set clear performance expectations, providing regular feedback, and recognizing and rewarding high performance.

  c) HR will design programmes that promote employee engagements, recognition, and well-being to foster a positive work environment.

  d) A strong organization culture attracts top talent, enhances employee satisfaction, and reduces turnover rate, all of which contributes to achieving strategic objectives.

  e) HR will promote diversity and inclusion in the department through supporting policies and practices that support a diversified work force. An inclusive environment drives innovation, collaboration and improves departmental outcomes

- Employee performance management.
    a. 29 SMS members met 100% compliance on Performance Agreements and 97% of Annual Assessments.
    b. Of the 6091 Public Service Act staff Salary Level 1-12, 5941 complied making up 98% compliance of Performance Agreements and 5874 which is 97% of employee performance were assessed.
    c. Of the 732 Office Based Educators, 689 which is 96% of OBE complied by submitting performance agreements and 675 were assessed i.e. 92%.
    d. Employees who did not participate in the performance management process cannot access performance rewards i.e. 1.5% pay progression

- Employee wellness programmes.
    a. The main objectives of HIV/AIDS pillar is to provide education and training, preventative programmes and protection of human rights and access to justice. In order to achieve these objectives, various activities have been implemented in the different Districts and include:

    b. The Health and productivity pillar focuses on disease and chronic disease management, mental health, injury on duty, incapacity and ill-health retirement; provide education and promote occupational health and management of mental illnesses as per statistics on case management below.

    c. The OHS pillar deals with occupational health and hygiene, hazard control, environmental control, establishment of OHS Reps, First Aiders, Fire Marshals, OHS Committees, standard operating procedures for buildings and offices, waste disposal, housekeeping, for lighting, sanitation, maintenance of machinery and equipment, disaster management and identify and manage occupational health risk and safety related risks.

- The Wellness management pillar deals with the following:
    a) Individual Wellness (physical): health risk assessment which includes screening of TB, testing for HIV, blood pressure, diabetes mellitus, cholesterol, and anemia; good nutrition, healthy diet, weight control, exercise, recreation, meditation, and relaxation.
    b) Individual Wellness (psychosocial): intellectual, economic, spiritual, emotional, and social wellness.
    c) Organisational Wellness: develop absenteeism and productivity management interventions.
- Work life balance: encourage home and community responsibilities, provide child-care facilities and family support management programmes; provide retirement and elder care Management programmes and wellness management and flexibility policies.

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

Challenges	Achievements
Unable to fill all vacant posts	Conditional grants posts vacancies were advertised
Not implementing all Wellness programmes	Critical wellness activities were implemented
Not able to implement training plan on time	Priority training activities were implemented
Outstanding PDMS	Complied with the policy timeline for PDMS assessments implementation
Not improving employment equity at management level	More women allowed to act on management positions
Not capturing leave applications on time	Implemented e-leave system to improve on capturing
Not aligning structure to priorities	District staffing norms have been approved to align with priorities.
Not implementing all audit findings	Almost all audit findings were mitigated and sustainable controls developed and implemented.

Future Human Resource goals:

a) HR will ensure that HR initiatives are directly linked to the departmental priorities. The alignment helps in optimizing workforce performance and achieving intended departmental success.

b) Talent management and development are critical components of strategic planning. HR's role in these areas involves identifying key talent, developing their skills, and preparing them for leadership role.

c) HR will also set clear performance expectations, providing regular feedback, and recognizing and rewarding high performance.

d) HR will design programmes that promote employee engagements, recognition, and well-being to foster a positive work environment.

e) A strong organization culture attracts top talent, enhance employee satisfaction, and reduces turnover rate, all of which contributes to achieving strategic objectives.

f) HR will promote diversity and inclusion in the department through supporting policies and practices that support a diversified work force. Inclusive environment drives innovation, collaboration and improves departmental outcomes

g) Effective change management will be led by HR to minimize resistance and enhance employee buy in, leading to more successful implementation of automation strategic initiatives. By addressing the human side of change, HR will ensure the department remains agile and resilient in the face of evolving education landscapes.

h) HR will continue to do workforce analytics to provide data driven insight into workforce trends, employee behavior and organizational health. These insights will help HR professionals make informed decisions about talent acquisition, employee engagements, and retention strategies, ultimately supporting strategic goals.

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.

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2024 and 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)
Administration	1 319 252	1 006 745	18 860	293 647	76%	552
Public Ordinary school Education	13 973 855	12 234 641	37 097	1 702 117	88%	490
Independent School Subsidies	118 844	-	-	118 844	0%	-
Public Special School Education	723 128	615 902	420	106 806	85%	460
Early Childhood Development	643 583	286 923	1 044	355 616	45%	184
Infrastructure Development	1 084 998	35 233		1 049 765	3%	607
Examination and Education Related Services	795 814	292 314	40 264	463 236	37%	133
Total	**18 659 474**	**14 471 758**	**97 685**	**4 090 031**	**78%**	**453**

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

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
01 Lower skilled (Levels 1-2)	566 680	4	2 485	228 040
02 Skilled (Levels 3-5)	918 691	6	2 718	338 003
03 Highly skilled production (Levels 6-8)	9 439 941	65	18 981	503 615
04 Highly skilled supervision (Levels 9-12)	3 346 142	23	4 194	797 840
05 Senior management (Levels >= 13)	38 392	0	27	1 421 926
10 Contract (Levels 1-2)	101	-	1	101 000
11 Contract (Levels 3-5)	1 872	-	4	468 000
12 Contract (Levels 6-8)	4 484	-	8	560 500
13 Contract (Levels 9-12)	8 931	0	9	992 333
14 Contract (Levels >= 13)	5 336	-	3	1 778 667
18 Contract Other	3 984	-	44	90 545
19 Periodical Remuneration	22 620	0	1 934	11 696
20 Abnormal Appointment	114 584	1	1 514	75 683
TOTAL	**14 471 758**	**100**	**31 959**	**456 552**

Source: Vulindlela (25/04/2025)

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2024 and 31 March 2025

Programme	Personnel cost	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000	Amount (R'000	Salaries as a % of personnel cost	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Administration	1 006 745	695 670	69,1%	6 864	0,7%	31 929	3,2%	70 455	7,0%
Public Ordinary school Education	12 234 641	8 970 361	73,3%	271	0,0%	388 202	3,2%	851 865	7,0%
Public Special School Education	615 902	430 170	69,8%	178	0,0%	23 448	3,8%	52 464	8,5%
Early Childhood Development	286 923	135 207	47,1%	1	0,0%	6 359	2,2%	12 380	4,3%
Infrastructure Development	35 233	24 620	69,9%	8	0,0%	919	2,6%	1 909	5,4%
Examination and Education Related Services	292 314	110 068	37,7%	5 023	1,7%	3 892	1,3%	9 104	3,1%
Total	**14 471 758**	**10 366 096**	**71,6%**	**12 345**	**0,1%**	**454 749**	**3,1%**	**998 177**	**6,9%**

-

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

Salary band	Salaries as a % of personnel costs	Overtime		Home Owners Allowance		Medical Aid	
		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
01 Lower skilled (Levels 1-2)	68	734	0	43 562	7.70	81 206.00	14.30
02 Skilled (Levels 3-5)	72	5 618	1	51 101	5.60	113 970.00	12.40
03 Highly skilled production (Levels 6-8)	80	2 583	-	280 392	2.90	627 663.00	6.60
04 Highly skilled supervision (Levels 9-12)	81	3 341	0	79 403	2.30	166 925.00	4.90
05 Senior management (Levels >= 13)	82	-	-	137	0.30	372.00	0.90
10 Contract (Levels 1-2)	88	-	-	-	0.00	0.00	0.00
11 Contract (Levels 3-5)	82	-	-	-	0.00	46.00	2.40
12 Contract (Levels 6-8)	85	-	-	49	1.10	108.00	2.40
13 Contract (Levels 9-12)	92	1	-	58	0.60	21.00	0.20
14 Contract (Levels >= 13)	85	-	-	48	0.80	0.00	0.00
18 Contract Other	100	-	-	-	0.00	0.00	0.00
19 Periodical Remuneration	99	-	-	-	0.00	0.00	0.00
20 Abnormal Appointment	99	-	-	-	0.00	0.00	0.00
Total	**80**	**12 277**	**0**	**454 750**	**3.10**	**990 311.00**	**6.80**

Source: Vulindlela (25/04/2025)

3.2 Employment and Vacancies

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

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

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

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration	2299	1802	22%	51
Public Ordinary Schools	27005	24628	9%	2
Public Special School Education	1510	1338	11%	0
Early Childhood Development	476	443	7%	0
Infrastructure Development	83	58	30%	0
Examination and Education related services	326	242	26%	0
Total	**31699**	**28511**	**10%**	**53**

Table 3.2.2 Employment and vacancies by salary band as on 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)	2844	2486	13%	0
Skilled (3-5)	3156	2723	14%	
Highly skilled production (6-8)	19208	19023	1%	1
Highly skilled supervision (9-12)	6403	4205	34%	5
Senior management (13-16)	42	30	29%	1
Unclassified (Interns)	46	44	4%	46
Total	**31699**	**28511**	**10%**	**53**

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

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Engineers and related professionals	3	2	33%	0
Architects and town planners	2	0	100%	0
General legal administration & rel Professionals	7	5	29%	0
Other occupations (Therapist, Psychologists)	128	99	23%	0
Professional nurse	17	15	12%	0
Quantity surveyors and related professionals not classified elsewhere	2	2	0%	0
Social work and related professionals	123	75	39%	0
Staff nurses	5	3	40%	0
Youth workers	58	52	10%	0
Total	**345**	**253**	**27%**	**0**

3.3 Filling of SMS Posts

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

Table 3.3.1 SMS post information as on 31 March 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	0	0	0	0	0
Salary Level 16	2	2	100%	0	0
Salary Level 15	3	0	0%	3	100%
Salary Level 14	8	7	87.5%	1	12.50%
Salary Level 13	29	21	72%	8	28%
Total	**42**	**30**	**71%**	**12**	**29%**

Table 3.3.2 SMS post information as on 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	0	0	0%	0	0
Salary Level 16	2	2	100%	0	0
Salary Level 15	3	0	0%	3	100%
Salary Level 14	8	6	75%	2	25%
Salary Level 13	29	19	66%	10	34%
Total	**42**	**27**	**64%**	**15**	**36%**

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2024 and 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	N/A	N/A	N/A
Salary Level 16	N/A	N/A	N/A
Salary Level 15	None	None	None
Salary Level 14	None	None	N/A
Salary Level 13	1	1	N/A
Total	**1**	**1**	**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 and 31 March 2025

Reasons for vacancies not advertised within six months
No approval from Treasury and Premier
Department overspending on COE
Unfunded vacancies

Reasons for vacancies not filled within twelve months
Financial limitations

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 and 31 March 2025

Reasons for vacancies not advertised within six months
Financial limitations

Reasons for vacancies not filled within six months
Financial limitations

3.4 Job Evaluation

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

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2024 and 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)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled (Levels 3-5)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Highly skilled production (Levels 6-8)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Highly skilled supervision (Levels 9-12)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Service Band A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Service Band B	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Service Band C	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Service Band D	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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 and 31 March 2025

Gender	African	Asian	Coloured	White	Total
Female	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A

Employees with a disability	

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

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

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
Total number of employees whose salaries exceeded the level determined by job evaluation				N/A
Percentage of total employed				N/A

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

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2024 and 31 March 2025

Gender	African	Asian	Coloured	White	Total
Female	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A

Employees with a disability					

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.

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2024 and 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)	2569	1	86	3.35%
Skilled (Levels 3-5)	2824	4	135	4.78%
Highly skilled production (Levels 6-8)	19063	2003	1867	9.79%
Highly skilled supervision (Levels 9-12)	4215	19	465	11.03%
Senior Management Service Bands A	21	2	2	9.52%
Senior Management Service Bands B	7	1	1	14.29%
Senior Management Service Bands C	0	0	0	0.00%
Senior Management Service Bands D	2	1	1	50.00%
Contracts	41	17	19	46.34%
Total	**28742**	**2048**	**2576**	**8.96%**

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

Critical occupation	Number of employees at beginning of period-April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Engineers and related professionals	2	2	1	50%
General legal administration & rel Professionals	5	0	0	0%
Other occupations (Therapist, Psychologists)	102	1	0	0%
Professional nurse	14	0	0	0%
Quantity surveyors and related professionals not classified elsewhere	2	0	0	0%
Social work and related professionals	52	26	3	6%
Staff nurses	4	0	1	25%
Youth workers	53	0	1	2%
TOTAL	**234**	**29**	**6**	**3%**

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

Termination Type	Number	% of Total Resignations
Death	122	4.74%
Resignation	351	13.63%
Expiry of contract	1056	40.99%
Dismissal – operational changes	0	0.00%
Dismissal – misconduct	12	0.47%
Dismissal – inefficiency	8	0.31%
Discharged due to ill-health	64	2.48%
Retirement	733	28.45%
Transfer to other Public Service Departments	44	1.71%
Other	186	7.22%
Total	**2576**	**100.00%**
Total number of employees who left as a % of total employment	**28742**	**8.96%**

Table 3.5.4 Promotions by critical occupation for the period 1 April 2024 and 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
Engineers and related professionals	2	0	0%	0	0%
General legal administration & rel Professionals	5	0	0%	0	0%
Other occupations (Therapist, Psychologists)	110	0	0%	5	5%
Professional nurse	14	0	0%	0	0%
Quantity surveyors and related professionals not classified elsewhere	2	0	0%	0	0
Social work and related professionals	52	0	0%	1	2%
Staff nurses	4	0	0%	0	0%
Youth workers	53	0	0%	0	0%
TOTAL	**242**	**0**	**0%**	**6**	**2%**

Table 3.5.5 Promotions by salary band for the period 1 April 2024 and 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)	2569	0	0%	2132	83%
Skilled (Levels 3-5)	2824	0	0%	2285	81%
Highly skilled production (Levels 6-8)	19063	44	0.23%	15626	82%
Highly skilled supervision (Levels 9-12)	4215	35	0.83%	4083	97%
Senior Management (Level 13-16)	30	0	0%	14	47%
Unclassified (Interns)	41	0	0%	0	0%
Total	**28742**	**79**	**0.27%**	**24140**	**84%**

3.6 Employment Equity

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

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	41	1	0	6	19	3	0	4	74
Professionals	92	4	0	5	146	4	0	24	275
Technicians and associate professionals	30	0	0	1	24	0	0	2	57
Clerks	630	8	0	8	1334	31	1	170	2182
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	3	0	0	3	2	0	0	0	8
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	42	1	0	1	4	0	0	0	48
Elementary occupations	1348	47	0	56	1445	55	0	129	3080
Security custodian personnel	94	1	0	0	113	0	0	0	208
Protect Rescue Social Health Science personnel	29	1	0	2	34	0	0	0	66
Other	6165	137	2	638	12951	289	6	2325	22513
Total	**8474**	**200**	**2**	**720**	**16072**	**382**	**7**	**2654**	**28511**
Employees with disabilities	**16**	**0**	**0**	**2**	**18**	**0**	**0**	**3**	**39**

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

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	1	0	0	0	2
Senior Management	20	0	0	0	6	1	0	1	28
Professionally qualified and experienced specialists and mid-management	1580	56	1	251	1788	60	2	467	4205
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	4810	90	1	410	11532	249	4	1927	19023
Semi-skilled and discretionary decision making	881	24	0	38	1515	37	1	227	2723
Unskilled and defined decision making	1168	30	0	21	1200	35	0	32	2486
Unclassified (Interns)	14	0	0	0	30	0	0	0	44
Total	**8474**	**200**	**2**	**720**	**16072**	**382**	**7**	**2654**	**28511**

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	
Top Management	0	0	0	0	1	0	0	0	1
Senior Management	1	0	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	5	0	0	1	5	1	0	0	12
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	502	9	0	44	1146	45	1	212	1959
Semi-skilled and discretionary decision making	0	0	0	0	2	0	0	0	2
Unskilled and defined decision making	0	0	0	0	1	0	0	0	1
Unclassified (Interns)	7	0	0	0	10	0	0	0	17
Total	**515**	**9**	**0**	**45**	**1165**	**46**	**1**	**212**	**1993**
Employees with disabilities	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	12	0	0	1	9	0	0	2	24
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	22	0	0	1	20	3	0	3	49
Semi-skilled and discretionary decision making	2	0	0	0	4	0	0	0	6
Unskilled and defined decision making	0	0	0	0	1	0	0	0	1
Total	**36**	**0**	**0**	**2**	**34**	**3**	**0**	**5**	**80**
Employees with disabilities	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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	
Top Management	1	0	0	0	0	0	0	0	1
Senior Management	3	0	0	0	1	0	0	0	4
Professionally qualified and experienced specialists and mid-management	157	8	0	23	205	8	1	65	467
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	775	11	0	63	1685	49	0	316	2899
Semi-skilled and discretionary decision making	46	1	0	2	59	1	0	26	135
Unskilled and defined decision making	39	0	0	1	45	0	0	1	86
Total	**1021**	**20**	**0**	**89**	**1995**	**58**	**1**	**408**	**3592**
Employees with Disabilities	**10**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**19**

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	
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Professionals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Technicians and associate professionals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerks	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employees with disabilities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

3.7 Signing of Performance Agreements by SMS Members

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

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 May 2023

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	1	1	100%
Salary Level 16	0	0	0	100%
Salary Level 15	3	2	2	100%
Salary Level 14	8	6	6	100%
Salary Level 13	29	21	21	100%
Total	**41**	**30**	**30**	

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 March 2024

Reasons
Not applicable.

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

Reasons
Not applicable.

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 2023 to 31 March 2024

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
African, Female	0	15 999	0	0	0
African, Male	0	8 429	0	0	0
Asian					
Asian, Female	0	7	0	0	0
Asian, Male	0	2	0	0	0
Coloured					
Coloured, Female	0	379	0	0	0
Coloured, Male	0	198	0	0	0
Whites					
White, Female	0	2 632	0	0	0
White, Male	0	716	0	0	0
TOTAL	**0**	**28 362**	**0**	**0**	**0**

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2023 to 31 March 2024

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	2 490	0	0	0	0
02 Skilled (Levels 3-5)	0	2 729	0	0	0	0
03 Highly Skilled Production (Levels 6-8)	0	18 843	0	0	0	0
04 Highly Skilled Supervision (Levels 9-12)	0	4 212	0	0	0	0
TOTAL	**0**	**28 274**	**0**	**0**	**0**	**0**

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2023 to 31 March 2024

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Administration Clerks	0	1684	0	0	0
Administration Officer	0	30	0	0	0
Bus Driver	0	19	0	0	0
Call or Contact Centre Clerk	0	2	0	0	0
Caretaker/ Cleaner	0	51	0	0	0
Child Care Worker	0	52	0	0	0
Clinical Nurse Practitioner	0	15	0	0	0
Communication And Marketing Manager	0	1	0	0	0
Communication Coordinator	0	1	0	0	0
Elementary Workers Not Elsewhere Classified	0	61	0	0	0
Farm Aid	0	40	0	0	0
Filing And Registry Clerk	0	42	0	0	0
Finance Clerk	0	94	0	0	0
Finance Manager	0	2	0	0	0
Financial Accountant	0	17	0	0	0
Folding Machine Operator (Paper Products)	0	1	0	0	0
Food Trade Assistant	0	286	0	0	0
Head of Provincial Department	0	1	0	0	0
Human Resource Clerk	0	198	0	0	0
Human Resource Manager	0	1	0	0	0
Human Resource Practitioner	0	21	0	0	0
Internal Audit Manager	0	1	0	0	0
Internal Auditor	0	9	0	0	0
Kitchen Hand	0	1	0	0	0
Laundry Worker (General)	0	758	0	0	0
Legal Administration Officer	0	5	0	0	0
Librarian	0	1	0	0	0
Library Assistant	0	7	0	0	0
Light Vehicle Driver	0	27	0	0	0
Managers not Elsewhere Classified	0	22	0	0	0
Messengers	0	12	0	0	0
Midd.Manager:Human Resource & Organisa.Devel.Rela	0	4	0	0	0
Middle Manager: Administrative Related	0	30	0	0	0
Middle Manager: Finance and Economics Related	0	7	0	0	0
Middle Manager: Internal Audit Related	0	2	0	0	0
Middle Manager: Legal Related	0	2	0	0	0
Motorised Farm and Forestry Plant Operator	0	2	0	0	0
Network Analyst	0	31	0	0	0
Office Cleaner	0	1881	0	0	0
Organisational Development Practitioner	0	3	0	0	0
Other Administrat & Related Clerks And Organisers	0	1	0	0	0
Other Occupations	0	22381	0	0	0
Personal Assistant	0	2	0	0	0

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Policy And Planning Managers	0	1	0	0	0
Printing Machinist	0	3	0	0	0
Professionals Not Elsewhere Classified.	0	86	0	0	0
Protection/Security Official	0	208	0	0	0
Quantity Surveyor	0	2	0	0	0
Receptionist (General)	0	1	0	0	0
Risk Officer	0	3	0	0	0
Safety Inspector	0	17	0	0	0
Secretary (General)	0	33	0	0	0
Security Officer	0	5	0	0	0
Skilled Agri.Fores&Fishery&Rel.Workers Nt Classfd	0	4	0	0	0
Social Worker	0	74	0	0	0
Staff Nurse	0	3	0	0	0
Statistician	0	1	0	0	0
Supply Chain Clerk	0	120	0	0	0
Supply Chain Practitioner	0	10	0	0	0
Switchboard Operator	0	7	0	0	0
Systems Administrator	0	1	0	0	0
Systems Developer	0	3	0	0	0
Teachers Aide	0	6	0	0	0
TOTAL	**0**	**28401**	**0**	**0**	**0**
Training And Development Professional	0	1	0	0	0
Web Administrator	0	1	0	0	0
WEB DEVELOPER	0	1	0	0	0
Word Processing Operator	0	2	0	0	0

Table 3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2023 to 31 March 2024

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	21	0	0	0	0
Band B	0	6	0	0	0	0
Band C	0	2	0	0	0	0
Band D	0	0	0	0	0	0
Total	**0**	**29**	**0**	**0**	**0**	**0**

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 and 31 March 2025

Salary band	01 April 2024		31 March 2025		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	1	4%	1	5%	0	1%
Highly skilled production (Lev. 6-8)	18	72%	16	76%	2	4%
Highly skilled supervision (Lev. 9-12)	1	4%	0	0%	1	-4%
Contract (level 9-12)	5	20%	4	19%	1	-1%
Contract (level 13-16)	0	0	0	0	0	0%
Total	**25**		**21**		**4**	

Table 3.9.2 Foreign workers by major occupation for the period 1 April 2024 and 31 March 2025

Major occupation	01 April 2024		31 March 2025		Change	
	Number	% of total	Number	% of total	Number	% Change
Administrative related	5	20%	0	**0%**	**5**	**-20%**
Librarians and related professionals	1	4%	1	**5%**	**0**	**1%**
Other occupations	19	76%	16	**76%**	**3**	**0%**
Middle Managers Administrative related	0	0%	4	**19%**	**4**	**19%**
Total	**25**	**100%**	**21**	**100%**	**12**	**0%**

Occupational Classification change

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)
LOWER SKILLS(LEVEL1-2)	14148.00	85.83	1793	12.67	8	R10 487 829.36
SKILLED(LEVEL3-5)	17358.00	83.24	2046	11.79	8	R19 816 645.65
HIGHLY SKILLED PRODUCTION(LEVEL6-8)	129507.00	80.07	15902	12.28	8	R249 077 448.14
HIGHLY SKILLED SUPERVISION (LEVEL 9-12)	31476.00	79.42	3407	10.82	9	R90 507 317.63
TOP AND SENIOR MANAGEMENT (LEVEL13-16)	85.00	100.00	10	11.76	9	R448 802.38
INTERNSHIP (LEVEL 99)	18.00	0	8	44.44	2	R5 835.27
TOTAL	**192592.00**	**80.68**	**23166.00**	**12.03**	**44**	**R370 343 878.43**

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)
Lower skilled (Levels 1-2)	3242.00	6.9	82	5.3	15	R2 428 086.90
Skilled (Levels 3-5)	3752.00	8.0	98	6.4	13	R4 202 553.01
Highly skilled production (Levels 6-8)	29356.00	62.4	1066	69.4	2	R57 648 635.90
Highly skilled supervision (Levels 9-12)	10710.00	22.8	291	18.9	4	R30 667 019.37
Senior management (Levels 13-16)	0.00	0.0	0	0.0	0	R0.00
Total	**47060.00**	**100**	**1537**	**100**	**34**	**R94 946 295.18**

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
Lower skilled (Levels 1-2)	42 537	2158	20
Skilled Levels 3-5)	50 215	2506	20
Highly skilled production (Levels 6-8)	14 239	770	18
Highly skilled supervision (Levels 9-12)	20 889	1151	18
Senior management (Levels 13-16)	573	27	21
INTERNSHIPS	114	20	6
Total	**138 402**	**6632**	**103**

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 31 March 2025
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	121	34	4	42
Highly skilled production (Levels 6-8)	769	230	3	32
Highly skilled supervision (Levels 9-12)	1008	346	3	40
Senior management (Levels 13-16)	7	3	2	57
Total	**1905**	**613**	**3**	**37**

Source Vulindlela

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 and 31 March 2025

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2023/2024 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payout on termination of service for 2024/25	R84 329 340.15	600	R140 548.90
Current leave payout on termination of service for 2024/25	R353 038.14	9	R39 226.46
TOTAL	**R84 682 378.29**		**R179 775.36**

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
The interns and young employed officials (18- 35 years old)	Health Risk Assessment

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		Mr A Mothebe as Director from the office of the HOD
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		Employee Health and Wellness Unit: Head Office: 07 officials and 02 interns Motheo: 03 officials and 02 interns Xhariep: 02 Lejweleputswa 01 official and 01 intern Fezile Dabi: 05 officials and 01 intern Thabo Mofutsanyana: 1 official Annual Budget: (R 2.7000 000)
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		HIV Testing Services Condoms distribution to Districts, Head office and schools
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		Khoase G Moses M Moroka MR Motaung NF
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 policy was reviewed and approved by the HOD.
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		HIV/AIDS Policy covered the following: - Confidentiality - Equal and Dignified Treatment - Protection of Human Rights - Health and Safety Work Environment
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have you achieved.	X		HIV testing= 20582 tested none positive TB screening=101 non-referred for further assessment
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	X		Monthly, quarterly, bi-annual reports are submitted to DPSA

3.12 Labour Relations

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

Total number of Collective agreements	**None**

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 and 31 March 2025

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	2	2.67 %
Verbal warning	0	0 %
Written warning	0	0 %
Final written warning	30	40 %
Suspended without pay	11	14.67 %
Fine	21	28 %
Demotion	3	4 %
Dismissal	3	4 %
Not guilty	1	1.33 %
Case withdrawn	4	5.33 %
Total	**75**	

Notes

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

Total number of Disciplinary hearings finalised	**46**

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

Type of misconduct	Number	% of total
Financial mismanagement	3	5.66 %
Absenteeism	10	18.7 %
Corporal punishment	4	7.55 %
Assault / Assault of learners	9	16.98 %
Insubordination	5	9.43 %
Improper Conduct	5	9.43 %
Theft	4	7.55 %
Doing extra remunerative work without permission	3	5.66 %
Harassment / Sexual Harassment	2	3.77 %
Fraud	4	7.55 %
Poor performance	1	1.89 %
Negligence	2	3.77 %
Destroying school property	1	1.89 %
Total	**53**	

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

Grievances	Number	% of Total
Number of grievances resolved		
Number of grievances not resolved		

Total number of grievances lodged	N/A	N/A

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

Disputes	Number	% of Total
Number of disputes upheld		
Number of disputes dismissed		
Total number of disputes lodged	N/A	N/A

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

Total number of persons working days lost	**36**
Total costs working days lost	**36**
Amount recovered as a result of no work no pay (R'000)	**33 773.36**

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

Number of people suspended	**15**
Number of people who's suspension exceeded 30 days	**14**
Average number of days suspended	**750**
Cost of suspension(R'000)	**R 470 726 .84**

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 and 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	562	0	880	0	880
	Male	1042	0	444	0	444
Professionals	Female	15348	0	28753	0	28753
	Male	6306	0	15017	0	15017
Technicians and associate professionals	Female	0	0	0	0	0
	Male	0	0	0	0	0
Clerks	Female	1146	0	400	0	400
	Male	1577	0	400	0	400
Service and sales workers	Female	0	0	133	0	133
	Male	0	0	107	0	107
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	1267	0	0	0	0
	Male	1219	0	0	0	0
Sub Total	Female	18451	0	30166	0	30166
	Male	10016	0	15968	0	15968
Total		**28467**	**0**	**46134**	**0**	**46134**

Table 3.13.2 Training provided for the period 1 April 2024 and 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	562	0	104	0	104
	Male	1042	0	207	0	207
Professionals	Female	15348	0	7149	0	7149
	Male	6306	0	6201	0	6201
Technicians and associate professionals	Female	0	0	0	0	0
	Male	0	0	0	0	0
Clerks	Female	1146	0	401	0	401
	Male	1577	0	346	0	346
Service and sales workers	Female	0	0	0	0	0
	Male	0	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	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	1267	0	0	0	0
	Male	1219	0	0	0	0
Sub Total	Female	18451	0	7654	0	7654
	Male	10016	0	6754	0	6754
Total		**28467**	**0**	**14408**	**0**	**14408**

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 and 31 March 2025

Nature of injury on duty	Number	% of total
Required basic medical attention only	221	97%
Temporary Total Disablement	7	3%
Permanent Disablement	0	
Fatal	0	
Total	**228**	

3.15 Utilisation of Consultants

The following tables relates information on the utilisation of consultants in the department.

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

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
APPOINTMENT OF PROFESSIONAL SERVICE PROVIDERS FOR IMPLEMENTATION OF EXPANDED PUBLIC WORKS PROGRAMME IN VARIOUS SCHOOLS IN THE FREE STATE PROVINCE **(E32/2014/2015) Iliso**	2	Period: As soon as all allocated projects have reached final completion and close-out report has been approved. 98% completion	22 155 501,05
APPOINTMENT OF **CONSULTANTS** / PROFESSIONAL SERVICE PROVIDERS / PROGRAMME MANAGERS FOR IMPLEMENTATION OF MINOR CAPITAL PROJECTS FOR THE FREE STATE DEPARTMENT OF EDUCATION: **CATEGORY A NORTH PROJECTS** (THABO MOFUTSANYANA AND FEZILE DABI DISTRICTS) **E49/2014/2015 MPS**	8	Period: As soon as all allocated projects have reached final completion and close-out report has been approved. 69% completion of work done	18% Professional Fee
APPOINTMENT OF **CONSULTANTS** / PROFESSIONAL SERVICE PROVIDERS / PROGRAMME MANAGERS FOR IMPLEMENTATION OF MINOR CAPITAL PROJECTS FOR THE FREE STATE DEPARTMENT OF EDUCATION: **CATEGORY A SOUTH PROJECTS** (MOTHEO AND LEJWELEPUTSWA DISTRICTS) **(E50/2014/2015) MPS**	8	Period: As soon as all allocated projects have reached final completion and close-out report has been approved. 62% completion of work done	18% Professional Fee
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Xhariep District** for the Free State Department of Education **(E34/2016/2017) MK ASSOCIATES**	7	*Period: As soon as all allocated projects have reached final completion and close-out report has been approved.* 67% completed	The professional fee will amount to 13% of the total project cost.
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Motheo District** for the Free State Department of Education **(E35/2016/2017) E'TSHO**	7	*Period: As soon as all allocated projects have reached final completion and close-out report has been approved.* 49% completed	The professional fee will amount to 15% of the actual total project cost.
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Lejweleputswa District** for the Free State Department of Education **(E36/2016/2017) NALA CONSULTING**	10	Period: As soon as all allocated projects have reached final completion and close-out report has been approved. 56% completed	The professional fee will amount to 12.55% of the actual total project cost.
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Thabo Mofutsanyana District** for the Free State Department of Education **(E37/2016/2017) MPHATI**	5	Period: As soon as all allocated projects have reached final completion and close-out report has been approved. 65% completed	The professional fee will amounts to 13.5% of the actual total project cost.
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Fezile Dabi District** for the Free State Department of Education **(E38/2016/2017) Phethogo Consulting**	5	*Period: As soon as all allocated projects have reached final completion and close-out report has been approved.* 54% completed	The professional fee will amount to 13.5% of the actual total project cost.
E22/2012/2013 - Appointment of consultants for the Upgrading of the existing Eureka Hostel to accommodate a new printing and packaging facility for the Examinations and assessment Directorate - **Nala Consulting**	1	*Period: As soon as all allocated projects have reached final completion and close-out report has been approved.* 96% completed	20% of final project value
Prop/TownPlanner/001: Portion of the Remainder of Trompsburg Dorpsgronde 141, Trompsburg, Kopanong Local Municipality	1		
MOT/STRUCTURAL EGINEERING/001: Appointment of structural engineers to assess structural stability of St Andrews plus extention - **SC CONSULTING**	1	Period: As soon as all allocated projects have reached final completion and close-out report has been approved. 5% completed	R 2 387 985,96

Supplier	Total number of Appointments	Total individual consultants	Total duration Work days	Total contract value in Rand
Nako Iliso	1	2	260	22 155 501,05
MPS	1	8	260	29 035 101,25
MK ASSOCIATES	1	1	260	47 434 724,54
E'TSHO	1	1	180	93 443 497,42
NALA CONSULTING	1	1	260	78 541 359,08
MPHATI	1	5	260	58 145 525,36
Phethogo Consulting	1	5	160	64 458 430,19
URBAN DYNAMICS (FREE STATE)	1	1	2	167 457,25
SC CONSULTING	1	1	100	2 387 985,96

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2024 and 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
Appointment Of Professional Service Providers For Implementation Of Expanded Public Works Programme In Various Schools In The Free State Province (E32/2014/2015) Iliso	97%	98%	2
Appointment Of Consultants / Professional Service Providers / Programme Managers For Implementation Of Minor Capital Projects For The Free State Department Of Education: Category A North Projects (Thabo Mofutsanyana And Fezile Dabi Districts) E49/2014/2015 MPS	70%	83%	6
Appointment Of Consultants / Professional Service Providers / Programme Managers For Implementation Of Minor Capital Projects For The Free State Department Of Education: Category A South Projects (Motheo And Lejweleputswa Districts) (E50/2014/2015) MPS	70%	80%	6
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Xhariep District** for the Free State Department of Education **(E34/2016/2017) MK ASSOCIATES**	100%	82%	7
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Motheo District** for the Free State Department of Education **(E35/2016/2017) E'TSHO**	57%	61%	4
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Lejweleputswa District** for the Free State Department of Education **(E36/2016/2017) NALA CONSULTING**	75%	66%	6
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Thabo Mofutsanyana District** for the Free State Department of Education **(E37/2016/2017) MPHATI**	65%	76%	3
Appointment of professional service provider for implementation of Massification infrastructure Projects at **Fezile Dabi District** for the Free State Department of Education **(E38/2016/2017) Phethogo Consulting**	41%	70%	0
E22/2012/2013 - Appointment of consultants for the Upgrading of the existing Eureka Hostel to accommodate a new printing and packaging facility for the Examinations and assessment Directorate - **Nala Consulting**	75%	96%	2
Prop/TownPlanner/001: Portion of the Remainder of Trompsburg Dorpsgronde 141, Trompsburg, Kopanong Local Municipality	70%	100%	1
MOT/STRUCTURAL EGINEERING/001: Appointment of structural engineers to assess structural stability of St Andrews plus extention - **SC CONSULTING**	0%	0%	0

Description	Number of invoices	Consolidated Value
		R'000
Valid invoices received	8265	R1,531,323,230.44
Invoices paid within 30 days or agreed period	6863	R1,237,015,513.19
Invoices paid after 30 days or agreed period	1016	R199,637,476.03
Invoices older than 30 days or agreed period (*unpaid and without dispute*)	386	R94,670,241.22
Invoices older than 30 days or agreed period (*unpaid and in dispute*)	0	R0

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

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

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

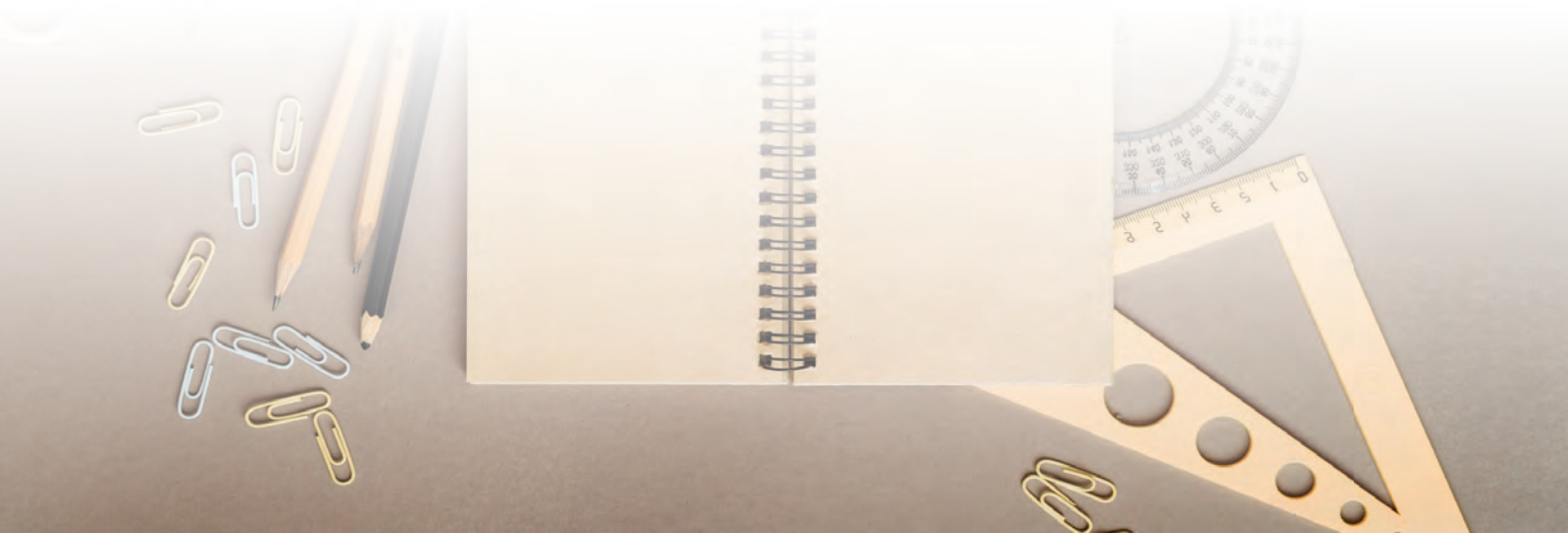
3.16 Severance Packages

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

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)				N/A
Skilled Levels 3-5)				N/A
Highly skilled production (Levels 6-8)				N/A
Highly skilled supervision(Levels 9-12)				N/A
Senior management (Levels 13-16)				N/A
Total				N/A

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	2024/2025	2023/2024
	R'000	R'000
Opening balance	2 758 127	2 872 601
Adjustment to opening balance	0	0
Opening balance as restated	2 758 127	2 872 601
Add: Irregular expenditure confirmed	142 381	160 742
Less: Irregular expenditure condoned	0	
Less: Irregular expenditure not condoned and removed	(109 966)	(275 216)
Less: Irregular expenditure recoverable[1]		
Less: Irregular expenditure not recoverable and written off	(474 394)	
Closing balance	2 316 148	2 758 127

Include discussion here where deemed relevant.

Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure that was under assessment		3 412
Irregular expenditure that relates to the prior year and identified in the current year		
Irregular expenditure for the current year	142 381	157 330
Total	142 381	160 742

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

Description[2]	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure under assessment	181 186	100 194
Irregular expenditure under determination		
Irregular expenditure under investigation		
Total	181 186	100 194

It consists of 7 cases. The full extent of the abovementioned to be confirmed.

c) Details of irregular expenditure condoned

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure condoned	0.00	0.00
Total	0.00	0.00

Related to a case where the incorrect level of authority approved a journal.

1 Transfer to receivables

2 Group similar items

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

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure NOT condoned and removed	(109 966)	(275 216)
Total	(109 966)	(275 216)

Removal of Irregular Expenditure which were approved by the Accounting Officer for removal:

1. *Cases previously condoned;*
2. *1 case was found to only be non-compliance and not IE.*

e) Details of irregular expenditure recoverable

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure recoverable	0.00	0.00
Total	0.00	0.00

Include discussion here where deemed relevant.

f) Details of irregular expenditure written off (irrecoverable)

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure written off	(474 394)	0.00
Total	(474 394)	0.00

Learner Transport cases approved by the Accounting Officer for write off.

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
RFP251/2021 – Nelson Mandela School Hall – Pressure Group JV – R7 516 856.56
RFP 253/2021 – Boitekong School Hall – Kuhlu'kwakha Construction – R7 747 129.28
RFP 253/2021 – Kgato School Hall - Kuhlu'kwakha Construction – R6 904 165.73
Total : R22 168 151.57

Include discussion here where deemed relevant.

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	2024/2025	2023/2024
	R'000	R'000
Infrastructure projects implemented by Department of Public Works	1 240	11 544
Total	1 240	11 544

Include discussion here where deemed relevant.

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

Disciplinary steps taken
n/a

Include discussion here where deemed relevant.

1.2 Fruitless and wasteful expenditure

a) Reconciliation of fruitless and wasteful expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	30 483	30 463
Adjustment to opening balance	0	0
Opening balance as restated	30 483	30 463
Add: Fruitless and wasteful expenditure confirmed	633	20
Less: Fruitless and wasteful expenditure recoverable[4]		0
Less: Fruitless and wasteful expenditure not recoverable and written off	(9)	0
Closing balance	31 107	30 483

Include discussion here where deemed relevant.

Reconciling notes

Description	2024/2025	2023/2024
	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	633	20
Total	633	20

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

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

Description[5]	2024/2025	2023/2025
	R'000	R'000
Fruitless and wasteful expenditure under determination		
Fruitless and wasteful expenditure under investigation		
Total	55 649	51 747

Include discussion here where deemed relevant.

c) Details of fruitless and wasteful expenditure recoverable

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure recoverable	0.00	0.00
Total	0.00	0.00

Include discussion here where deemed relevant.

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

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure written off	(9)	0
Total	(9)	0

Fruitless and wasteful expenditure emanated from interest charged and paid over to SARS.

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

Disciplinary steps taken
n/a
Total

Include discussion here where deemed relevant.

5 Group similar items

1.3 Unauthorised expenditure

a) Reconciliation of unauthorised expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	868 969	828 656
Adjustment to opening balance	0	0
Opening balance as restated	868 969	828 656
Add: unauthorised expenditure confirmed	785 500	163 579
Less: unauthorised expenditure approved with funding		
Less: unauthorised expenditure approved without funding		(123 267)
Less: unauthorised expenditure recoverable[6]		
Less: unauthorised not recoverable and written off[7]		
Closing balance	1 654 469	868 969

Include discussion here where deemed relevant.

Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Unauthorised expenditure that was under assessment		
Unauthorised expenditure that relates to the prior year and identified in the current year		
Unauthorised expenditure for the current year	785 500	163 579
Total	785 500	163 579

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

Description[8]	2024/2025	2023/2024
	R'000	R'000
Unauthorised expenditure under assessment	0	0
Unauthorised expenditure under determination		
Unauthorised expenditure under investigation		
Total	0	0

Include discussion here where deemed relevant.

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	2024/2025	2023/2024
	R'000	R'000
Theft	0.00	0.00
Other material losses	0.00	0.00
Less: Recoverable	0.00	0.00
Less: Not recoverable and written off	0.00	0.00
Total	0.00	0.00

Include discussion here where deemed relevant.

6 Transfer to receivables
7 This amount may only be written off against available savings
8 Group similar items
9 Information related to material losses must be disclosed in the annual financial statements.

b) Details of other material losses

Nature of other material losses	2024/2025	2023/2024
	R'000	R'000
n/a		
Total		

Include discussion here where deemed relevant and criminal or disciplinary steps taken by the institution.

c) Other material losses recoverable

Nature of losses	2024/2025	2023/2024
	R'000	R'000
n/a		
Total		

Include discussion here where deemed relevant.

d) Other material losses not recoverable and written off

Nature of losses	2024/2025	2023/2024
	R'000	R'000
n/a		
Total		

Include discussion here where deemed relevant.

2. LATE AND/OR NON-PAYMENT OF SUPPLIERS

Description	Number of invoices	Consolidated Value
		R'000
Valid invoices received	8265	R1,531,323,230.44
Invoices paid within 30 days or agreed period	6863	R1,237,015,513.19
Invoices paid after 30 days or agreed period	1016	R199,637,476.03
Invoices older than 30 days or agreed period (*unpaid and without dispute*)	386	R94,670,241.22
Invoices older than 30 days or agreed period (*unpaid and in dispute*)	0	R0

Include reasons for the late and or non-payment of invoices, including reasons that the invoices are in dispute, where applicable.

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
N/A				N/A
Total				N/A

3.2 Contract variations and expansions

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value R'000	Value of previous contract expansion/s or variation/s (if applicable) R'000	Value of current contract expansion or variation R'000
Kananelo Refurbishment	MKRK Contractors	Expansion Of Contract Value	E5/2018/2019(372)	17 138 318,46	-	1 759 914,79
Taaibos SS Refurbishment	Tshepo Bathong Trading	Expansion Of Contract Value	E5/2018/2019(377)	14 364 440,36	-	1 299 026,41
Tsatsi Refurbishment	Vestromix Civil & Construction	Expansion Of Contract Value	E5/2018/2019(378)	12 756 362,67	-	1 688 134,04
Boliba PS – Media Centre	Ketha Incorporated	Expansion Of Contract Value	E5/2018/2019(526)	11 457 416,65	-	1 365 356,83
Lere la Thuto PS Nutrition	Grandma Building	Expansion Of Contract Value	E5/2018/2019(545)	11 199 371,48	-	646 094,85
Rehauhetse SS Lab & Fence	Tshepo Bathong Trading	Expansion Of Contract Value	E5/2018/2019(563)	6 214 135,40	-	725 933,07
Mashaeng SS: Site preparation	Nthabby Trading	Expansion Of Contract Value	E5/2018/2019(669)	3 037 686,01	-	606 476,00
Hlohlowane PS: Renovations	Shoba Projects	Expansion Of Contract Value	E5/2018/2019(673)	1 352 687,69	-	265 650,00
Nkgopoleng: Fence	Motlalepula Infotech	Expansion Of Contract Value	E5/2018/2019(745)	1 747 509,99	-	221 921,25
CLiphoko Renovations	Seloane Contractors	Expansion Of Contract Value	E5/2018/2019(862)	3 669 185,00	-	369 840,00
Lindo Buhle ECD	Seloana Contractors	Expansion Of Contract Value	E5/2018/2019(863)	4 410 000,00	-	647 893,00
Bultfontein Fence	Motlalepula Infotech	Expansion Of Contract Value	E5/2018/2019(877)	1 536 118,11	-	305 836,89
Tikwana Fence	Motlalepula Infotech	Expansion Of Contract Value	E5/2018/2019(880)	2 249 149,86	-	248 069,38
Total				**91 132 381,68**	**-**	**10 150 146,51**

- **Supply Chain Management**

  - List all unsolicited bid proposals concluded for the year under review:

No unsolicited bids were adjudicated.

  - Indicate whether SCM processes and systems are in place to prevent irregular expenditure:

    Supply Chain Management process and systems are in place to prevent irregular expenditure:

- Procurement Compliance Process (PCP) are conducted to verify the compliance issues of quotation procurement processes.
- Quarterly SCM forums are being conducted where training is given on all aspects of compliance to end-users.
- Order and Payment checklist are completed with each request order and payment.
- Monthly reporting on Irregular Expenditure.
- SCM policy for with PPPFA Regulations of 2022 is approved and implemented.
- Internal Audit review bids before approval.

PART F:

FINANCIAL INFORMATION

➢ Challenges experienced in SCM and how they were resolved:

Report of the auditor-general to the Free State Provincial Legislature on vote no. 6: Department of Education

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Department of Education set out on pages 175 to 234, 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 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) prescribed by the 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.

Close call relating to going concern

7. We draw attention to note 34 in the financial statements, which deals with the possible effects of the future implications on the department's prospects, performance, and cash flows. Management has also described how they plan to deal with these events and circumstances.

Restatement of corresponding figures

8. As disclosed in note 32 to the financial statements, the corresponding figures for 31 March 2024 were restated as a result of errors in the financial statements of the department at, and for the year ended, 31 March 2025.

Unauthorised expenditure

9. As disclosed in note 24 to the financial statements, the department incurred unauthorised expenditure of R785 500 000 (2024: R163 579 000) due to overspending of the vote.

Irregular expenditure

10. As disclosed in note 24 to the financial statements, the department incurred irregular expenditure of R142 381 000 (2024: R160 742 000), due to non-compliance with supply chain management requirements. In addition, the full extent of irregular expenditure is still being determined.

Payables not recognised

11. As disclosed in note 20.2 to the financial statements, payables not recognised of R175 092 000 exceeded the payment term of 30 days, as required by treasury regulation 8.2.3. This amount, in turn, would have increased the reported deficit of R688 233 000 as per the statement of financial performance. The R175 092 000 amount would therefore have constituted unauthorised expenditure had the amounts due been paid in time.

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 appropriate governance structure either intends to liquidate the department or to cease operations or has no realistic alternative but to do so.

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

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 xx, 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	Objective
Public Ordinary Schools Education	48 - 54	To provide public ordinary education from Grade 1 to Grade 12, in accordance with the South African Schools Act and White Paper 6 on inclusive education. (E-learning is also included).
Early Childhood Development	64 - 65	To provide Early Childhood Education (ECD) at the Grade R and pre-grade R in accordance with White Paper 5 (E-learning is also included)
Infrastructure Development	70	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 Schools Education

Various indicators

22. Some supporting evidence was not provided for auditing; or, where it was, I identified material differences between the actual and reported achievements. Consequently, the achievements might be more or less than reported and were not reliable for determining if the targets had been achieved.

Indicator	Target	Reported achievement
Output Indicator 226: Percentage of learners with access to required maths textbooks in Grades 6, 9 & 12		
Grade 6	60%	48,5%
Grade 9	60%	25,1%
Grade 12	60%	29,7%
Output Indicator 227: Percentage of learners with access to required EFAL textbooks in Grades 6, 9, & 12		
Grade 6	60%	36,2%
Grade 9	60%	21,8%
Grade 12	60%	25,2%

Missing indicators

23. The DoRA and National Learner Transport Policy (NLTP) defines the legislative mandates of the department. However, various indicators to measure performance on the mandate were omitted from the approved planning documents. Consequently, achievement against the mandate was not planned or accounted for, which undermines transparency and accountability for delivery on the mandated responsibilities.

Mandated responsibility	Reason provided by management for non-inclusion
The department is responsible for the National School Nutrition Programme	Management indicated that the reason for the omission was that it was impractical to plan for all priorities in the annual performance, as this resulted in competing priorities impacting the department annually.
The department is responsible for effective monitoring and delivery of learner transport	Management indicated that the reason for the omission was that it was impractical to plan for all priorities in the annual performance, as this resulted in competing priorities impacting the department annually.

Early Childhood Development

Output Indicator 503: Number of children accessing registered ECD programmes

24. An achievement of 90 873 was reported against a target of 81 200. 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.

Infrastructure Development

Missing indicators

25. The department is responsible for providing access to quality basic education through building and upgrading schools in terms of its sustainable development goals. However, indicators to measure performance on this objective were omitted from the approved planning documents. Consequently, the achievement of this objective was not planned or accounted for, which is likely to result in it not being delivered and undermines transparency and accountability on the progress towards achievement of the sustainable development goals.

Indicators	Reasons provided by the accounting officer for non-inclusion
Number of new or additional Grade R classrooms built (includes those in replacement schools)	Management's reasons for omitting these indicators were

Number of additional classrooms built in, or provided for, existing public ordinary schools (includes replacement schools)	because the indicators did not emanate from the Medium-Term Strategic Framework and similar indicators were previously removed as standardised indicators for the sector. However, these reasons were contrary to the requirements of the Revised Framework for Strategic and Annual Performance Plans.
Number of additional specialist rooms built in public ordinary schools (includes replacement schools)	
Number of new schools completed and ready for occupation (includes replacement schools)	
Number of new schools under construction (includes replacement schools)	

Other matters

26. I draw attention to the matters below.

Achievement of planned targets

27. 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.

28. The table that follows provides information on the achievement of planned targets and list the key 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 44 to 76.

Public Ordinary Schools Education

Targets achieved: 86% *Budget spent: 106%*		
Key indicators not achieved	**Planned target**	**Reported achievement**
Output Indicator 226: Percentage of learners with access to required maths textbooks in Grades 6, 9 & 12		
Grade 6	60%	48,5%
Grade 9	60%	25,1%
Grade 12	60%	29,7%
Output Indicator 227: Percentage of learners with access to required EFAL textbooks in Grades 6, 9, & 12		
Grade 6	60%	36,2%
Grade 9	60%	21,8%

Grade 12	60%	25,2%

Material misstatements

29. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information for public ordinary schools 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

30. 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.

31. 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.

32. 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.

33. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

Strategic planning and performance management

34. 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).

Utilisation of conditional grants

35. I was unable to obtain sufficient appropriate audit evidence that the performance of the programmes funded by the HIV/AIDS grant was evaluated, as required by section 12(5) of the Dora.

Expenditure management

36. Effective and appropriate steps were not taken to prevent unauthorised expenditure disclosed in note 24 to the annual financial statements, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1.

37. Effective and appropriate steps were not taken to prevent irregular expenditure, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1. The value, as disclosed in note 24 to the financial statements, is not complete as management was still in the process of quantifying the full extent of the irregular expenditure. The irregular expenditure disclosed in the financial statements was caused by non-compliance with supply chain management regulations.

Consequence management

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

39. 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 because investigations into all fruitless and wasteful expenditure were not performed.

40. Some investigations were not conducted into all allegations of financial misconduct committed by officials, as required by treasury regulation 4.1.1.

Procurement and contract management

41. Some of the contracts were awarded to bidders based on evaluation criteria that differed from those stipulated in the original invitation for bidding as required by treasury regulation 16A6.3(a) and (b).

Other information in the annual report

42. 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.

43. 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.

44. 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.

45. The other information I obtained prior to the date of this auditor's report is the disclosures included in the annual report for unauthorised, irregular, fruitless and wasteful expenditure, and the other information outstanding in the annual report is expected to be made available to us after 31 July 2025.

46. If, based on the work I have performed on the other information that I obtained prior to the date of this auditor's report, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

47. When I do receive and read the final annual report with all other outstanding information, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal control deficiencies

48. 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.

49. 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.

50. The accounting officer and senior management's response to the reported internal control deficiencies was delayed due to a high vacancy rate in key divisions of the department. This contributed to material findings related to the annual performance report, and compliance with legislation.

51. Senior management did not effectively oversee or enforce the implementation of the corrective actions outlined in the audit action plan. These measures were intended to address weaknesses in internal controls, delays in responding to audit findings, and the lack of consequence management for issues identified in prior years' audits.

52. The accounting officer and senior management did not implement adequate procedures and processes to manage performance reporting. This included weaknesses in the safeguarding of information and in effectively monitoring and evaluating reported performance against the established indicators.

53. The accounting officer and senior management did not establish effective standard operating procedures and internal controls to support their oversight responsibilities in ensuring compliance with laws and regulations. As a result, material non-compliance issues identified in previous audits were repeated and are included in this report.

Material irregularities

54. 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.

Material irregularities in progress

55. I identified a material irregularity during the audit and notified the accounting officer, as required by material irregularity regulation 3(2). By the date of this auditor's report, the response of the accounting officer was not yet due. This material irregularity will be included in next year's auditor's report.

Status of previously reported material irregularities

Construction of Tlholo Primary School: Payment for standing time not in terms of the contract

56. The Free State Department of Public Works and Infrastructure, in its capacity as implementing agent for the Department of Education, appointed a contractor on 30 January 2015 for the construction of the Tlholo Primary School with a planned project duration of 18 months. The contractor submitted an extension of time claim on 28 January 2020, claiming for a contract price adjustment due to delays experienced on the project as a result of late payments and labour unrests. The accounting officer of the Department of Education approved the claim on 12 March 2020. Subsequent to the approval of the claim, the Department of Education took over the management of the project and on 1 June 2020 entered into an agreement with the contractor for the finalisation of the project. The agreement entered into included a contract price adjustment of R7 985 000 which related to the claim approved on 12 March 2020, even though the department had no contractual commitment to pay for the delays experienced. By approving the contractors' claim and providing for a contract price adjustment in the agreement entered into with the contractor, the accounting officer did not ensure the economic use of the financial resources of the department, as required by section 38(1)(b) of the PFMA. An amount of R7 186 500 was subsequently paid to the contractor, resulting in a material financial loss for the department and the non-compliance is likely to result in further material financial losses for the department if further payments are not prevented

57. The accounting officer was notified of this material irregularity on 10 October 2022. The accounting officer did not take appropriate action to address the irregularity within the stipulated period. I notified the accounting officer on 20 July 2023 of the following recommendations, which should have been implemented by 20 February 2024, with a progress report within three (3) months

- Appropriate action should be taken to investigate the non-compliance with section 38(1)(b) of the PFMA in order to determine the circumstances that led to the non-compliance for the purpose of taking appropriate corrective actions.
- All persons, including juristic persons, liable for the losses should be identified and appropriate action should commence to recover the financial loss suffered. The recovery process should not be unduly delayed.
- Effective and appropriate disciplinary steps should be initiated, without undue delay, against all officials that the investigation found to be responsible, as required by section 38(1)(h) of the PFMA.

- If it appears that the department suffered the financial loss through criminal acts or possible criminal acts or omission, this should be reported to the South African Police Service, as required by treasury regulation 12.5.1.

58. The accounting officer's written response and substantiating documentation on the actions implemented was received on 8 March 2024. Shortcomings were noted in the written response that was duly communicated to the accounting officer. The accounting officer subsequently submitted supplementary responses with substantiating documentation on 11 June 2024 and 23 July 2024, respectively. Based on the assessment of the representations and substantiating documentation provided, I concluded that the recommendations had not been adequately implemented, and the material irregularity not been appropriately addressed.

59. I referred the material irregularity to the Special Investigating Unit (SIU) on 31 March 2025 for investigation, as provided in section 5(1A) of the PAA.

Construction of Malebogo Primary School: Payment for standing time not in terms of the contract

60. The Free State Department of Public Works and Infrastructure, in its capacity as implementing agent for the Department of Education, appointed a contractor on 30 January 2015 for the construction of the Malebogo Primary School with a planned project duration of 18 months. The contractor submitted an extension of time claim on 28 January 2020, claiming for a contract price adjustment due to delays experienced on the project as a result of late payments and labour unrests. The accounting officer of the Department of Education approved the claim on 12 March 2020. Subsequent to the approval of the claim, the Department of Education took over the management of the project and on 1 June 2020 entered into an agreement with the contractor for the finalisation of the project. The agreement entered into included a contract price adjustment of R8 044 110 which related to the claim approved on 12 March 2020, even though the department had no contractual commitment to pay for the delays experienced. By approving the contractors' claim and providing for a contract price adjustment in the agreement entered into with the contractor, the accounting officer did not ensure the economic use of the financial resources of the department, as required by section 38(1)(b) of the PFMA. An amount of R7 239 699 was subsequently paid to the contractor, resulting in a material financial loss for the department and the non-compliance is likely to result in further material financial losses for the department if further payments are not prevented.

61. The accounting officer was notified of this material irregularity on 10 October 2022. The accounting officer did not take appropriate actions to address the irregularity within the stipulated period. I notified the accounting officer on 20 July 2023 of the following recommendations, which should have been implemented by 20 February 2024, with a progress report within three (3) months:

- Appropriate action should be taken to investigate the non-compliance with section 38(1)(b) of the PFMA in order to determine the circumstances that led to the non-compliance for the purpose of taking appropriate corrective actions.

- All persons, including juristic persons, liable for the losses should be identified and appropriate action should commence to recover the financial loss suffered. The recovery process should not be unduly delayed.

- Effective and appropriate disciplinary steps should be initiated, without undue delay, against all officials that the investigation found to be responsible, as required by section 38(1)(h) of the PFMA.

- If it appears that the department suffered the financial loss through criminal acts or possible criminal acts or omission, this should be reported to the South African Police Service, as required by treasury regulation 12.5.1.

62. The accounting officer's written response and substantiating documentation on the actions implemented was received on 8 March 2024. Shortcomings were noted in the written response that was duly communicated to the accounting officer. The accounting officer subsequently submitted supplementary responses with substantiating documentation on 11 June 2024 and 23 July 2024, respectively. Based on the assessment of the representations and substantiating documentation provided, I concluded that the recommendations had not been adequately implemented, and the material irregularity not been appropriately addressed.

63. I referred the material irregularity to the SIU on 31 March 2025 for investigation, as provided in section 5(1A) of the PAA.

Construction of Caleb Motshabi (formerly Thuto Ke Thebe) Primary School: Payment for standing time not in terms of the contract

64. The Free State Department of Public Works and Infrastructure, in its capacity as implementing agent for the Department of Education, appointed a contractor on 30 January 2015 for the construction of the Caleb Motshabi Primary School with a planned project duration of 18 months. The contractor submitted an extension of time claim on 28 January 2020, claiming for a contract price adjustment due to delays experienced on the project as a result of late payments and labour unrests. The accounting officer of the Department of Education approved the claim on 12 March 2020. Subsequent to the approval of the claim, the Department of Education took over the management of the project and on 1 June 2020 entered into an agreement with the contractor for the finalisation of the project. The agreement entered into included a contract price adjustment of R7 985 000 which related to the claim approved on 12 March 2020, even though the department had no contractual commitment to pay for the delays experienced. By approving the contractors claim and providing for a contract price adjustment in the agreement entered into with the contractor, the accounting officer did not ensure the economic use of the financial resources of the department, as required by section 38(1)(b) of the PFMA. An amount of R7 186 500 was subsequently paid to the contractor, resulting in a material financial loss for the department and the non-compliance is likely to result in further material financial losses for the department if further payments are not prevented.

65. The accounting officer was notified of this material irregularity on 10 October 2022. The accounting officer did not take appropriate actions to address the irregularity within the stipulated period. I notified the accounting officer on 20 July 2023 of the following recommendations, which should have been implemented by 20 February 2024, with a progress report within three (3) months:

- Appropriate action should be taken to investigate the non-compliance with section 38(1)(b) of the PFMA in order to determine the circumstances that led to the non-compliance for the purpose of taking appropriate corrective actions.

- All persons, including juristic persons, liable for the losses should be identified and appropriate action should commence to recover the financial loss suffered. The recovery process should not be unduly delayed.

- Effective and appropriate disciplinary steps should be initiated, without undue delay, against all officials that the investigation found to be responsible, as required by section 38(1)(h) of the PFMA.

- If it appears that the department suffered the financial loss through criminal acts or possible criminal acts or omission, this should be reported to the South African Police Service, as required by treasury regulation 12.5.1.

66. The accounting officer's written response and substantiating documentation on the actions implemented was received on 8 March 2024. Shortcomings were noted in the written response that was duly communicated to the accounting officer. The accounting officer subsequently submitted supplementary responses with substantiating documentation on 11 June 2024 and 23 July 2024, respectively. Based on the assessment of the representations and substantiating documentation provided, I concluded that the recommendations had not been adequately implemented, and the material irregularity not been appropriately addressed.

67. I referred the material irregularity to the SIU on 31 March 2025 for investigation, as provided in section 5(1A) of the PAA.

Other reports

68. In addition to the investigations relating to material irregularities, I draw attention to the following engagements conducted by various parties. These reports did not form part of my opinion on the financial statements or my findings on the reported performance information or compliance with legislation.

69. The Public Protector is in a process of investigating allegations of maladministration and financial and procurement irregularities relating to the construction of the Vogelfontein Primary School in Bethlehem by the Free State Department of Public Works and Infrastructure, which acted as implementing agent for the department on this project. The project commenced in 2018 and the contract was terminated in March 2021, although the project was not complete. The investigation had not been finalised at the reporting date.

Auditor - General

Bloemfontein

30 July 2025

AUDITOR-GENERAL
SOUTH AFRICA

Auditing to build public confidence

Annexure to the auditor's report

1. The annexure includes the following:

- The auditor-general's responsibility for the audit
- The selected legislative requirements for compliance testing

Auditor-general's responsibility for the audit

Professional judgement and professional scepticism

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

Financial statements

3. In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:

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

Communication with those charged with governance

4. I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit

5. I also provide the accounting officer with a statement that I have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied

Compliance with legislation – selected legislative requirements

6. The selected legislative requirements are as follows:

Legislation	Sections or regulations
Public Finance Management Act 1 of 1999	Section 1; 38(1)(b); 38(1)(c)(i); 38(1)(c)(ii); 38(1)(d); 38(1)(f); Section 38(1)(h)(iii); 39(1)(a); 39(2)(a); 40(1)(a); 40(1)(b); Section 40(1)(c)(i); 43(1); 43(4); 44; 45(b)
Treasury Regulations of 2005	Regulation 4.1.1; 4.1.3; 5.1.1; 5.2.1; 5.2.3(a); 5.2.3(d); 5.3.1; Regulation 6.3.1(a); 6.3.1(b); 6.3.1(c); 6.3.1(d); 6.4.1(b); 7.2.1; 8.1.1; 8.2.1; Regulation 8.2.3; 8.4.1; 9.1.1; 9.1.4; 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; 16A3.2(a); 16A6.1; Regulation 16A6.2(a); 16A6.2(b); 16A6.3(a); 16A6.3(b); 16A 6.3(e); Regulation 16A6.4; 16A6.5; 16A6.6; 16A7.1; 16A7.3; 16A7.6; 16A8.3; Regulation 16A8.4; 16A9.1(b)(ii); 16A 9.1(d); 16A 9.1(e); 16A9.1(f); 16A9.2; Regulation 16A9.2(a)(ii); 17.1.1; 18.2; 19.8.4
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations of 2004	Regulation 17; 25(7A)
Division of Revenue Act 24 of 2024	Section 11(6)(a); 12(5); 16(1); 16(3); 16(3)(a)(i); 16(3)(a)(ii)(bb)
National Treasury Instruction No. 5 of 2020-21	Paragraph 4.8; 4.9; 5.3
Second amendment National Treasury Instruction No. 5 of 202/21	Paragraph 1
Erratum National Treasury Instruction No. 5 of 2020-21	Paragraph 2
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.
National Treasury Practice Note 5 of 2009-10	Paragraph 3.3
National Treasury 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 of 2022	Regulation 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4
Preferential Procurement Regulation of 2017	Regulation 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; 6.6; 6.8; 7.1; 7.2; 7.3; 7.6; 7.8; 8.2; 8.5; 9.1; 10.1; 10.2; 11.1; 11.2
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)
Public Service Regulations of 2016	Regulation 18(1); 18(2); 25(1)(e)(i); 25(1)(e)(iii)
State Information Technology Agency Act 88 of 1998	Section 7(3)

education
Department of Education
FREE STATE PROVINCE

ANNUAL FINANCIAL STATEMENTS FOR FREE STATE DEPARTMENT OF EDUCATION

For the year ended
31 March 2025

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

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FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Appropriation per programme

	2024/25							2023/24	
	Adjusted 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	1,411,946		(82,123)	1,329,823	1,319,252	10,571	99,2%	1,288,829	1,282,328
2. Public Ordinary School Education	13,016,097		172,258	13,188,355	13,973,855	(785,500)	106,0%	13,312,722	13,398,148
3. Independent School Subsidies	124,852		-	124,852	118,844	6,008	95,2%	116,263	116,262
4. Public Special School Education	748,846		(9,640)	739,206	723,128	16,078	97,8%	689,570	682,359
5. Early Childhood Development	675,540		(27,163)	648,377	643,583	4,794	99,3%	625,350	625,350
6. Infrastructure Development	1,085,823		970	1,086,793	1,084,998	1,795	99,8%	1,086,048	1,085,118
7. Examination and Education Related Services	900,401		(54,302)	846,099	795,814	50,285	94,1%	1,111,779	1,072,975
TOTAL	**17,963,505**		**-**	**17,963,505**	**18,659,474**	**(695,969)**	**103,9%**	**18,230,561**	**18,262,540**
Reconciliation with statement of financial performance									
ADD									
Aid assistance				7,736				-	
Actual amounts per statement of financial performance (Total revenue)				**17,971,241**				**18,230,561**	
ADD									
Prior year unauthorised expenditure approved without funding					-				123,267
Actual amounts per statement of financial performance (Total expenditure)					**18,659,474**				**18,385,807**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Appropriation per economic classification									
	2024/25							2023/24	
	Adjusted 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	14,682,674	(143)	(980)	14,681,551	15,349,055	(667,504)	104,5%	14,713,689	14,782,009
Compensation of employees	13,528,998	-	150,738	13,679,736	14,475,798	(796,062)	105,8%	13,767,041	13,788,946
Goods and services	1,153,589	(143)	(152,060)	1,001,386	872,883	128,503	87,2%	946,625	993,043
Interest and rent on land	87	-	342	429	374	55	87,2%	23	20
Transfers and subsidies	2,455,405	-	-	2,455,405	2,415,454	39,951	98,4%	2,635,746	2,667,450
Departmental agencies and accounts	40,314	-	-	40,314	40,277	37	99,9%	38,553	38,550
Non-profit institutions	2,351,225	-	-	2,351,225	2,313,266	37,959	98,4%	2,574,787	2,560,572
Households	63,866	-	-	63,866	61,911	1,955	96,9%	22,406	68,328
Payments for capital assets	825,426	143	980	826,549	874,580	(48,031)	105,8%	881,126	813,081
Buildings and other fixed structures	763,871	-	970	764,841	818,634	(53,793)	107,0%	846,255	794,648
Machinery and equipment	50,692	143	10	50,845	54,310	(3,465)	106,8%	29,629	18,433
Intangible assets	10,863	-	-	10,863	1,636	9,227	15,1%	5,242	-
Payments for financial assets	-	-	-	-	20,385	(20,385)	-	-	-
Total	**17,963,505**	**-**	**-**	**17,963,505**	**18,659,474**	**(695,969)**	**103,9%**	**18,230,561**	**18,262,540**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 1: Administration

	2024/25							2023/24	
	Adjusted 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	21,526		(5,832)	15,694	15,429	265	98,3%	25,952	25,929
2. Corporate Services	565,198		(49,080)	516,118	510,326	5,792	98,9%	483,794	475,509
3. Education Management	785,840		(17,601)	768,239	764,301	3,938	99,5%	744,123	746,058
4. Human Resource Development	27,380		(8,510)	18,870	18,860	10	99,9%	25,705	25,699
5. Education Management Information Systems	12,002		(1,100)	10,902	10,336	566	94,8%	9,255	9,133
Total for sub programmes	**1,411,946**		**(82,123)**	**1,329,823**	**1,319,252**	**10,571**	**99,2%**	**1,288,829**	**1,282,328**
Economic classification									
Current payments	**1,355,145**	(83)	(79,110)	1,275,952	1,275,820	132	100,0%	1,263,664	1,263,720
Compensation of employees	1,027,016		(16,230)	1,010,786	1,010,721	65	100,0%	985,373	985,461
Goods and services	328,072	(83)	(62,880)	265,109	265,094	15	100,0%	278,272	278,242
Interest and rent on land	57		-	57	5	52	8,8%	19	17
Transfers and subsidies	13,380		(3,013)	10,367	9,241	1,126	89,1%	7,145	9,618
Departmental agencies and accounts	50		-	50	13	37	26,0%	12	10
Non-profit institutions	2,042		-	2,042	1,959	83	95,9%	1,932	1,931
Households	11,288		(3,013)	8,275	7,269	1,006	87,8%	5,201	7,677
Payments for capital assets	43,421	83	-	43,504	13,806	29,698	31,7%	18,020	8,990
Machinery and equipment	32,558	83	-	32,641	13,775	18,866	42,2%	12,778	8,990
Intangible assets	10,863		-	10,863	31	10,832	0,3%	5,242	-

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 1: Administration

	2024/25							2023/24	
	Adjusted 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
Payments for financial assets	-		-	-	20,385	(20,385)	-	-	-
Total	**1,411,946**		**(82,123)**	**1,329,823**	**1,319,252**	**10,571**	**99,2%**	**1,288,829**	**1,282,328**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
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	6,906,027		(690)	6,905,337	7,536,937	(631,600)	109,1%	7,193,455	7,266,616
2. Public Secondary Level	5,403,474		175,260	5,578,734	5,743,336	(164,602)	103,0%	5,451,374	5,466,605
3. Human Resource Development	41,507		(2,300)	39,207	37,097	2,110	94,6%	40,050	40,036
4. School Sport, Culture and Media Services	36,309		(12)	36,297	36,229	68	99,8%	33,966	33,954
5. Conditional Grants	628,780			628,780	620,256	8,524	98,6%	593,877	590,937
Total for sub programmes	**13,016,097**		**172,258**	**13,188,355**	**13,973,855**	**(785,500)**	**106,0%**	**13,312,722**	**13,398,148**
Economic classification									
Current payments	11,389,424		169,400	11,558,824	12,352,946	(794,122)	106,9%	11,800,912	11,847,975
Compensation of employees	11,227,957		186,478	11,414,435	12,234,641	(820,206)	107,2%	11,633,204	11,679,054
Goods and services	161,440		(17,420)	144,020	117,937	26,083	81,9%	167,704	168,918
Interest and rent on land	27		342	369	368	1	99,7%	4	3
Transfers and subsidies	1,617,796		2,858	1,620,654	1,615,236	5,418	99,7%	1,498,778	1,541,555
Non-profit institutions	1,569,153			1,569,153	1,563,805	5,348	99,7%	1,484,664	1,484,007
Households	48,643		2,858	51,501	51,431	70	99,9%	14,114	57,548
Payments for capital assets	8,877			8,877	5,673	3,204	63,9%	13,032	8,618
Machinery and equipment	8,877			8,877	5,673	3,204	63,9%	13,032	8,618
Total	**13,016,097**		**172,258**	**13,188,355**	**13,973,855**	**(785,500)**	**106,0%**	**13,312,722**	**13,398,148**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
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. Primary Level	76,028			76,028	70,326	5,702	92,5%	66,179	66,179
2. Secondary Level	48,824			48,824	48,518	306	99,4%	50,084	50,083
Total for sub programmes	**124,852**			**124,852**	**118,844**	**6,008**	**95,2%**	**116,263**	**116,262**
Economic classification									
Transfers and subsidies	124,852			124,852	118,844	6,008	95,2%	116,263	116,262
Non-profit institutions	124,852			124,852	118,844	6,008	95,2%	116,263	116,262
Total	**124,852**			**124,852**	118,844	6,008	95,2%	**116,263**	**116,262**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 4: Public Special 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. Schools	713,023		(8,570)	704,453	697,924	6,529	99,1%	654,092	654,089
2. Human Resource Development	1,500		(1,070)	430	420	10	97,7%	703	703
3. Conditional Grants	34,323		-	34,323	24,784	9,539	72,2%	34,775	27,567
Total for sub programmes	**748,846**		**(9,640)**	**739,206**	**723,128**	**16,078**	**97,8%**	**689,570**	**682,359**
Economic classification									
Current payments	642,403		(9,640)	632,763	626,693	6,070	99,0%	597,018	589,936
Compensation of employees	626,269		(6,280)	619,989	615,902	4,087	99,3%	577,603	577,494
Goods and services	16,134		(3,360)	12,774	10,791	1,983	84,5%	19,415	12,442
Transfers and subsidies	102,889		-	102,889	96,374	6,515	93,7%	91,942	91,923
Non-profit institutions	100,367		-	100,367	94,704	5,663	94,4%	90,302	90,283
Households	2,522		-	2,522	1,670	852	66,2%	1,640	1,640
Payments for capital assets	3,554		-	3,554	61	3,493	1,7%	610	500
Machinery and equipment	3,554		-	3,554	61	3,493	1,7%	610	500
Total	**748,846**		**(9,640)**	**739,206**	**723,128**	**16,078**	**97,8%**	**689,570**	**682,359**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
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	335,248		(16,863)	318,385	318,317	68	100,0%	306,313	306,228
2. Grade R in Early Childhood Development Centres	14,449		(7,180)	7,269	7,250	19	99,7%	9,134	9,131
3. Pre-Grade R in Early Childhood Development Centres	251,694		(2,820)	248,874	246,110	2,764	98,9%	248,469	248,461
4. Human Resource Development	1,391		(300)	1,091	1,044	47	95,7%	907	1,003
5. Conditional Grants	72,758		-	72,758	70,862	1,896	97,4%	60,527	60,527
Total for sub programmes	**675,540**		**(27,163)**	**648,377**	**643,583**	**4,794**	**99,3%**	**625,350**	**625,350**
Economic classification									
Current payments	324,195		(27,250)	296,945	295,416	1,529	99,5%	292,565	292,669
Compensation of employees	306,854		(19,260)	287,594	286,987	607	99,8%	277,990	278,147
Goods and services	17,341		(7,990)	9,351	8,429	922	90,1%	14,575	14,522
Transfers and subsidies	350,320		77	350,397	347,304	3,093	99,1%	332,684	332,580
Non-profit institutions	350,247		-	350,247	347,155	3,092	99,1%	332,683	332,579
Households	73		77	150	149	1	99,3%	1	1
Payments for capital assets	1,025		10	1,035	863	172	83,4%	101	101
Machinery and equipment	1,025		10	1,035	863	172	83,4%	101	101
Total	**675,540**		**(27,163)**	**648,377**	**643,583**	**4,794**	**99,3%**	**625,350**	**625,350**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
for the year ended 31 March 2025

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	71,216		-	71,216	52,214	19,002	73,3%	56,496	50,136
2. Public Ordinary Schools	947,840		970	948,810	960,271	(11,461)	101,2%	922,916	964,193
3. Special Schools	46,793		-	46,793	37,419	9,374	80,0%	86,500	55,587
4. Early Childhood Development	19,974		-	19,974	35,094	(15,120)	175,7%	20,136	15,202
Total for sub programmes	**1,085,823**		**970**	**1,086,793**	**1,084,998**	**1,795**	**99,8%**	**1,086,048**	**1,085,118**
Economic classification									
Current payments	316,782		-	316,782	229,221	87,561	72,4%	235,479	287,643
Compensation of employees	52,640		-	52,640	35,233	17,407	66,9%	39,506	35,196
Goods and services	264,142		-	264,142	193,988	70,154	73,4%	195,973	252,447
Transfers and subsidies	3,689		-	3,689	3,772	(83)	102,2%	2,814	2,827
Non-profit institutions	3,329		-	3,329	3,328	1	100,0%	2,814	2,813
Households	360		-	360	444	(84)	123,3%	-	14
Payments for capital assets	765,352		970	766,322	852,005	(85,683)	111,2%	847,755	794,648
Buildings and other fixed structures	763,871		970	764,841	818,634	(53,793)	107,0%	846,255	794,648
Machinery and equipment	1,481			1,481	31,766	(30,285)	2144,9%	1,500	-
Software and other intangible assets					1,605	(1,605)			
Payments for financial assets	-		-	-	-	-	-	-	-
Total	**1,085,823**		**970**	**1,086,793**	**1,084,998**	**1,795**	**99,8%**	**1,086,048**	**1,085,118**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 7: Examination 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. Payments to SETA	40,264	-	-	40,264	40,264	-	100,0%	38,535	38,535
2. Professional Services	136,546	-	(740)	135,806	134,817	989	99,3%	125,286	125,242
3. Special Projects	468,572	-	(61,520)	407,052	361,562	45,490	88,8%	713,995	696,475
4. External Examinations	243,793	-	7,958	251,751	251,606	145	99,9%	225,495	204,376
5. Conditional Grants	11,226	-	-	11,226	7,565	3,661	67,4%	8,468	8,347
Total for sub programmes	**900,401**	**-**	**(54,302)**	**846,099**	**795,814**	**50,285**	**94,1%**	**1,111,779**	**1,072,975**
Economic classification									
Current payments	654,725	(60)	(54,380)	600,285	568,959	31,326	94,8%	524,051	500,066
Compensation of employees	288,262		6,030	294,292	292,314	1,978	99,3%	253,365	233,594
Goods and services	366,460	(60)	(60,410)	305,990	276,644	29,346	90,4%	270,686	266,472
Interest and rent on land	3			3	1	2	33,3%	-	-
Transfers and subsidies	242,479		78	242,557	224,683	17,874	92,6%	586,120	572,685
Departmental agencies and accounts	40,264			40,264	40,264	-	100,0%	38,541	38,540
Non-profit institutions	201,235			201,235	183,471	17,764	91,2%	546,129	532,697
Households	980		78	1,058	948	110	89,6%	1,450	1,448
Payments for capital assets	3,197	60		3,257	2,172	1,085	66,7%	1,608	224
Machinery and equipment	3,197	60		3,257	2,172	1,085	66,7%	1,608	224
Total	**900,401**	**-**	**(54,302)**	**846,099**	**795,814**	**50,285**	**94,1%**	**1,111,779**	**1,072,975**

NOTES TO THE APPROPRIATION 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 1 A-C 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	1,329,823	1,319,252	10,571	0,8%
The actual expenditure for the period under review amounts to R1,319 billion. This constitutes 99,2% of the available budget of R1,330 billion. Underspending on this programme is due to cost saving measures implemented. Overall the programme underspent with 0,8%.				
Public Ordinary School Education	13,188,355	13,973,855	(785,500)	(6,0) %
The actual expenditure for the period under review amounts to R13,973 billion. This constitutes 106% of the available budget of R13,188 billion. Overspending under this programme is mainly on Compensation of Employees (COE) due to insufficient budget allocated to the Department and improvement in conditions of service (ICS) that was not funded during the adjustment budget.				
Independent School Subsidies	124,852	118,844	6,008	4,8%
The actual expenditure for the period under review amounts to R118,8 million. This constitutes 95,2% of the available budget of R124,852 million. The saving or underspending is due to a decrease in the learner numbers of independent schools.				
Public Special School Education	739,206	723,128	16,078	2,2%
The actual expenditure for the period under review amounts to R723,128 million. This constitutes 97,8% of the available budget of R739,206 million. Underspending under this programme is mainly on Learners with Profound Intellectual Disabilities Grant with R9,2 million.				
Early Childhood Development	648,377	643,583	4,794	0,7%

The actual expenditure for the period under review amounts to R643,583 million. This constitutes 99,3% of the available budget of R648,377 million. Underspending under this programme is mainly on Early Childhood Development Grant with R1,532 million, Social Sector Expanded Public Works (EPW) Incentive Grant for provinces with R0,364 million and cost saving measures implemented in order to reduce unauthorised expenditure.				
Infrastructure Development	1,086,793	1,084,998	1,795	0,2%
The actual expenditure for the period under review amounts to R1,085 billion. This constitutes 99,8% of the available budget of R1,086 billion. The Department has made significant strides in improving expenditure. During the second adjustment budget an amount of R50 million was received as additional funding to reduce pressure on Education Infrastructure Grant (EIG). Roll-over of an amount of R0,859 million was requested for EIG.				
Examination and Education Related Services	846,099	795,814	50,285	5,9%
The actual expenditure for the period under review amounts to R795,814 million. This constitutes 94,1% of the available budget of R846,099 million. Underspending under this programme is mainly on transfers and subsidies as well as goods and services due to cash flow constraints experienced towards the end of the financial year. HIV and Aids (Life Skills Education) Grant underspent with R3,660 million at the end of the financial year and roll-over to the amount of R0,562 million was requested.				
Total	**17,963,505**	**18,659,474**	**(695,969)**	**(3,9) %**

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				
Compensation of employees	13,679,736	14,475,798	(796,062)	(5,8) %
Goods and services	1,001,386	872,883	128,503	12,8%
Interest and rent on land	429	374	55	12,8%
Transfers and subsidies				
Departmental agencies and accounts	40,314	40,277	37	0,1%
Non-profit institutions	2,351,225	2,313,266	37,959	1,6%
Households	63,866	61,911	1,955	3,1%
Payments for capital assets				
Buildings and other fixed structures	764,841	818,634	(53,793)	(7,0) %
Machinery and equipment	50,845	54,310	(3,465)	(6,8)%
Intangible assets	10,863	1,636	9,227	84,9%
Payments for financial assets	-	20,385	(20,385)	0,0%
Total	**17,963,505**	**18,659,474**	**(695,969)**	**(3,9) %**

Compensation of employees: The actual expenditure for period under review amounts to R14,476 billion. This constitutes 105,8% of the available budget of R13,680 billion. The Department overspend on COE with R796,062 million due to insufficient budget allocation received as well as Improvement in Conditions of Service (ICS) not funded.

Goods and Services: Underspending on this item is due to cash flow constraints experienced towards the end of the financial year as well as cost saving measures implemented during the financial year in order to reduce unauthorised expenditure.

Interest and rent on land: This item is paid due to cash flow problems as well as receiving municipal accounts late.

Departmental agencies and accounts: It is mainly for payment SETA.

Non-profit Institutions: Underspending under this item is mainly due to cash flow constraints as some of the payments could not be paid towards the end of the financial year.

Households: The actual expenditure for period under review amounts to R61,911 million. This constitutes 96,9% of the available budget of R63,866 million.

Buildings and other fixed structures: The actual expenditure for the period under review amounts to R818,634 million. This constitutes 107,0% of the available budget of R764,841 million.

Machinery and equipment: The actual expenditure for the period under review amounts to R54,310 million. This constitutes 106,8% of the available budget of R50,845 million. Overspending on this item is mainly due to machinery and equipment procured incorrectly under goods and services.

Software and other intangible assets: The actual expenditure for the period under review amounts to R1,636 million. This constitutes 15,1% of the available budget of R10,863 million.

Payment for financial assets: Irrecoverable debt of R20,835 was written off against savings under programme 1.

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 %
Education Infrastructure Development	1,057,305	1,055,974	1,331	0,1%

Education Infrastructure Grant: Spending on Education Infrastructure Grant is R1,055 billion or 99,9% of the adjusted budget of R1,057 billion. R50 million was received during the month of March in the Special Adjustment budget process. R859 thousand of the balance of R1,331 million was committed and requested to be rolled over to 2025/26 financial year.

HIV and AIDS (Life Skills Education Grant)	11,226	7,565	3,661	32,6%

HIV&AIDS (Life Skills Education) Grant: The actual spending on HIV/AIDS amounts to R7,565 million or 67,4% of the adjusted budget of R11,226 million. Activities done during February and March could not be paid and roll-over was requested for the next financial year.

Learners with Profound Intellectual Disabilities Grant	34,323	24,784	9,539	27,8%

Learners with Profound Intellectual Disabilities Grant: The actual spending on the Learners with Profound Intellectual Disabilities Grant amounts to R24,784 million or 72,2% of the adjusted budget of R34,323 million. The

vacancy of posts within the grant since the beginning of the 2024/25 financial year played a major role in the underspending of the CoE's share (65%) within the grant allocation.				
Maths, Science and Technology Grant	49,496	47,594	1,902	3,8%
Maths Science and Technology Grant: Spending on Maths, Science & Technology Grant is at R47,594 million or 96,2% of the adjusted budget of R49,496 million. Roll-over to the amount of R1,899 million has been requested.				
National School Nutrition Programme Grant	579,284	572,662	6,622	1,1%
National School Nutrition Programme: National School Nutrition Programme actual spending amounts to R572,662 million or 98,9% of the adjusted budget of R579,284 million. Roll-over to the amount of R1,666 million has been requested.				
Early Childhood Development	77,058	75,427	1,631	2,1%
Early Childhood Development Grant: Spending on this Grant is R75,427 million or 97,9% of the adjusted budget of R77,058 million. Two ECD Centers did not receive their fourth quarter payments due to non-compliance. Furthermore, due to implementation of the new BAS Database, other payments could not go through. Rollover amounting to R0,750 million was requested for goods and services and non - profit institution. Spending on the Maintenance Grant is R8,875 million or 98,9% of the adjusted budget of R8,974 million. Thirteen (13) maintenance projects are 100% complete. 1 project is under construction. One (1) new low-cost ECD is 100% complete, while 1 maintenance project remains on procurement stage.				
EPWP Integrated Grant for Provinces	3,328	3,328	-	0,0%
Expanded Public Works Programme Integrated grant for provinces: Spending on EPWP Integrated Grant to Provinces is R3,328 million or 100% of the adjusted budget of R3,328 million.				
Social Sector EPWP Incentive Grant for Provinces	4,674	4,310	364	7,8%
Social Sector EPWP Incentive grant for provinces: Spending on Social Sector EPWP Incentive Grant to Provinces is R4,310 million or 92,2% of the adjusted budget of R4,674 million. The Department managed to transfer fourth quarter transfer payments to schools and monthly stipends of 4 Data Capturers. The remainder of funds was for training for all districts however, due to time constraints, training was only done for teacher assistants in Lejweleputswa District on reading programmes. No rollover will be requested as there were no commitments captured.				
Total	**1,816,694**	**1,791,644**	**25,050**	**1,4%**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

STATEMENT OF FINANCIAL PERFORMANCE
for the year ended 31 March 2025

	Note	2024/25 R'000	2023/24 R'000
REVENUE			
Annual appropriation	1	17,963,505	18,230,561
Aid assistance	3	7,736	-
TOTAL REVENUE		**17,971,241**	**18,230,561**
EXPENDITURE			
Current expenditure			
Compensation of employees	4	14,475,798	13,788,946
Goods and services	5	872,883	993,043
Interest and rent on land	6	374	20
Total current expenditure		15,349,055	14,782,009
Transfers and subsidies			
Transfers and subsidies	8	2,415,454	2,667,450
Total transfers and subsidies		2,415,454	2,667,450
Expenditure for capital assets			
Tangible assets	9	872,944	813,081
Intangible assets	9	1,636	-
Total expenditure for capital assets		874,580	813,081
Unauthorised expenditure approved without funding		-	123,267
Payments for financial assets	7	20,385	-
TOTAL EXPENDITURE		**18,659,474**	**18,385,807**
SURPLUS/(DEFICIT) FOR THE YEAR		**(688,233)**	**(155,246)**
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds		(695,969)	(155,246)
Annual appropriation		(721,019)	(165,880)
Conditional grants		25,050	10,634
Aid assistance	3	7,736	-
SURPLUS/(DEFICIT) FOR THE YEAR		**(688,233)**	**(155,246)**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

STATEMENT OF FINANCIAL POSITION
as at 31 March 2025

	Note	2024/25 R'000	2023/24 R'000
ASSETS			
Current assets		14,468	14,690
Receivables	*11*	14,468	14,690
Non-current assets		105,013	119,212
Prepayments and advances	*10*	-	3,260
Receivables	*11*	105,013	115,952
TOTAL ASSETS		**119,481**	**133,902**
LIABILITIES			
Current liabilities		1,717,691	948,497
Voted funds to be surrendered to the Revenue Fund	*12*	87,230	8,333
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	*13*	7,644	1,478
Bank overdraft	*14*	1,610,893	932,410
Payables	*15*	4,188	6,276
Aid assistance unutilised	*3*	7,736	-
TOTAL LIABILITIES		**1,717,691**	**948,497**
NET ASSETS		**(1,598,210)**	**(814,595)**
Represented by:			
Recoverable revenue		56,258	54,373
Unauthorised expenditure		(1,654,468)	(868,968)
TOTAL		**(1,598,210)**	**(814,595)**

FREE STATE DEPARTMENT OF EDUCATION
VOTE 6

STATEMENT OF CHANGES IN NET ASSETS
as at 31 March 2025

	Note	2024/25 R'000	2023/24 R'000
Recoverable revenue			
Opening balance		54,373	47,979
Transfers:		1,885	6,394
Recoverable revenue written off	7.1	(7,493)	-
Debts revised		(819)	(395)
Debts recovered (included in departmental revenue)		(4,619)	(3,734)
Debts raised		14,816	10,523
Closing balance		56,258	54,373
Unauthorised expenditure			
Opening balance		(868,968)	(828,656)
Unauthorised expenditure - current year		(785,500)	(163,579)
Relating to overspending of the vote or main division within the vote		(785,500)	(163,579)
Less: Amounts approved by Parliament/Legislature without funding and derecognised		-	123,267
Current		-	123,267
Closing Balance		(1,654,468)	(868,968)
TOTAL		**(1,598,210)**	**(814,595)**

FREE STATE DEPARTMENT OF EDUCATION
VOTE

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		18,003,767	18,252,645
Annual appropriation funds received	1.1	17,963,505	18,230,561
Departmental revenue received	2	25,883	21,759
Interest received	2.3	6,643	325
Aid assistance received	3	7,736	-
Net (increase)/decrease in net working capital		12,333	(10,194)
Surrendered to Revenue Fund		(36,994)	(344,096)
Current payments		(15,348,681)	(14,781,989)
Interest paid	6	(374)	(20)
Payments for financial assets	7	(20,385)	-
Transfers and subsidies paid		(2,415,454)	(2,667,450)
Net cash flow available from operating activities	16	194,212	448,896
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	9	(874,580)	(813,081)
Net cash flow available from investing activities		(874,580)	(813,081)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase in net assets		1,885	6,394
Net cash flows from financing activities		1,885	6,394
Net decrease in cash and cash equivalents		(678,483)	(357,791)
Cash and cash equivalents at beginning of period		(932,410)	(574,619)
Cash and cash equivalents at end of period	17	**(1,610,893)**	**(932,410)**

The comparative amounts for cash flows from investing activities and cash flows from operating activities have been restated due to the reclassification of the increase in non-current receivables in the prior year from investing activity to operating activity.

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

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

	Donations made in kind are recorded in the notes to the financial statements on the date of 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.	**Aid assistance**
9.1	**Aid assistance received** Aid assistance received in cash is recognised in the statement of financial performance when received. In-kind aid assistance is recorded in the notes to the financial statements on the date of receipt and is measured at fair value. CARA Funds are recognised when receivable and measured at the amounts receivable. Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.
9.2	**Aid assistance paid** Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.
10.	**Cash and cash equivalents** Cash and cash equivalents are stated at cost in the statement of financial position. Bank overdrafts are shown separately on the face of the statement of financial position as a current liability.

	For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.
11.	**Prepayments and advances** Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash. Prepayments and advances are initially and subsequently measured at cost. 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.
12.	**Financial assets**
14.1	**Financial assets (not covered elsewhere)** A financial asset is recognised initially at its cost, plus transaction costs that are directly attributable to the acquisition or issue of the financial 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.
14.2	**Impairment of financial assets** Where there is an indication of impairment of a financial asset, an estimation of the reduction in the recorded carrying value, to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset, is recorded in the notes to the financial statements.
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 2005, as per approval from OAG may be recorded at R1. Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure that is of a capital nature 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 2005, as per approval from 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.
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 the Provincial Legislature with funding and the related funds are received; or • approved by the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or • transferred to receivables for recovery. Unauthorised expenditure recorded in the notes to the financial statements comprise of • unauthorised expenditure that was under assessment in the previous financial year; • unauthorised expenditure relating to previous financial year and identified in the current year; and • Unauthorised 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.
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 the procurement and construction of educational infrastructure projects. In terms of the arrangement the department is the principal and is responsible for transferring the budget for the allocated infrastructure projects to the agent. 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.	**Departures from the MCS requirements** Management has concluded that the financial statements present fairly the department's primary and secondary information, and that the department complied with the Standard in all respects.
23.	**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.
24.	**Related party transactions** Related party transactions within the MEC's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length. The full compensation of key management personnel is recorded in the notes to the financial statements.
25.	**Inventories (Effective from date determined by the Accountant-General)** 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.
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.

PART B: EXPLANATORY NOTES

1. Annual Appropriation

1.1. Annual Appropriation

Included are funds appropriated in terms of the Appropriation Act (and the Adjustments Appropriation Act) for National Departments (Voted funds) and Provincial Departments:

	2024/25			2023/24		
	Final Budget	Actual Funds Received	Funds not requested / not received	Final Budget	Appropria-tion Received	Funds not requested / not received
Programmes	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**
Administration	1,329,823	1,329,823	-	1,288,829	1,288,829	-
Public Ordinary School Education	13,188,355	13,188,355	-	13,312,722	13,312,722	-
Independent Schools Subsidies	124,852	124,852	-	116,263	116,263	-
Public Special School Education	739,206	739,206	-	689,570	689,570	-
Early Childhood Development	648,377	648,377	-	625,350	625,350	-
Infrastructure Development	1,086,793	1,086,793	-	1,086,048	1,086,048	-
Examinations and Education Related Services	846,099	846,099	-	1,111,779	1,111,779	-
Total	**17,963,505**	**17,963,505**	**-**	**18,230,561**	**18,230,561**	**-**

1.2. Conditional grants

	Note	2024/25 R'000	2023/24 R'000
Total grants received	*32*	1,816,694	1,768,705

It should be noted that the Conditional grants are included in the amounts per the Final Appropriation in Note 1.1

2. Departmental revenue

	Note	2024/25 R'000	2023/24 R'000
Sales of goods and services other than capital assets	2.1	17,074	16,259
Fines, penalties and forfeits	2.2	203	533
Interest, dividends and rent on land	2.3	6,643	325
Transactions in financial assets and liabilities	2.4	8,606	4,967
Total revenue collected		**32,526**	**22,084**
Less: Own revenue included in appropriation	13	(32,526)	(22,084)
Total		**-**	**-**

2.1. 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		16,988	16,190
Other sales		16,988	16,190
Sales of scrap, waste and other used current goods		86	69
Total	2	**17,074**	**16,259**

2.2. Fines, penalties and forfeits

	Note	2024/25 R'000	2023/24 R'000
Fines		203	533
Total	2	**203**	**533**

2.3. Interest, dividends and rent on land

	Note	2024/25 R'000	2023/24 R'000
Interest		6,643	325
Total	2	**6,643**	**325**

2.4. Transactions in financial assets and liabilities

	Note	2024/25 R'000	2023/24 R'000
Receivables		5,505	3,444
Other receipts including Recoverable Revenue		3,101	1,523
Total	2	**8,606**	**4,967**

2.5. Transfers received

2.5.1. 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
	Annex 1D		
Donations		37,313	12,539
Total gifts, donations and sponsorships received in kind		**37,313**	**12,539**

The comparative figure was restated due to final accounts received for replacement of Joe Solomon P/S.

3. Aid assistance

	Note	2024/25 R'000	2023/24 R'000
Opening balance		-	-
Transferred from statement of financial performance		7,736	-
Closing balance		**7,736**	

This is in respect of an amount received from MERSETA.

3.1. Analysis of balance by source

	Note	2024/25 R'000	2023/24 R'000
Aid assistance from other sources		7,736	-
Closing balance	*3*	**7,736**	**-**

3.2. Analysis of balance

	Note	2024/25 R'000	2023/24 R'000
Aid assistance unutilised		7,736	-
Closing balance	*3*	**7,736**	**-**

4. Compensation of employees

4.1. Salaries and wages

	Note	2024/25 R'000	2023/24 R'000
Basic salary		10,370,073	9,953,377
Performance award		10,249	7,733
Service based		13,912	20,964
Compensative/circumstantial		177,240	154,146
Periodic payments		21,445	16,031
Other non-pensionable allowances		1,535,932	1,452,701
Total		**12,128,851**	**11,604,952**

4.2. Social contributions

Employer contributions	Note	2024/25 R'000	2023/24 R'000
Pension		1,335,791	1,278,208
Medical		998,177	896,606
UIF		1,054	1,080
Bargaining council		1,242	1,205
Official unions and associations		3,067	2,933
Insurance		7,616	3,962
Total		**2,346,947**	**2,183,994**
Total compensation of employees		**14,475,798**	**13,788,946**
Average number of employees		**30,092**	**30,425**

5. Goods and services

	Note	2024/25 R'000	2023/24 R'000
Administrative fees		2,917	1,646
Advertising		715	4,248
Minor assets	5.1	1,006	1,192
Bursaries (employees)		12,348	15,857
Catering		60,829	62,226
Communication		32,052	38,064
Computer services	5.2	42,815	50,404
Consultants: Business and advisory services		13,143	5,403
Legal services		4,748	1,585
Contractors		6,600	7,683
Agency and support / outsourced services		17,270	11,201
Entertainment		23	18
Audit cost - external	5.3	22,533	23,733
Fleet services		31,583	28,382
Inventories	5.4	91,810	150,955
Consumables	5.5	19,568	21,059
Operating leases		50,699	40,429
Property payments	5.6	181,918	255,112
Transport provided as part of the departmental activities		97,114	86,181
Travel and subsistence	5.7	97,237	89,067
Venues and facilities		9,716	9,603
Training and development		15,386	22,689
Other operating expenditure	5.8	60,853	66,306
Total		**872,883**	**993,043**

5.1. Minor assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets		1,006	1,192
Machinery and equipment		1,006	1,192
Total	5	**1,006**	**1,192**

5.2. Computer services

	Note	2024/25 R'000	2023/24 R'000
SITA computer services		7,122	8,723
External computer service providers		35,693	41,681
Total	*5*	**42,815**	**50,404**

5.3. Audit cost - external

	Note	2024/25 R'000	2023/24 R'000
Regularity audits		22,533	23,733
Total	*5*	**22,533**	**23,733**

5.4. Inventories

	Note	2024/25 R'000	2023/24 R'000
Clothing material and accessories		174	486
Food and food supplies		12	22
Fuel, oil and gas		94	30
Learning, teaching and support material		24,675	64,211
Materials and supplies		159	23
Medical supplies		1,188	301
Other supplies	*5.4.1*	65,508	85,882
Total	*5*	**91,810**	**150,955**

5.4.1. Other supplies

	Note	2024/25 R'000	2023/24 R'000
Assets for distribution			
Machinery & equipment		65,508	85,142
Sports and recreation		-	2
Library material		-	738
Total	*5.4*	**65,508**	**85,882**

5.5. Consumables

	Note	2024/25 R'000	2023/24 R'000
Consumable supplies		8,350	7,569
Uniform and clothing		1,788	870
Household supplies		2,947	3,157
Building material and supplies		568	209
IT consumables		624	1,648
Other consumables		2,423	1,685
Stationery, printing and office supplies		11,218	13,490
Total	*5*	**19,568**	**21,059**

5.6. Property payments

	Note	2024/25 R'000	2023/24 R'000
Municipal services		2,788	4,185
Property maintenance and repairs		177,320	249,879
Other		1,810	1,048
Total	*5*	**181,918**	**255,112**

5.7. Travel and subsistence

	Note	2024/25 R'000	2023/24 R'000
Local		96,702	87,609
Foreign		535	1,458
Total	*5*	**97,237**	**89,067**

5.8. Other operating expenditure

	Note	2024/25 R'000	2023/24 R'000
Professional bodies, membership and subscription fees		59	54
Resettlement costs		3,642	2,148
Other		57,152	64,104
Total	*5*	**60,853**	**66,306**

The amount disclosed under "Other" consists mainly of printing services for exams.

5.9. Remuneration of members of a commission or committee of inquiry (*Included in Consultants: Business and advisory services)*

Name of Commission / Committee of Inquiry	Note	2024/25 R'000	2023/24 R'000
External Audit Committee		388	393
Ethics & Risk Management Committee		16	49
Total		**404**	**442**

6. Interest and rent on land

	Note	2024/25 R'000	2023/24 R'000
Interest paid		374	20
Total		**374**	**20**

7. Payments for financial assets

	Note	2024/25 R'000	2023/24 R'000
Debts written off	*7.1*	20,385	-
Total		**20,385**	**-**

7.1. Debts written off

Nature of debts written off	Note	2024/25 R'000	2023/24 R'000
Recoverable revenue written off			
Ex-employee debt		7,058	-
Salary overpayment		129	-
Leave without pay		120	-
Tax debt		143	
State Guarantee		43	-
Total		7,493	-
Other debt written off			
Ex-employee debt		12,203	-
Salary overpayment		58	-
Leave without pay		121	-
Subsistence & Travel		19	-
Tax debt		448	
State Guarantee		43	-
Total		12,892	-
Total debt written off	*7*	**20,385**	**-**

8. Transfers and subsidies

	Note	2024/25 R'000	2023/24 R'000
Departmental agencies and accounts	*Annex 1A*	40,277	38,550
Non-profit institutions	*Annex 1B*	2,313,266	2,560,572
Households	*Annex 1C*	61,911	68,328
Total		**2,415,454**	**2,667,450**

8.1 Gifts, donations and sponsorships made in kind (not included in the main note)

	Note	2024/25 R'000	2023/24 R'000
	Annex 1J		
Donations		220	-
Total		**220**	**-**

9. Expenditure for capital assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets		872,944	813,081
Buildings and other fixed structures		818,634	794,648
Machinery and equipment		54,310	18,433
Intangible capital assets		1,636	-
Software		1,636	-
Total		**874,580**	**813,081**

9.1. Analysis of funds utilised to acquire capital assets - Current year

	2024/25		
	Voted funds	Aid assistance	Total
Name of entity	**R'000**	**R'000**	**R'000**
Tangible capital assets	872,944	-	872,944
Buildings and other fixed structures	818,634	-	818,634
Machinery and equipment	54,310	-	54,310
Intangible capital assets	1,636	-	1,636
Software	1,636	-	1,636
Total	874,580	-	874,580

9.2. Analysis of funds utilised to acquire capital assets - Prior year

	2023/24		
	Voted funds	Aid assistance	Total
Name of entity	**R'000**	**R'000**	**R'000**
Tangible capital assets	813,081	-	813,081
Buildings and other fixed structures	794,648	-	794,648
Machinery and equipment	18,433	-	18,433
Total	813,081	-	813,081

9.3. Finance lease expenditure included in Expenditure for capital assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets			
Machinery and equipment		6,329	1,534
Total		**6,329**	**1,534**

10. Prepayments and advances

	Note	2024/25 R'000	2023/24 R'000
Advances paid (Not expensed)	*10.1*	-	3,260
Total		**-**	**3,260**
Analysis of Total Prepayments and advances			
Non-current Prepayments and advances		-	3,260
Total		**-**	**3,260**

10.1. Advances paid (Not expensed)

		2024/25			
	Note	Amount as at 1 April 2024	Less: Amounts expensed in current year	Add Current year advances	Amount as at 31 March 2025
		R'000	**R'000**	**R'000**	**R'000**
Public entities		3,260	(170,760)	167,500	-
Total		**3,260**	**(170,760)**	**167,500**	**-**

		2023/24			
		Amount as at 1 April 2023	Less: Amounts expensed in current year	Add Current year advances	Amount as at 31 March 2024
	Note	R'000	R'000	R'000	R'000
Public entities		3,260	-	-	3,260
Total		**3,260**	**-**	**-**	**3,260**

10.2. Advances paid (Expensed)

	2024/25			
	Amount as at 1 April 2024	Less: Received in the current year	Less: Other	Amount as at 31 March 2025
	R'000	R'000	R'000	R'000
Public entities	2,804	(2,804)	-	-
Total	**2,804**	**(2,804)**	**-**	**-**

	2023/24			
	Amount as at 1 April 2023	Less: Received in the current year	Add Current year advances	Amount as at 31 March 2024
	R'000	R'000	R'000	R'000
Public entities	208,734	(325,234)	119,304	2,804
Total	**208,734**	**(325,234)**	**119,304**	**2,804**

11. 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
Claims recoverable	*11.1*	6,448	-	6,448	8,396	-	8,396
Recoverable expenditure	*11.2*	6,757	-	6,757	5,248	-	5,248
Staff debt	*11.3*	1,263	98,336	99,599	1,046	108,517	109,563
Other receivables	*11.4*	-	6,677	6,677	-	7,435	7,435
Total		**14,468**	**105,013**	**119,481**	**14,690**	**115,952**	**130,642**

Other receivables and staff debt were restated due to the reclassification of debt.

11.1. Claims recoverable

	Note	2024/25 R'000	2023/24 R'000
National departments		2,470	5,575
Provincial departments		3,978	2,821
Total	*11*	**6,448**	**8,396**

11.2. Recoverable expenditure

	Note	2024/25 R'000	2023/24 R'000
Salary control account – Income tax		3,366	1,857
Disallowance damages and losses		3,391	3,391
Total	*11*	**6,757**	**5,248**

11.3. Staff debt

	Note	2024/25 R'000	2023/24 R'000
Housing Guarantees		953	1,037
Ex-employee debt		79,735	88,662
Employees debt (incl. Leave without pay)		7,976	8,050
Subsistence and Travel debt		325	303
Communication debt		24	24
Salary overpayment		5,607	6,128
Losses and Damages – Employees		118	77
Breach of contract – Employees		1,604	1,640
Tax debt		3,257	3,642
Total	*11*	**99,599**	**109,563**

Other receivables and staff debt were restated due to the reclassification of debt.

11.4. Other receivables

	Note	2024/25 R'000	2023/24 R'000
Fruitless and wasteful expenditure		2	2
Supplier debt		6,653	7,413
Losses & damages – Non-employees		21	20
Breach of contract – Non Employees		1	-
Total	*11*	**6,677**	**7,435**

Other receivables and staff debt were restated due to the reclassification of debt.

11.5. Impairment of receivables

	Note	2024/25 R'000	2023/24 R'000
Estimate of impairment of receivables		68,749	71,528
Total		**68,749**	**71,528**

Impairment estimates could be determined by estimating the present value of the expected future inflow of cash that is expected in settlement of the recorded financial asset.

Debtors were evaluated at each reporting date and impaired by taking the following into account:

1. Handed over debt to legal

2. Recoveries on arrear debt (instalments and/or settlements). - Total recoveries for the year

3. Out of service debt ageing more than 3 financial years (prescribed debt)

4. In service debt ageing more than 3 financial years

5. All debt ageing less than 3 financial years

12. Voted funds to be surrendered to the Revenue Fund

	Note	2024/25 R'000	2023/24 R'000
Opening balance		8,333	318,110
Transferred from statement of financial performance (as restated)		(695,969)	(155,246)
Add: Unauthorised expenditure for the current year		785,500	163,579
Paid during the year		(10,634)	(318,110)
Closing balance		**87,230**	**8,333**

12.1. Reconciliation on unspent conditional grants

	Note	2024/25 R'000	2023/24 R'000
Opening balance		**10,634**	**-**
Total conditional grants received	*1.2*	1,816,694	1,768,705
Total conditional grants spent		(1,791,644)	(1,758,071)
Unspent conditional grants to be surrendered		35,684	10,634
Less: Paid to the Provincial Revenue Fund by Provincial department		(10,634)	
Approved for rollover		(3,115)	
Not approved for rollover		(7,519)	
Closing balance		**25,050**	**10,634**

13. Departmental revenue to be surrendered to the Revenue Fund

	Note	2024/25 R'000	2023/24 R'000
Opening balance		1,478	5,380
Own revenue included in appropriation		32,526	22,084
Paid during the year		(26,360)	(25,986)
Closing balance		**7,644**	**1,478**

14. Bank overdraft

	Note	2024/25 R'000	2023/24 R'000
Consolidated Paymaster General account		1,012,080	492,292
Overdraft with commercial banks (Local)		598,813	440,118
Total		**1,610,893**	**932,410**

15. Payables - current

	Note	2024/25 R'000	2023/24 R'000
Clearing accounts	*15.1*	4,188	6,276
Total		**4,188**	**6,276**

15.1. Clearing accounts

Description	Note	2024/25 R'000	2023/24 R'000
Salary ACB recalls		201	131
Salary Deductions		3,969	6,145
Pension Recoverable Account		18	-
Total	*15*	**4,188**	**6,276**

16. 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		(688,233)	(155,246)
Add back non-cash/cash movements not deemed operating activities		882,445	604,142
(Increase)/Decrease in receivables		11,161	(9,901)
Decrease in prepayments and advances		3,260	-
Decrease in payables - current		(2,088)	(293)
Expenditure on capital assets		874,580	813,081
Surrenders to Revenue Fund		(36,994)	(344,096)
Own revenue included in appropriation		32,526	22,084
Other non-cash items		-	123,267
Net cash flow generated by operating activities		**194,212**	**448,896**

The comparative amount for the movement in receivables has been restated due to the reclassification of non-current receivables from investing activity to operating activity.

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

	Note	2024/25 R'000	2023/24 R'000
Consolidated Paymaster General account		(1,012,080)	(492,292)
Cash with commercial banks (Local)		(598,813)	(440,118)
Total		**(1,610,893)**	**(932,410)**

18. Contingent liabilities and contingent assets

18.1. Contingent liabilities

Liable to	Nature	Note	2024/25 R'000	2023/24 R'000
Claims against the department		*Annex 2*	131,418	112,778
Intergovernmental payables		*Annex 4*	213	-
Total			**131,631**	**112,778**

Opening balance restated with –R1.8m due to the fact that the case was withdrawn. Claims against the Department will only become payable depending on the outcome of litigation. The amount disclosed excludes legal fees and interest that will become payable.

18.2. Contingent assets

Nature of contingent asset	Note	2024/25 R'000	2024/25 R'000
Grievance – incapacity leave		254	254
Dispute – unfairly demoted		202	202
Claim in favour of Department – HL Bucher		465	465
Claim in favour of Department – LeroyStyle		956	956
Claim in favour of Department – Themba Charlie		10	10
Claim in favour of Department – South High School SGB		10	-
Total		**1,897**	**1,887**

The comparative figure was restated due to claims in favour of the department from a prior period.

19. Capital commitments

	Note	2024/25 R'000	2034/24 R'000
Buildings and other fixed structures		1,651,031	2,077,694
Machinery and equipment		579	1,182
Total		**1,651,610**	**2,078,876**

The comparative figure for Capital Commitment on Buildings and other fixed structures was restated due to errors corrected on the register relating.

20. Accruals and payables not recognised

20.1. Accruals

		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		27,175	8,176	35,351	101,288
Transfers and subsidies		1,736	11	1,747	4,761
Capital assets		31,853	74,977	106,830	41,647
Total		**60,764**	**83,164**	**143,928**	**147,696**

Listed by programme level	Note	2024/25 R'000	2023/24 R'000
Administration		22,832	16,480
Public Ordinary School Education		2,832	4,822
Public Special School Education		315	697
Early Childhood Development		72	14
Infrastructure Development		106,037	80,234
Examination and Education Related services		11,840	45,449
Total		**143,928**	**147,696**

The comparative amounts for goods & services, Programme 7 Examination and Education Related services were restated due to the payment of an amount of R35,4 million in the current financial year relating to the prior period.

20.2. 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		23,519	78,629	102,148	27,173
Interest and rent on land		213	-	213	3
Transfers and subsidies		15,863	3,208	19,071	2,012
Capital assets		9,398	93,255	102,653	55,786
Total		**48,993**	**175,092**	**224,085**	**84,974**

Restatement of comparative for Capital assets due to the fact that project reached final completion in 2023/24, payables were therefore understated

Listed by programme level	Note	2024/25 R'000	2023/24 R'000
Administration		18,499	2,118
Public Ordinary School Education		17,472	4,006
Independent School Subsidies		141	-
Public Special School Education		1,693	42
Early Childhood Development		2,579	132
Infrastructure Development		134,178	74,977
Examination and Education Related services		49,523	3,699
Total		**224,085**	**84,974**

Included in the above totals are the following:	*Note*	2024/25 R'000	2023/24 R'000
Confirmed balances with other departments	*Annex 4*	39	-
Confirmed balances with other government entities	*Annex 4*	7,787	7,027
Total		**7,826**	**7,027**

21. Employee benefits

	Note	2024/25 R'000	2023/24 R'000
Leave entitlement		157,209	141,562
Service bonus		445,588	430,622
Capped leave		337,345	378,187
Other		37,057	26,948
Total		**977,199**	**977,319**

A negative amount of R831 thousand and R464 thousand is included in the amounts disclosed for Leave Entitlement and Capped Leave Commitment.

Included in the above totals are the following:	*Note*	2024/25 R'000	2023/24 R'000
Confirmed balances with other departments	*Annex 4*	1,948	257
Total		**1,948**	**257**

22. Lease commitments

22.1. Operating leases

	2024/25	
	Machinery and equipment	Total
	R'000	R'000
Not later than 1 year	40,217	40,217
Later than 1 year and not later than 5 years	43,157	43,157
Total lease commitments	**83,374**	**83,374**

	2023/24	
	Machinery and equipment	Total
	R'000	R'000
Not later than 1 year	41,096	41,096
Later than 1 year and not later than 5 years	66,338	66,338
Total lease commitments	**107,434**	**107,434**

2 Lease agreements for network/telephone equipment have already expired and are currently being leased on a month-to-month basis. Included in the lease commitments for Machinery and equipment is 301 GG vehicles that the department is renting from the Provincial Fleet Management and is paying a daily tariff depending on the useful life, type and engine capacity of the vehicle.

22.2. Finance leases

	2024/25	
	Machinery and equipment	Total
	R'000	R'000
Not later than 1 year	8,079	8,079
Later than 1 year and not later than 5 years	8,200	8,200
Total lease commitments	**16,279**	**16,279**

	2023/24	
	Machinery and equipment	Total
	R'000	R'000
Not later than 1 year	3,781	3,781
Later than 1 year and not later than 5 years	6.655	6,655
Total lease commitments	**10,436**	**10,436**

Leased assets are leased in terms of the national transversal contract RT3-22. The lease term is 36 months starting from the commencement date. Rental is payable in advance. The lease commitments include 176 photocopiers. The comparative figure for Lease commitments Finance Lease commitments was restated due to an error.

23. Accrued departmental revenue

	Note	2024/25 R'000	2023/24 R'000
Fines, penalties and forfeits		83	56
Total		**83**	**56**

23.1. Analysis of accrued departmental revenue

	Note	2024/25 R'000	2023/24 R'000
Opening balance		56	23
Less Amount received		(219)	(523)
Add Amounts recorded		256	557
Less Amounts reversed		(10)	(1)
Closing balance		**83**	**56**

24. Unauthorised, Irregular and Fruitless and wasteful expenditure

	Note	2024/25 R'000	2023/24 R'000
Unauthorised expenditure - current year		785,500	163,579
Irregular expenditure - current year		142,381	160,742
Fruitless and wasteful expenditure - current year		633	20
Total		**928,514**	**324,341**

Information on any criminal or disciplinary steps taken as a result of unauthorised expenditure, irregular expenditure and fruitless and wasteful expenditure is included in the annual report under the PFMA Compliance Report. The full extent of the abovementioned irregular expenditure and Fruitless and wasteful expenditure still needs to be investigated and confirmed.

25. Key management personnel

	2024/25 R'000	2023/24 R'000
Political office bearers (*provide detail below)*		
Officials:	2,816	2,175
Executive Management	7,801	7,402
Top Management	10,755	10,879
Family members of key management personnel	6,751	6,782
Total	**28,123**	**27,238**

26. Provisions

	Note	2024/25 R'000	2023/24 R'000
Retention fees on capital infrastructure		83,828	80,090
Claims against the state		15,669	15,679
Total		**99,497**	**95,769**

The comparative figure for Retention fees on capital infrastructure was restated due to errors corrected on the register relating to date of final compiling.

26.1. Reconciliation of movement in provisions - Current year

	2024/25		
	Retention fees on capital infrastructure	Claims against the state	Total provisions
	R'000	R'000	R'000
Opening balance	80,090	15,679	95,769
Increase in provision	34,127	-	34,127
Settlement of provision	(30,389)	(10)	(30,399)
Closing balance	**83,828**	**15,669**	**99,497**

Reconciliation of movement in provisions - Prior year

	2023/24		
	Retention fees on capital infrastructure	Claims against the state	Total provisions
	R'000	R'000	R'000
Opening balance	60,112	4,282	64,394
Increase in provision	37,870	4,397	42,267
Settlement of provision	(17,892)	-	(17,892)
Change in provision due to change in estimation of inputs	-	7,000	7,000
Closing balance	**80,090**	**15,679**	**95,769**

The Provision created for Retention fees on capital infrastructure is in cases where a contractor opts to have the 10% security guarantee deducted from their payments in respect of capital infrastructure projects. The amount is retained as guarantee and is released in a certain % as projects reached completion stage.

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	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	196,894	49,617	(3,901)	242,610
Transport equipment	-	482	-	482
Computer equipment	127,832	11,317	(3,263)	135,886
Furniture and office equipment	47,383	4,584	(274)	51,693
Other machinery and equipment	21,679	33,234	(364)	54,549
FINANCE LEASE ASSETS	10,698	9,876	(1,567)	19,007
Finance lease assets	10,698	9,876	(1,567)	19,007
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	**207,592**	**59,493**	**(5,468)**	**261,617**

Movable Tangible Capital Assets under investigation

	Note	Number	Value R'000
Included in the above total of the movable tangible capital assets per the asset register that are under investigation:			
Machinery and equipment		88	548
Total		**88**	**548**

Assets under investigation represents assets reported as lost that are under investigation.

27.1. MOVEMENT IN MOVABLE 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
MACHINERY AND EQUIPMENT	192,495	(41)	20,473	(16,033)	196,894
Transport assets	12	-	-	(12)	-
Computer equipment	127,113	(41)	13,382	(12,622)	127,832
Furniture and office equipment	46,958	-	2,581	(2,156)	47,383
Other machinery and equipment	18,412	-	4,510	(1,243)	21,679
FINANCE LEASE ASSETS	4,933	-	9,131	(3,366)	10,698
Finance lease assets	4,933	-	9,131	(3,366)	10,698
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	**197,428**	**(41)**	**29,604**	**(19,399)**	**207,592**

27.1.1. Prior period error

Nature of prior period error	Note	2023/24 R'000
Relating to 2022/23 *[affecting the opening balance]*		(41)
Prior period price corrections		(26)
Assets sold for cash in prior years		(56)
Assets received from external store		41
Relating to 2023/24		(42)
Prior period price corrections		(63)
Non-cash: Assets verification surplus		21
Total prior period errors		**(83)**

The comparative amounts were restated due to the reasons indicated above. The comparative amounts for Finance Lease Assets is not a prior period error but as a result of a change in accounting policy. Refer to note 31.

27.2. Minor assets

MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025

	2024/25			
	Intangible assets	Machinery and equipment	Finance lease assets	Total
	R'000	R'000	R'000	R'000
Opening balance	2	50,459	-	50,461
Additions	-	1,450	-	1,450
Disposals	-	(1,568)	-	(1,568)
Total Minor assets	**2**	**50,341**	**-**	**50,343**

	Intangible assets	Machinery and equipment	Finance lease assets	Total
Number of R1 minor assets	-	3,241	-	3,241
Number of minor assets at cost	1	55,392	-	55,393
Total number of minor assets	**1**	**58,633**	**-**	**58,634**

Minor capital assets under investigation

	Note	Number	Value R'000
Included in the above total of the minor capital assets per the asset register that are under investigation:			
Machinery and equipment		8	15

Assets under investigation represents assets reported as lost that are under investigation.

MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024

	2023/24			
	Intangible assets	**Machinery and equipment**	**Finance lease assets**	**Total**
	R'000	**R'000**	**R'000**	**R'000**
Opening balance	2	55,694	-	55,696
Prior period error	-	(912)	-	(912)
Additions	-	1,559	-	1,559
Disposals	-	(5,882)	-	(5,882)
Total Minor assets	**2**	**50,459**	**-**	**50,461**

	Intangible assets	**Machinery and equipment**	**Finance lease assets**	**Total**
Number of R1 minor assets	-	3,496	-	3,496
Number of minor assets at cost	1	63,546	-	63,547
Total number of minor assets	**1**	**67,042**	**-**	**67,043**

27.2.1. Prior period error

Nature of prior period error	*Note*	**2023/24 R'000**
Relating to 2022/23 *[affecting the opening balance]*		(912)
Assets to consumables/surpluses identified		(912)
Relating to 2023/24		21
Assets to inventory/consumables		(14)
Assets verification surplus		35
Total prior period errors		**(891)**

The comparative amounts have been restated as indicated above.

28. Intangible Capital Assets

MOVEMENT IN INTANGIBLE 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
SOFTWARE	10,652	1,636	-	12,288
TOTAL INTANGIBLE CAPITAL ASSETS	**10,652**	**1,636**	**-**	**12,288**

28.1. MOVEMENT IN INTANGIBLE 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
SOFTWARE	10,652	-	-	-	10,652
TOTAL INTANGIBLE CAPITAL ASSETS	10,652	-	-	-	10,652

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	2,938,155	863,532	(449,417)	3,352,270
Non-residential buildings	2,792,837	764,342	(447,482)	3,109,697
Other fixed structures	145,318	99,190	(1,935)	242,573
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	**2,938,155**	**863,532**	**(449,417)**	**3,352,270**

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	2,498,382	(2,294)	553,804	(111,737)	2,938,155
Non-residential buildings	2,403,198	(1,991)	482,967	(91,337)	2,792,837
Other fixed structures	95,184	(303)	70,837	(20,400)	145,318
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	2,498,382	(2,294)	553,804	(111,737)	2,938,155

29.1.1. Prior period error

Nature of prior period error	Note	2023/24 R'000
Relating to 2022/23 *[affecting the opening balance]*		(2,294)
Adjustment after confirmation of existence		(16,911)
Adjustment for valuations and final accounts		15,449
Correction of professional fees and change in project		(832)
Relating to 2023/24		21,999
Correction of prior year additions		17,222
Adjustment for practical completion date		4,777
Total prior period errors		**19,705**

The comparative amounts were restated as indicated above.

29.2. Immovable tangible capital assets: Capital Work-in-progress

CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2025

		2024/25			
	Note Annex 6	Opening balance 1 April 2024	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2025
		R'000	R'000	R'000	R'000
Buildings and other fixed structures		1,626,295	644,558	(636,252)	1,634,601
Total		**1,626,295**	**644,558**	**(636,252)**	**1,634,601**

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		76,231	39,999
Total		**76,231**	**39,999**

CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2024

		2023/24				
	Note	Opening balance 1 April 2024	Prior period error	Current Year WIP	Ready for use (Assets to the AR) / Contracts terminated	Closing balance 31 March 2024
		R'000	R'000	R'000	R'000	R'000
Buildings and other fixed structures		1,196,292	1,221	833,551	(404,769)	1,626,295
Total		1,196,292	1,221	833,551	(404,769)	1,626,295

The comparative amounts were restated due to the correction of professional fees, payables and duplications

29.3. Immovable tangible capital assets written off

IMMOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2025

	2024/25	
	Buildings and other fixed structures	**Total**
	R'000	**R'000**
Assets written off	6,582	6,582
Total Immovable capital assets written off	6,582	6,582

The above represents mobile buildings disposed.

29.4. Immovable capital assets (additional information)

		Note	2024/25	2023/24
a)	**Facilities on right to use land** **Duration of use**	*Annex 8*		
	Schools		45	57

30. Principal-agent arrangements

30.1. Department acting as the principal

	Note	2024/25 R'000	2023/24 R'000
DBSA – Management Fees		1,618	24,662
IDT – Management Fees		1,372	-
Total		**2,990**	**24,662**

The department is party to a principal-agent arrangement for the procurement and construction of a number of educational infrastructure projects with the Development Bank of South Africa (DBSA) and Independent Development Trust (IDT). In terms of the arrangement the department is the principal and is responsible for transferring the budgets for the allocated infrastructure projects to the agents (DBSA and IDT). The agents are paid a management fee for their services.

31. Changes in accounting estimates and Changes in accounting policies

31.1. Changes in accounting policies

		2023/24				
		Opening balance before the change (1 Apr 2023)	Adjust-ment of opening balance	Restated opening balance after the change (1 Apr 2023)	Adjust-ment for 2023/24	Restated closing balance (31 Mar 2024)
Nature of change in accounting policy	*Note*	**R'000**	**R'000**	**R'000**	**R'000**	**R'000**
Finance lease assets						
Movable Tangible Capital Assets	*26*	-	4,933	4,933	5,765	10,698

Included in the opening balances for 2023/2024 and 2024/2025 is a change in accounting policy made in terms of the MCS requirements whereby assets under finance leases are recorded by a department at the commencement of the lease term rather than at the end of the lease term. The change in accounting policy is applied retrospectively.

32. Prior period errors

32.1. Correction of prior period errors

		2023/24		
		Amount before error correction	Prior period error	Restated
	Note	**R'000**	**R'000**	**R'000**
Revenue:				
Gifts, donations and sponsorships received in kind	*2*	11,628	911	12,539
Net effect		11,628	911	12,539

The comparative was restated due to the final account for the replacement of Joe Solomon P/S.

		2023/24		
		Amount before error correction	Prior period error	Restated
	Note	R'000	R'000	R'000
Assets:				
Immovable tangible capital assets	*29.1*	2,918,450	19,705	2,938,155
Immovable tangible capital assets – Capital Work in Progress	*29.2*	1,657,235	(30,940)	1,626,295
Contingent assets – claims in favour of the department	*18*	456	1,431	1,887
Movable tangible capital assets	*27*	196,978	(83)	196,895
Minor capital assets	*27.2*	51,352	(891)	50,461
Other Receivables: fraud	*11.4*	203	(203)	-
Staff Debt: Ex-employee	*11.3*	88,649	13	88,662
Staff Debt: Leave without pay	*11.3*	7,860	190	8,050
Net effect		4,921,183	(10,778)	4,910,405

The comparative amount for Immovable tangible capital assets was restated due to adjustments and corrections of the registers. The comparative amount for Capital Work in Progress was restated due to the correction of professional fees, payables and duplicates. Movable tangible capital assets were restated due to prior period price corrections, assets disposed/received in prior years as well as asset verification surplus. Minor capital assets were restated due to assets reclassified to inventory/consumables as well as asset verification surplus. Contingent assets were restated due to claims in favour of the department from a prior period. Other receivables and staff debt were restated due to the reclassification of debt.

		2023/24		
		Amount before error correction	Prior period error	Restated
	Note	R'000	R'000	R'000
Liabilities:				
Capital commitment	*19*	2,068,241	10,635	2,078,876
Provisions (Retention fees on capital infrastructure)	*26*	81,501	(1,411)	80,090
Contingent Liabilities – claims against the Department	*18.1*	114,578	(1,800)	112,778
Payables not recognised – Capital assets	*20.2*	83,708	1,266	84,974
Lease commitments	22.2	27,896	(17,460)	10,436
Accruals	20.1	112,296	35,400	147,696
Net effect		2,488,220	26,630	2,514,850

The comparative amount for Capital commitments - buildings and other fixed structures was restated due to adjustments after final accounts and valuations. Contingent liabilities were restated due to a prior year error - case was withdrawn during the prior year. The comparative figure for Provisions was restated due to errors corrected on the register relating to date of final completion of project. Payables not recognised was restated due to the fact that project an infrastructure project reached final completion in a prior year already. The comparative figure for Lease commitments Finance Lease commitments was restated due to an error. The comparative amounts for goods & services, Programme 7 Examination and Education Related services were restated due to the payment of an amount of R35,4 million in the current financial year relating to the prior period.

		2023/24		
		Amount before error correction	Prior period error	Restated
	Note	R'000	R'000	R'000
Other:				
Cash Flows from operating activities - Working capital		423	(10,617)	(10,194)
Cash Flows from Investing Activities - Non-current Receivables		(10,617)	10,617	-
Net cash flow available from operating activities	*16*	459,513	(10,617)	448,896
Net effect		449,319	(10,617)	438,702

Correction made to cashflow due to related transactions under non-current receivables do not meeting the definition of investing activities.

33. Statement of conditional grants received

	2024/25								2023/24	
	GRANT ALLOCATION				SPENT					
Name of grant	Division of Revenue Act / Provincial grants	Roll overs	DORA Adjust-ments	Total Available	Amount received by depart-ment	Amount spent by depart-ment	Under- / (Overspe nding)	% of available funds spent by depart-ment	Division of Revenue Act / Provincial grants	Amount spent by department
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	R'000
Early Childhood Development Grant	77,036	22		77,058	77,058	75,427	1,631	97,9%	62,386	62,217
Expanded Public Work Programme Integrated Grant for provinces	3,328			3,328	3,328	3,328	-	100,0%	2,813	2,813
HIV&AIDS (Lifeskills Education) Grant	11,107	119		11,226	11,226	7,565	3,661	67.4%	8,468	8,347
Education Infrastructure Development Grant	1,007,305		50,000	1,057,305	1,057,305	1,055,974	1,331	99.9%	1,060,109	1,059,912
Learners with Profound Intellectual Disabilities Grant	32,340	1,983		34,323	34,323	24,784	9,539	72,2%	32,016	24,826
Maths Science and Technology Grant	49,496			49,496	49,496	47,594	1,902	96,2%	60,718	60,667
National School Nutrition Programme	578,293	991		579,284	579,284	572,662	6,622	98,9%	535,918	533,012
Social Sector EPWP Incentive grant for provinces	4,674			4,674	4,674	4,310	364	92,2%	6,277	6,277
TOTAL	**1,763,579**	**3,115**	**50,000**	**1,816,694**	**1,816,694**	**1,791,644**	**25,050**		**1,768,705**	**1,758,071**

All transfers received in terms of the Division of Revenue Act have been deposited into the primary bank account of the province.

34. Financial Sustainability

Due to serious challenges as a result of budget cuts as well as operational pressures, the new financial year's budget for operations (excluding compensation of employees) remains under pressure and is already reduced by 17% due to net liabilities realised in the reporting period. Management has done an assessment of the Department's ability to continue as a going concern. In doing so the short- and medium-term economic environment was taken into consideration.

The cumulative financial impact of Capital commitments, including projects that will run over more than 1 year, of R1,652 billion (note 19), Accruals and payables not recognised of R368,013 million (note 20), Bank Overdraft (inclusive of outstanding payments to third parties) of R1,611 billion (note 14) and Voted funds to be surrendered of R87,230 million (note 12) results in a decrease of the budget as well as cash available in the new financial year for program expenditure.

Approximately 65% of the Department's debt receivable is considered as impaired (R68,749 million) due to the age of the debt and will most likely result in a financial loss for the Department in future. In addition the Department has pending legal proceedings amounting to R131,418 million, which the Department will struggle to settle should the claims be successful.

Measures have been put in place to prioritise the allocation of the available budget to various cost centres as well as for all procurement, including compensation of employees, to accommodate the abovementioned pressures as far as possible without compromising on service delivery.

Other mitigation factors that were considered are:

- The Department already has a Medium Term Expenditure Framework (MTEF) allocation for the following years:
  2025/26 – R18 889 391 000
  2026/27 – R19 632 044 000
  2027/28 – R20 498 284 000

- Negotiations and discussions with Provincial Treasury is taking place on an ongoing basis as well as with the Department of Basic Education.

Based on the above mitigating factors and despite the financial constraints the Department is still considered as a going concern.

35. Broad Based Black Economic Empowerment performance

Information on compliance with the B-BBEE Act is included in the annual report under the section titled B-BBEE Compliance Performance Information.

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ANNEXURE 1A
STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

Departmental Agency or Account	2024/25						2023/24	
	TRANSFER ALLOCATION				TRANSFER			
	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
SABC	50			50	13	26,0%	18	15
EDTP - SETA	40,264			40,264	40,264	100,0%	38,535	38,535
TOTAL	**40,314**			**40,314**	**40,277**		**38,553**	**38,550**

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for the year ended 31 March 2025

ANNEXURE 1B
STATEMENT OF TRANSFERS TO NON-PROFIT INSTITUTIONS

	2024/25						2024324	
	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								
Public Ordinary School	1,775,759			1,775,759	1,752,562	98.7%	2,031,442	2,021,448
Public Special School	100,367			100,367	94,704	94,4%	90,777	90,283
ECD Sites	350,247			350,247	347,156	99,1%	336,305	332,579
Sub-total	2,226,373			2,226,373	2,194,422		2,458,524	2,444,310
Subsidies								
Independent Schools	124,852			124,852	118,844	95,2%	116,263	116,262
Sub-total	124,852			124,852	118,844		116,263	116,262
TOTAL	**2,351,225**			**2,351,225**	**2,313,266**		**2,574,787**	**2,560,572**

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ANNEXURE 1C
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								
Employee social benefit	60,866			60,866	61,367	100,8%	20,284	66,207
Claims against state	3,000			3,000	544	18.1%	2,122	2,121
TOTAL	**63,866**			**63,866**	**61,911**		**22,406**	**68,328**

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ANNEXURE 1D
STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED

Name of organisation	Nature of gift, donation or sponsorship	2024/25 R'000	2023/24 R'000
Received in kind			
Donations			
Harmony Gold Mining Company Limited	Renovation of science laboratory at Leseding Technical School	-	
Kagiso Trust	Contribution towards Mookodi, Lekgarietse,Kwakwatsi	1,067	11
Department of Basic Education	Replacement of school – Clarens P/S	35,839	
AVBOB	Replacement of school – Joe Solomon P/S	407	
TOTAL GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED		**37,313**	**12**

The comparative for the replacement of Joe Solomon P/S was restated due to final account received

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ANNEXURE 1E
STATEMENT OF AID ASSISTANCE RECEIVED

Name of donor	Purpose	Opening balance	Revenue	Expenditure	Paid back on / by 31 March	Closing balance
		R'000	R'000	R'000	R'000	R'000
Aid assistance received in cash						
Merseta	To offer learning opportunities to employed or unemployed learners who either need experience and/ or qualifications	-	7,736	-	-	7,736
TOTAL AID ASSISTANCE RECEIVED			**7,736**			**7,736**

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ANNEXURE 1F
STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS MADE

Nature of gift, donation or sponsorship	2024/25	2023/24
	R'000	R'000
Made in kind		
Donations		
Minor assets (Computer equipment, Furniture & Office Equipment and Other Machinery & Equipment)	58	-
Major assets (Computer equipment, Furniture & Office Equipment and Other Machinery & Equipment)	162	-
TOTAL GIFTS, DONATIONS AND SPONSORSHIPS MADE IN KIND	**220**	**-**

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ANNEXURE 2

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	Closing balance 31 March 2025
	R'000	R'000	R'000	R'000
Claims against the department				
African Paper Projects – Claim for alleged contract	39,006			39,006
SO Mohono – Injury sustained by learner at school	6,000			6,000
PE Makhalemele – Learner allegedly beaten at school	268			268
EJM van der Schyff – Injury sustained by educator at school	556			556
M Mphohle/T Mphohle – Injury sustained by learner at school	1,400			1,400
Quantum Built & Enviroment Consultants – Claim for services rendered	5,481			5,481
E Hay/DS Hay – Injury sustained by learner at school	20,000			20,000
M George – Claim for service rendered	4,059			4,059
MO Sekgametsi – Claim as a result of injury sustained while employed by SGB	200			200
ER du Rand – Injury sustained by learner at school	400			400
Nashu Vaal – Failure to pay rental fees	1,136		1,136	-
Connectpro T/A Nashua Welkom – Failure to pay rental fees	648			648
RP Majenge – Injury sustained by school learner	11,500			11,500
MM van Wyk – Injury sustained by learner at school	1,800			1,800
M Smit – Injury sustained by educator at school	-			-
NJ Phakwe/K Phakwe – Injury sustained by learner at school	400			400

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Nature of liability	Opening balance 1 April 2024	Liabilities incurred during the year	Liabilities paid / cancelled / reduced during the year	Closing balance 31 March 2025
	R'000	R'000	R'000	R'000
AK Moller – Injury sustained by learner at school	3,800			3,800
NC Nkalai/T Nkalai – Injury sustained by minor learner at school	2,350			2,350
NG Taliwe – Failure to pay correct remuneration	353			353
Carospan Nashua – Failure to pay rental fees	1,665			1,665
Sourcefin Proprietary – Damages to generators	600		600	-
MET Dhlamini – Learner that was wrongfully & unlawfully assaulted	7,300			7,300
K Jansen – Injury sustained by learner at school	350			350
AL Corbertt/NO Corbert – Alleged sexual assault at school	3,052			3,052
K Nhlapo – Damages suffered by learner at school	200			200
Lerotholi and Associated – Outstanding professional fees	254			254
Connectpro T/A Nashua Welkom – Failure to pay rental fees		274	274	-
Connectpro T/A Nashua Welkom – Failure to pay rental fees		429	429	-
TD Semunelo – Injury sustained by learner at school		5,000		5,000
P Willie – Claim for damages suffered due to alleged sexual harassment		10,572		10,572
TJ Mofokeng – Death of learner		1,625		1,625
Alarmnet Security – Failure to pay for service rendered		6	6	-
Transnet Soc Ltd – Breach of lease agreement		2,788		2,788
SA Securitisation Program (Sunlyn) - Breach of rental agreement		254		254
MM Sesele – Claiming back debt payment		125		125
Alarmnet Security – Failure to pay services rendered		12		12
TOTAL	**112,778**	**21,085**	**2,445**	**131,418**

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ANNEXURE 3

CLAIMS RECOVERABLE

Government entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2025	31/03/2024	31/03/2025	31/03/2024	31/03/2025	31/03/2024
	R'000	R'000	R'000	R'000	R'000	R'000
Department						
Government Employees Pension Fund			58	149	58	149
Department of Basic Education			2,412	5,401	2,412	5,401
Gauteng Department of Education			77	280	77	280
Correctional Services			-	25	-	25
Eastern Cape Department of Education			41	45	41	45
Kwazulu-Natal Department of Education			382	73	382	73
North-West Department of Education			-	46	-	46
Northern Cape Department of Education			464	-	464	-
Limpopo Department of Education			37	-	37	-
Free State Community Safety Roads & Transport			465	-	465	-
Mpumalanga Department of Education			136	-	136	-
Subtotal			4,072	6,019	4,072	6,019
Other Government Entities						
Fleet Management			2,376	2,377	2,376	2,377
Subtotal			2,376	2,377	2,376	2,377
TOTAL			**6,448**	**8,396**	**6,448**	**8,396**

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ANNEXURE 4
INTERGOVERNMENT PAYABLES

GOVERNMENT ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2025	31/03/2024	31/03/2025	31/03/2024	31/03/2025	31/03/2024
	R'000	R'000	R'000	R'000	R'000	R'000
DEPARTMENTS						
Current						
Free State Dept of Social Development	122	-	-	-	122	-
North-West Department of Education	66	27	-	-	66	27
DESTEA Free State	581	230	-	-	581	230
Free State Premier	198	-	-	-	198	-
South African Police Services	127	-	-	-	127	-
Northern Cape Department of Education	358	-	-	-	358	-
Limpopo Department of Education	24	-	-	-	24	-
Free State Community Safety, Roads and Transport	511			-	511	-
Free State Department of Public Works & Infrastructure			213		213	
Total Departments	**1,987**	**257**	**213**	**-**	**2,200**	**257**
OTHER GOVERNMENT ENTITIES						
Current						
Fleet Management	7,787	7,027	1,019	751	8,806	7,778
Total Other Government Entities	**7,787**	**7,027**	**1,019**	**751**	**8,806**	**7,778**
TOTAL INTERGOVERNMENT PAYABLES	**9,774**	**7,284**	**1,232**	**751**	**11,006**	**8,035**

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ANNEXURE 5
INVENTORIES

Inventories for the year ended 31 March 2025	Chemicals, Fuel, Oil, Gas, Wood & Coal R'000	Clothing material & accessories R'000	Farming Supplies R'000	Food & Food supplies R'000	Learner & Teacher support material R'000	Materials & supplies R'000	Medical supplies R'000	Other supplies R'000	Total R'000
Opening balance	-	-	3	-	(5)	-	-	8	6
Adjustments to prior year balances	-	-	-	-	-	-	-	3	3
Additions/Purchases – Cash	94	174	-	12	24,675	159	1,188	65,508	91,810
Disposals	-	-	(3)	-	-	-	-	(11)	(14)
Issues	(96)	(335)	-	(12)	(34,295)	(159)	(1,281)	(85,574)	(121,752)
Received current, not paid; (Paid current year, received prior year)	2	161	-	-	9,625	-	93	20,077	29,958
Adjustments	-	-	-	-	-	-	-	5	5
Closing balance	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**16**	**16**

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Inventories for the year ended 31 March 2024	Chemicals, Fuel, Oil, Gas, Wood & Coal R'000	Clothing material & accessories R'000	Farming supplies R'000	Food & Food supplies R'000	Learner & Teacher support material R'000	Material & supplies R'000	Medical supplies R'000	Other supplies R'000	Total R'000
Opening balance	-	-	3	-	-	-	-	13	16
Adjustments to prior year balances	-	-	-	-	(5)	-	-	-	(5)
Additions/Purchases – Cash	30	374	29	-	55,250	119	7,842	25,853	89,497
Issues	(30)	(374)	(29)	-	(55,299)	(119)	(7,842)	(25,853)	(89,546)
Received current, not paid; (Paid current year, received prior year)	-	-	-	-	49	-	-		49
Add/(Less): Adjustments	-	-	-	-	-	-	-	(5)	(5)
Closing balance	**-**	**-**	**3**	**-**	**(5)**	**-**	**-**	**8**	**6**

The adjustments to prior year balance were restated in terms of the category due to an error in the prior year (no opening balance).

ANNEXURE 6
MOVEMENT IN CAPITAL WORK IN PROGRESS

Movement in capital work in progress for the year ended 31 March 2025

	Opening balance	Current year CWIP	Ready for use (Asset Register) / Contract terminated	Closing balance
	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	1,626,295	644,558	(636,252)	1,634,601
Non-residential buildings	1,582,052	601,642	(568,369)	1,615,325
Other fixed structures	44,243	42,916	(67,883)	19,276
TOTAL	**1,626,295**	**644,558**	**(636,252)**	**1,634,601**

Movement in capital work in progress for the year ended 31 March 2024

	Opening balance	Prior period error	Current year CWIP	Ready for use (Asset Register) / Contract terminated	Closing balance
	R'000	R'000	R'000	R'000	R'000
BUILDINGS AND OTHER FIXED STRUCTURES	1,196,292	1,221	833,551	(404,769)	1,626,295
Non-residential buildings	1,186,134	1,221	748,070	(353,373)	1,582,052
Other fixed structures	10,158	-	85,481	(51,396)	44,243
TOTAL	**1,196,292**	**1,221**	**833,551**	**(404,769)**	**1,626,295**

The comparative amounts were restated due to the correction of professional fees, payable and duplications.

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ANNEXURE 7
INTERENTITY ADVANCES PAID (Note 10)

ENTITY	Confirmed balance outstanding		TOTAL	
	31/3/2025	31/03/2024	31/3/2025	31/03/2024
	R'000	R'000	R'000	R'000
PUBLIC ENTITIES				
IDT	-	3,260	-	3,260
TOTAL	**-**	**3,260**	**-**	**3,260**

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ANNEXURE 8
ADDITIONAL INFORMATION ON IMMOVABLE ASSETS

There are currently 45 operational schools on private property, mostly farm schools.

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ANNEXURE 9
ANALYSIS OF PREPAYMENTS AND ADVANCES (NOTES 10.1 and 10.2)

Name of Entity	Sector of the entity	Description of the item paid for	Classification category	Total Contract Value	Balance outstanding as at 31 March 2024	Total amount prepaid /advanced in the current year	Less: goods, services or capital assets received in the current year	Balance outstanding as at 31 March 2025
				R'000	R'000	R'000	R'000	R'000
Prepayments								
Kagiso Trust	Private	School Infrastructure	Capital assets	129,730	-	-	-	-
Kagiso Shanduka Trust	Private	School Infrastructure	Capital assets	86,500	-	-	-	-
Total prepayments					-	-	-	-
Advances								
IDT	Public	School Infrastructure	Public entities	98,922	3,260	-	(3,260)	-
DBSA	Public	School Infrastructure	Public entities	1,640,222	2,804	167,500	(170,304)	-
Total advances					**6,064**	**167,500**	**(173,564)**	-
TOTAL PREPAYMENTS AND ADVANCES					**6,064**	**167,500**	**(173,564)**	-

The closing balances for Prepayments were restated to correct a prior year error.

Unaudited supplementary information

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