

2024/2025

ANNUAL REPORT



Gauteng Department of e-Government, Research and Development



GAUTENG PROVINCE
e-GOVERNMENT
REPUBLIC OF SOUTH AFRICA



G20 SOUTH
AFRICA
2025

GGT2030
GROWING GAUTENG TOGETHER

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General Information

1. DEPARTMENT GENERAL INFORMATION

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2. LIST OF ABBREVIATIONS/ACRONYMS

AFS	Annual Financial Statement
AGSA	Auditor-General of South Africa
APP	Annual Performance Plans
AO	Accounting Officer
BBBEE	Broad Based Black Economic Empowerment
CFO	Chief Financial Officer
CMP	Contract Management Policy
CSD	Central Supplier Database
DOL	Department of Labour
DDG	Deputy Director General
DPSA	Department of Public Service and Administration
ERMP	Enterprise Risk Management Policy
EHWP	Employee Health and Wellness Programme
ESS	Employee Self Service
e-GOV	Gauteng Department of e-Government
4IR	Fourth Industrial Revolution
GPN	Gauteng Provincial Network
GCOE	Gauteng Centre of Excellence
GCR	Gauteng City Region
GDE	Gauteng Department of Education
GGT	Growing Gauteng Together
GPG	Gauteng Provincial Government
GPL	Gauteng Provincial Legislature
GPT	Gauteng Provincial Treasury

HOD	Head of Department
HR	Human Resources
IFMS	Integrated Financial Management System
IHRD	Internal Human Resource Development
ICT	Information and Communication Technology
LAN	Local Area Network
MEC	Member of Executive Council
MPSA	Minister of Public Service and Administration
MTEF	Medium Term Expenditure Framework
NT	National Treasury
NDP	National Development Plan
PFMA	Public Finance Management Act, Act 1 of 1999
PPP	Public Private Partnerships
RFQ	Request for Quotation
SAP	System Application Product
SCM	Supply Chain Management
SDIP	Service Delivery Improvement Plan
SITA	State Information Technology Agency
SLA	Service Level Agreement
SMME	Small Medium and Micro Enterprises
SMS	Senior Management Services
VOIP	Voice over Internet Protocol
WAN	Wide Area Network



3. FOREWORD BY THE MEC

Bonginkosi Dhlamini
MEC for the Department of e-Government

It gives me great pleasure to present this Annual Report reflecting on the achievements, challenges, and the strategic direction of the Department of e-Government for the financial year 2024/2025. Over this period, we have made strong progress towards our vision of building a smart Gauteng City Region that delivers quality, efficient services to all residents. Our efforts are guided by a mission to modernize government services and create a citizen-focused innovative environment driven by the Fourth Industrial Revolution (4IR) technologies.

In line with the goals of the 2019–2024 Medium-Term Strategic Framework, the Department continued to implement major programmes aimed at modernising public services and improving digital infrastructure.

One of our key initiatives, the Gauteng Provincial Network (GPN), expanded high-speed connectivity to government buildings. This improved communication between departments and supported the rollout of digital platforms for better service delivery. Connectivity also extended to public spaces like schools, libraries, clinics in townships, informal settlements, and hostels. Since launching the Gauteng Provincial Network project in 2014, over 1,200 sites have been connected. In 2024/2025 alone, 59 sites were provided with Wide Area Network (WAN) services, 42 were provided with Area Network (LAN), 84 were provided with voice over internet protocol (VOIP) and 84 sites were turned into Wi-Fi hotspots.

To enhance public safety, the provincial government continued using technology to support law enforcement. The Gauteng e-Panic button App, launched in April 2024, has been downloaded over 100,000 times.

More than 51,000 people have used it to call for help in emergencies, including car accidents, assaults, shootings, and sexual offences. Johannesburg reported the highest number of incidents, followed by Ekurhuleni and Tshwane.

We also strengthened our CCTV surveillance network through phase 3 of the project by installing 330 new cameras in townships, informal settlements, and hostels. An additional 147 cameras are being installed in Tshwane and will be completed by May 2025. This expansion follows the success of the first two phases, which saw 187 cameras deployed. In the MTSF period, 517 cameras deployed. Our partnership with Vumacam has accelerated this rollout, giving us access to 6,399 cameras -significantly boosting monitoring in high-priority areas

Alongside its focus on security, we have also made remarkable strides in ICT skills development. By the end of the 2024/2025 financial year, 12,436 individuals had benefited from various ICT training programs, well beyond the target of 12,000. This success is largely attributed to strategic partnerships with ICT institutions, including Microsoft, which have expanded the reach and scope of the program. In the MSTF period 40 456 young people have benefited from ICT skills development programme.

We have also managed to maintain and improve governance and compliance through our information security awareness programs, which provide critical information on cybersecurity detection and prevention.



GPG's ICT environment is secured by continual proactive management and monitoring of identified risks.

Despite the progress, we faced several challenges. Budget limitations and outdated infrastructure slowed the expansion of digital services. The fast pace of technological change also created a need for rapid upskilling of our staff.

Other challenges included cyber threats, backlogs in service delivery, and reliance on older systems, which exposed weaknesses in our digital infrastructure. These issues highlighted the urgent need for a cohesive ICT system and stronger governance across all institutions in the Gauteng City Region (GCR).

As I conclude, I wish to acknowledge and thank the Head of Department Ms Masabata Mutlaneng, executive management, and all employees of the Department for their unwavering dedication and professionalism. Your commitment to the values of Excellence, Growth, Openness, and Value for Money remains the cornerstone of our success.

Mr. Bonginkosi Dhlamini

**MEC – Gauteng Department of e-Government,
Research and Development**



4. REPORT OF THE ACCOUNTING OFFICER

Ms Masabata Mutlaneng | Head of Department

4.1 Overview of the operations of the department:

The Department was mandated to realise ICT-enabled public service delivery that offers opportunities to improve efficiency and access to public services; develop the transparency and accountability of the Gauteng Provincial Government (GPG) and empower citizens of the province to better participate in the decision-making processes that affect their experience of government.

National Development Plan (NDP) 2030 states that ICT is a critical enabler of economic activity in an increasingly networked world, and as such can contribute to economic development by improving productivity and efficiency through enhanced communication and information flows.

During the period of review, the Department has outlined its achievements and challenges through this annual report across various aspects of our operations. The operations of the department are aligned with the following provincial priorities that are outlined in the Growing Gauteng Together 2030 plan:

- Economy, Jobs, and Infrastructure
- Education, Skills Revolution and Health
- A capable, ethical, and Developmental state

Economy, Jobs and Infrastructure

During the year under review the Department has faced a difficult task of managing its operations in an economy where there has been sluggish economic growth, and high unemployment particularly among the youth. The Department had to review and reduce its existing expenditure during the budget adjustment and leverage on existing partnerships to try to do more with less. The rollout of infrastructure programmes are key to improving service delivery and job creation.

We have continued to make investments in the rollout of the Gauteng Provincial network intended to contribute towards modernization of ICT infrastructure. The Department has built and maintained 10 core connectivity nodes across 5 regions in the province's core network. During 2024/25, four core network nodes have been upgraded to accommodate the expansion of Broadband Capacity and connectivity in the Gauteng City Region. Rolling out broadband infrastructure is essential to support the township economy and expanding the infrastructure will reduce connectivity costs. While some townships have access to free wi-fi, the department aims to ensure that public and businesses in township sites have access to free wi-fi in the key identified priority townships.

The Gauteng Department of e-Government is committed to supporting the township economy and

vulnerable groups. The Department has also set a target of 68% procurement spend of Requests for Quotations (RFQs) below R1 000 000 on the township economy.

The Department directed 58% of its procurement budget for RFQs below R1 000 000 towards the township economy. Additionally, 1% of the procurement budget was spent on companies owned by people with disabilities, while 43% was allocated to companies owned by women. Overall, procurement spending across all groups underachieved targets, mainly due to minimal spending in the first and fourth quarters of the year and ongoing budget constraints.

In October 2023, the Department of Public Service and Administration (DPSA) issued a directive on the implementation of control measures aimed at assisting executive authorities in managing fiscal sustainability during the process of creating and filling vacant posts in departments. (Circular 49 of 2023). This was issued because of the financial pressures that government departments were facing because of the public sector wage agreement. The implications of this circular have continued into 2024/25 financial year. The Department has faced a lot of difficulty has not achieved its 92% target for filled posts as at the end of the financial year only 85% was met.

Education, Skills Revolution and Health

To realise the outcome of Education, Skills Revolution and Health, the Department has provided training to 4 434 GPG staff, support and 12

394 citizens benefited from ICT skills development programmes offered during the 2024/25 year. The skills programmes are offered to citizens with the aim of combating technological illiteracy and to mitigate ICT skills shortage. We have overachieved on our initiative to support 200 previously disadvantaged ICT entrepreneurs as of the end of the year we supported 217 ICT entrepreneurs.

The Department established the Youth Tech Expo programme in 2022, which aims to facilitate skills development among the youth to reduce the youth unemployment in TISH areas. The Department continued to collaborate with the private sector, the public sector and non-governmental organizations to implement its youth ICT skills development programme and initiative, Youth Tech Expo.

A Capable Ethical and Developmental State

During the fourth quarter, the resource management unit introduced the Change Management and Digital Transformation Programme. This initiative is designed to empower and equip employees with the knowledge, skills and tools necessary to effectively navigate and lead organizational change.

The Department remains committed to advancing digital transformation by building and maintaining platforms that connect citizens to government services more efficiently with transparency. We have continued to enable access through digital tools such as the Gauteng Digital platform, which is a portal for a wide range of government services, the USSD Service channel where services are accessed



via a mobile phone without internet, and the Gauteng Marketplace which connects SMME's to government procurement opportunities.

4.2 Overview of the financial results of the Department:

➤ 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
Tax Receipts	-	-	-	-	-	-
Casino taxes	-	-	-	-	-	-
Horse racing taxes	-	-	-	-	-	-
Liquor licences	-	-	-	-	-	-
Motor vehicle licences	-	-	-	-	-	-
Sales of goods and services other than capital assets	509	509	-	735	501	234
Transfers received	-	-	-	-	-	-
Fines, penalties and forfeits	-	-	-	-	77	(77)
Interest, dividends and rent on land	3	3	-	16	-	16
Sale of capital assets	42	42	-	-	-	-
Financial transactions in assets and liabilities	311	732	(421)	61	349	(288)
Total	865	1,286	(421)	812	927	(115)

The Departmental revenue is made up of:

- sales of goods and services other than capital assets which comprises.
 - ✓ Parking fees,
 - ✓ Commission on garnishees,
- Interest on outstanding debts, and
- Financial transactions in assets and liabilities (receipts of previous years' expenditure).

Bad debts written off.

- An amount of R 6,736 was reported as bad debts written off.

Reasons for under collection of Sales of goods and services other than capital assets is mainly due to:

- Non-collection of gym fees because of temporary closure of the gym facilities.
- The automation of tender documentation has rendered this revenue stream obsolete.

Reasons for over collection of financial transactions in assets and liabilities is mainly due to:

- The recovery of the previous financial year's debt owed by staff resulting from non-contractual obligations under financial transaction in asset and liabilities.

4.3 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	311,990	306,375	5,615	281,127	281,127	-
Information Communications Technology (ICT)	1,380,160	1,320,102	60,058	1,332,961	1,324,991	7,970
Human Resources Services	138,573	134,128	4,445	140,114	140,072	42
Total	1,830,723	1,760,605	70,118	1,754,202	1,746,190	8,012

Reasons for under/ (over) expenditure.

- ✓ Compensation of Employees is due to funded vacant posts
- ✓ Goods and services is a result of invoices that were received after the cut-off payment date.

4.4 Virements/roll overs

Programme Name	Adjustment Appropriation	Actual Expenditure	Shifts and Virements	Final Appropriation
	R'000	R'000	R'000	R'000
Administration	306,144	306,375	5,846	311,990
Information Communications Technology (ICT)	1,385,678	1,320,102	(5,518)	1,380,160
Human Resources Services	138,901	134,128	(328)	138,573
Total	1,830,723	1,760,605	-	1,830,723

Reason for the virement

Programme 1: Administration

The programme received R5,722 million from Programme 2: ICT Shared Services under Goods and Services and R328,000 from Programme 3: Human Resource Services under Goods and Services to cater for the following projects.

- ✓ R3.050 million – Communication Costs: Airtime and Data.
- ✓ R3 million – Community Outreach Programmes of the Department.

Programme 2: ICT Shared Services

The programme received R204,123 from Programme 1: Administration under Machinery and Equipment to defray overspending under Machinery and Equipment.

4.4.1 Rollovers

The department did not apply for rollover.

4.5 Reasons for unauthorised, fruitless and wasteful expenditure and the amounts involved as well as steps taken to address and prevent a recurrence.

The Department has not incurred any new irregular, unauthorised and wasteful expenditure in the period under review.

4.6 Strategic focus over the short to medium term period

The strategic focus has been supporting the GGT2030 priorities and the Departmental outcomes.

4.7 Public Private Partnerships

The Department has not concluded any PPP arrangements in the year under review.

4.8 Discontinued key activities / activities to be discontinued

There are no key activities to be discontinued.

4.9 New or proposed key activities

The Department continues to ensure alignment of its strategic and annual performance plans to the mandate.

4.10 Supply chain management

There were no unsolicited proposals concluded for the year under review. The Department ensured compliance with all Supply Chain Management policies, programs and regulations. The Department continued to implement controls in line with National Treasury and Gauteng Provincial Treasury contract management framework.

4.11 Gifts and Donations received in kind from nonrelated parties

STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED			
		2024/25	2023/24
NAME OF ORGANISATION	NATURE OF GIFT, DONATION OR SPONSORSHIP	R'000	R'000
Received in kind			
Sponsorships			
Huawei Technologies Co, LTD	Sponsorship for officials to attend training Programme hosted in China	180	0
Open text South Africa	Meeting hosting sponsorship	20	0
TOTAL GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED		200	-

4.12 Exemptions and deviations received from the National Treasury

None

4.13 Events after the reporting date

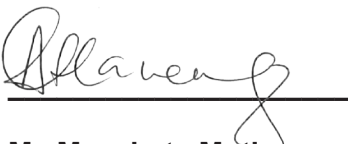
None

4.14 Other

None

4.15 Acknowledgement/s or Appreciation

I would like to express my gratitude to the current MEC for e-Government, Research and Development Honourable, MEC Bonginkosi Dhlamini for his guidance, leadership and support throughout the financial year. My appreciation also goes out to the staff members of the Department who, through sheer dedication, have demonstrated their commitment to excellence in the public service.



Ms Masabata Mutlaneng

Accounting Officer

Department of e-Government, Research and Development



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

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

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

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

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

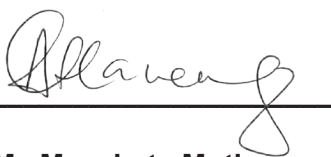
The Annual Financial Statements (Part F) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.

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

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

The external auditors are engaged to express an independent opinion on the annual financial statements. In my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the department for the financial year ended 31 March 2024/25.

Yours faithfully



Ms Masabata Mutlaneng

Accounting Officer

Department of e-Government, Research and Development

6. STRATEGIC OVERVIEW

6.1 Vision

A smart Gauteng City Region that provides efficient quality services to citizens.

6.2 Mission

To modernise government services and foster the implementation of a citizen centric innovation ecosystem that stimulates sustainable economic growth through transformative 4IR technologies.

6.3 Values

Excellence: To incrementally, systematically and consistently enhance frontline service delivery;

Growth: To constantly innovate and seek new opportunities

Openness: To be customer centric and thrive to improve high levels of service to the public

Value for Money: to provide services at costs affordable to the citizens of Gauteng

7. LEGISLATIVE AND OTHER MANDATES

The Gauteng Department of e-Government derives its mandate from the following national legislations:

The Constitution of the Republic of South Africa (Act 108 of 1996)

The mandate of and environment within which the Department operates is defined within Sections 125 and Sections 195 of the Constitution.

Public Service Regulations

The Public Service Act and Chapter 6 of the Public Service Regulations (PSR) related to Information Management and Electronic Government regulates the acquisition, management and use of information and communication technology resources, and enhances direct or indirect service delivery to the public; improves the productivity and cost efficiency for the Department.

In addition, the Public Service Regulations sets information security standards that promotes information security vigilance, incident reporting, corrective measures in case of non-compliance as well as minimum interoperability standards for interconnectivity, data integration and information access.

The Department utilised the above provisions in the regulatory framework for information and cybersecurity prevention, the rollout of GPN as well as the acquisition of ICT related infrastructure. The framework aims to institutionalise Corporate Governance of ICT as an integral part of corporate governance within Departments.

Electronic Communications and Transactions Act, 2002 (Act No. 25 of 2002)

The purpose of the Act is to provide for the facilitation and regulation of electronic communications and transactions; the development of a national e-strategy for the Republic; promote universal access to electronic communications and transactions and the use of electronic transactions by Small, Medium and Micro-sized Enterprises (SMMEs); provide for human resource development in electronic transactions; prevent abuse of information systems; encourage the use of e-Government services; and provide for matters connected therewith.

Electronic Communications Act, 2005

The purpose of the Act is to promote convergence in the broadcasting, signal distribution and telecommunications sectors and provide the legal framework for convergence of these sectors; make new provision for the regulation of electronic communications services, electronic communications network services and broadcasting services; provide for the granting of new licences and new social obligations; provide for the control of the radio frequency spectrum; provide for the continued existence of the Universal Service Agency and the Universal Service Fund; and provide for matters incidental thereto.

National Integrated ICT Policy White Paper of 2016

This White Paper outlines the overarching policy framework for the transformation of South Africa into an inclusive and innovative digital and knowledge society. It reinforces and extends existing strategies such as South Africa Connect, the national broadband policy, the National Cybersecurity Policy Framework, 2012 and the National Information Society and Development Plan

Prevention and Combating of Corrupt Activities Act, 2004

The Prevention and Combating of Corrupt Activities Act makes corruption a crime. It covers anyone working for government (such as Ministers, Department staff,

and the police) and people outside of government (like someone working for a business).

SA Connect (Policy and Plan)

This national broadband policy and the associated strategy and plan is called South Africa Connect. The purpose of this policy is to provide a vision and long-term strategy that can be implemented immediately to catalyse broadband connectivity in South Africa.

Provincial Legislation

Gauteng Growth and Development Strategy

The Gauteng Growth and Development Strategy directed the Gauteng Department of e-Government to work towards “An inclusive and sustainable Gauteng City-Region that promotes a developmental and equitable society”. It is envisaged that the Gauteng economy will need to shift, as rapidly as possible, to an endogenous economic growth trajectory based primarily on innovation green growth and inclusivity, an inclusive economy depends on the accessibility, connectivity and interaction made possible by infrastructure investments that are strategic, including the rollout of Broadband and the development of e-Services.

Also, the Gauteng Region Economic Development Plan 2015-2020 seeks to unlock the potential of ICT industry to promote SMME development and township revitalisation. The Department contributes to the GDP Strategy by extending ICT connectivity to all provincial government sites.

Governance of ICT Policy Framework

Maps out how governance of ICT within government entities is to be applied, structured, and implemented. Provincially, the Department aligned to the national frameworks through the development and approval of the key frameworks that enable the province to comply with the legislative prescripts.



GCR ICT Norms and Standards

The implementation of GCR ICT Norms and Standards addresses the use of disparate ICT systems, processes, and solutions within the GCR. Through the implementation of the Norms and Standards the Department of e-Government is enabled to facilitate the standardisation of ICT projects, initiatives, and solutions in the GCR. This is further articulated in the Master Systems Plan Framework, that enables the GCR to leverage economies of scale to reduce duplication of business processes, systems, and resources

GCR Information Communications Technology (ICT) Continuity Management Framework

The ICT Continuity Management Framework enables GCR entities to align their ICT Continuity Management arrangements to be more resilient to potential disruptions. The result of implementing the GCR ICT Continuity Management Framework is that all GCR entities have a consistent mature ICT continuity plan which, leads to the full recovery of services during and after a service disruption or disaster.

Good Governance Legislative Responsibilities

The Department is bound by the **Public Finance Management Act, (Act 1 of 1999), as amended**, to ensure that all revenue, expenditure, assets, and liabilities are managed efficiently and effectively. As part of good governance, financial management responsibilities have been entrusted to accounting officers within the Department and thus obliged to comply with the Provincial Treasury Regulations in preparation of annual budgets, management of financial systems, procedures to manage risks and internal controls.

The Skills Development Act, 1998 (Act No. 97 of 1998), as amended, allows the Department to provide an institutional framework to devise and implement national, sectoral and workplace strategies to develop and improve the skills of its employees. These strategies must be integrated into the National Qualifications Framework contemplated in the South African Qualifications Authority Act, 1995. In this regard, the Department formulated a Skills Development Plan and continuously embarks on upgrading employee skills.

The **Promotion of Access to Information Act, 2000 (Act No. 2 of 2000)** compels the Department to provide access to information that it possesses, to anyone who requires such information to exercise or protect any of her or his rights. The Act is in line with the provision of Section 32(1)(a) of the Constitution which states that everyone has the right of access to

any information held by the State, and Section 32(1)(b) which provides for the horizontal application of the right of access to information held by another person to everyone, when such information is required for the exercise or protection of any rights. The Department has appointed a Deputy Information Officers to address queries related to requests for information. This is to ensure transparency and accountability is promoted and respected by the Department.

The Batho Pele White Paper, 1997 is based on eight transformation principles. The Department recognised that transforming its service delivery is important in guaranteeing that the basic needs of citizens in Gauteng are met, and, as such, set out to be more effective in improving its service delivery programmes which are aligned to the principle of redirecting resources to groups that were previously under-resourced; defining service standards with defined outputs, targets and performance indicators; human resource and organisational capacity development to support service delivery needs; seeking potential partnerships with the private sector, non-governmental organisations and community-based organisations; and the development of customer care services that is sensitive to issues of race, gender and disability.

The Department recognises that everyone has the right to administrative action that is lawful, reasonable, and procedurally fair, as is provided for in the **Promotion of Administrative Justice Act, 2000 (Act No. 3 of 2000)**. The Department strives to ensure compliance with the legislation.

Prevention and Combating of Corrupt Activities Act, 2004

The National Development Plan 2030 (NDP) boldly states that the vision for South Africa in 2030 is a country that has 'zero tolerance for corruption. The plan states that key to fighting corruption is building a resilient anti-corruption system that ensures that public servants are accountable and responsible, and that the public service is transparent and responsive.

The Department of e-Government has developed a policy that enforces zero-tolerance for fraud, corruption, theft, maladministration, or any other dishonest activities of a similar nature. In addition, these will be investigated and followed up by the application of all remedies available within the full extent of the law. Appropriate prevention and detection controls will be applied. These include the controls and checking mechanisms as prescribed in existing policies, procedures, and other relevant

prescripts to the activities of the GPG, and systems of internal control.

The Protection of Personal Information Act, Act 4 of 2013,

The Protection of Personal Information Act (POPI Act) outlines the lawful processing of the personal information of citizens. The POPI Act provides conditions for the handling of this personal information and is important because it protects the personal data of our citizens. The Department has developed the provincial Big Data strategy that aims to manage the challenges of security, privacy protection and the ethical use of provincial data.

Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993, as amended (COIDA)

The Compensation for Occupational Injuries and Diseases Act (COIDA) is intended to assist workers that have been injured at work or who have contracted a disease (schedule 3 of COIDA Act) at work. COIDA (Compensation for Occupational Injuries and Diseases) is a government body.

The objectives of the Compensation for **Occupational Injuries and Diseases Act 130 of 1993** intends: to provide for compensation for disablement caused by occupational injuries or diseases sustained or contracted by employees in the course of their employment, or for death resulting from such injuries or diseases; and to provide for matters connected therewith.

According to the Act, workers who suffer from a work-related disease or injury, have the following rights:

- The right to full free medical attention, including free transport to the hospital.
- Compensation for loss of income due to workplace injury or disease (temporary disability).
- Compensation for permanent loss of normal body functioning following a workplace injury or disease (permanent disability).
- Benefits payable to family in the case of the death of a worker due to workplace injury or disease.
- Increased compensation should the cause of the workplace injury or disease has arisen out of negligence on the part of the employer or fellow employee.
- Compensation is also payable if the workplace injury or disease was caused by a third party but arose during the course of the duties of the employee.

ORGANIZATIONAL STRUCTURE



Bonginkosi Dhlamini

MEC of e-Government



Masabata Mutlaneng

Head of Department e-Government



Dineo Molefe

Acting
Chief Risk
Officer



Devante Maphari

Acting
Deputy Director
General
(ICTSS)



Papama Ntsadu

Director
(Office of
the HOD)



Jabulani Malobane

Chief
Director
(HRS)



Phelokazi Ntanjana

Deputy Director
General
(Corporate
Management)



Masibolekwe Ndimma

Acting Chief
Financial
Officer



Linda Canca

Chief
Director
(Applications)



Devante Maphari

Chief
Director
(Business
Alignment)



Max Ludwig

Chief
Director
(ICT
Infrastructure)



Rendani Mutheiwana

Chief
Director
(Strategy
Management)



Nhlanhla Cebekhulu

Chief
Director
(Communications)



Nomsa Makhubele

Chief
Director
(Resource
Management)



Performance Management

Part B



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 are concluded 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 132 to 140 of the Report of the Auditor-General, published as Part E: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

The 2024/25 financial year, the Department continued to focus on efforts to improve the lives of citizens, particularly in the identified priority Townships, Informal sector and Hostels. The Department has continued to use technology to fight against crime.

The medium-term economic growth forecast for South Africa was projected from 0.8 to 1.6 percent from 2023 to 2025 by the International Monetary Fund. The National Treasury had forecasted real GDP growth of 0.8 per cent in 2023. Growth is projected to average 1.4 per cent from 2024 to 2026. South African economy expanded by 0.6% in 2024, and the annual real GDP was 1,6% higher in 2024 than the level recorded during the COVID-19 pandemic in 2019.

Several structural constraints such as low productivity in various industries have impeded economic growth. For several years electricity, supply challenges have constrained South Africa's growth for many years.

During most of 2024 the reliability and availability of electricity has improved, although during the early months of 2025, there were brief power cuts. Despite the improvement in the stability of electricity supply the economy only expanded by 0.6% during 2024.

The Stats SA Quarterly Labour Force Survey revealed that employment increased by 294 000 in the third quarter of 2024 following a decrease of 92 000 in the second quarter. During the third quarter the official unemployment rate decreased by 1.4 percent to 32.1%. Gauteng and KZN provinces recorded decreases in employment, whereas Eastern Cape, Western Cape and the Northwest recorded the largest increases in employment. Most of the employment gains were recorded in Community and Social services, Construction and Trade whereas the largest employment losses were recorded in Finance and private households.

During 2024 the Director General of the DPSA issued a circular on the implementation of the Public Service Charter which aims to promote a citizen centric approach to building trust between government and citizens. The purpose was to emphasize the importance of implementing the approved revised Batho Pele Revitalization Strategy. The revised Batho Pele strategy has five pillars that contribute to government's efforts in building a capable, ethical and developmental state as outlined in priority one of the National Development plan.

The five pillars which are interconnected are outlined below:

1. Building the capacity of the State and learning from previous and current Batho Pele implementation practices.
2. Developing Batho Pele standards and communication approaches through engagement with various stakeholders.
3. Ensuring compliance through effective monitoring tools.
4. Reinforcing Batho Pele standards.
5. Providing redress for citizens in line with the government's constitutional obligations

The Department of e-Government Service offering is mainly to ICT support the Gauteng provincial government and it has a service charter which outlines the mandate, service standards, the services it provides and the service points which are accessible to everyone.

ICT trends in 2024

According to the State of the ICT sector in South Africa ICASA report it shows that the telecoms sector recorded a revenue growth of R232 billion in 2024 in comparison to 2023 where revenue growth was

at R208 billion. The increase has been attributed to increased internet penetration and the rollout of 4G and 5G networks to support digital services. There was also a growth in demand for broadband services due to growth in e-commerce and remote working. Remote work has continued post Covid during 2024, although some organizations have called for staff to return to the office.

Overall coverage of 5G is at 46.54% and South African mobile network operators have been increasing their 5G network deployment. National 3G coverage has reached 99.79% with 4G coverage at 99.07%. Despite the increase in access coverage there are still several remote and underserved areas where internet access is unavailable. Therefore, there is an ongoing need for investment and development so that more citizens can participate in the digital economy.

The Department has continued to implement phase 3 of the Gauteng Provincial network project towards the expansion of the rollout of connectivity in the

province. An additional 84 Public Wi-Fi Hotspots have been provided in the TISH areas. This investment is towards ensuring that less privileged communities are not left behind in the digital transformation agenda.

The ICASA report indicates that there has been a 7.46% increase in mobile cellular subscriptions during 2024 which brings the total to 116.8 million. Fixed broadband subscriptions have improved from 1.4 million to 2.7 million due to the implementation of fibre-optic solutions. In 2025 the fixed broadband speeds average 48.51 mbps which places South Africa at a global rank of 52nd. In terms of mobile broadband speeds, South Africa is placed in global rankings at 61 place.

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
Information Communication Technology (ICT): Expand the current GPN network	Gauteng City Region (GCR) Citizens; Businesses and Government	191 sites provided with WAN.	160 sites provided with WAN	59 sites provided with WAN
		240 sites provided with LAN.	120 sites provided with LAN	42 sites provided with LAN
		174 sites provided with voice over internet protocol (VOIP)	100 sites provided with voice over internet protocol (VOIP)	84 sites provided with voice over internet protocol (VOIP)
		246 Wi-Fi hotspots provided.	150 WIFI hotspots provided	84 Wi-Fi hotspots provided
		2 core network nodes upgraded.	2 core network nodes upgraded	4 core network nodes upgraded

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

Current/actual arrangements	Desired arrangements	Actual achievements
One (1) Quarterly Service Level Agreement (SLA) Performance Review Meetings with 14 Gauteng Provincial Government Departments.	One (1) Quarterly Service Level Agreement (SLA) Performance Review Meetings with 14 Gauteng Provincial Government Departments.	One (1) Quarterly Service Level Agreement (SLA) Performance Review Meetings with 14 Gauteng Provincial Government Departments.

Service delivery information tool

Current/actual information tools	Desired information tools	Actual achievements
One (1) approved Service Charter 2024-2025 displayed at the Gauteng Department of e-Government offices at Imbumba House; 75 Fox Street; Johannesburg; 2001 and on intranet.	One (1) approved Service Charter 2024-2025 displayed at the Gauteng Department of e-Government offices at Imbumba House; 75 Fox Street; Johannesburg; 2001 and on intranet.	One (1) approved Service Charter 2024-2025 displayed at the Gauteng Department of e-Government offices at Imbumba House; 75 Fox Street; Johannesburg; 2001 and on intranet.

Complaints mechanism

Current/actual complaints mechanism	Desired complaints mechanism	Actual achievements
GPG-wide complaint management CRM System	GPG-wide complaint management CRM System	Received = 526 (100%) Resolved = 493 (94%) Escalated = 33 (6%)

2.3 Organisational environment

The Department is still operating on an interim organizational structure approved in August 2017, to ensure that the Department delivers on its current key strategic objectives. During 2021 the Department embarked on an exercise to review and redesign its operational delivery model to ensure that it has adequate capacity to deliver on its strategic priorities and to take its mandate forward. This project formed the basis for diagnosing where and how the Department needed to focus its activities.

The final structure was expected to be approved during the 6th administration, unfortunately, due to the fiscal strain the government finds itself, Department of Treasury could not confirm budget availability to fund the structure.

While the Department has been able to perform with the Interim structure, it faces challenges in the delivery on targets relating to the Gauteng Growth and Digitisation Strategy, which requires specialized skills which were not considered when the interim structure was approved. Further engagements are ongoing to further review and to fund the structure.

The total staff establishment for the 2024/25 financial year was 891 positions and 760 filled posts, which equates to 85% of funded positions filled. The target of 92% funded positions filled was not achieved due to cost containment measures outlined on circular 20 of 2024 delayed the advertising and filing of positions throughout the year and this has impacted on other targets towards employment of additional youth and persons with disability. Regulation 40(c)

of the public services regulations requires that job evaluations are conducted for every vacant post prior to advertisement.

During the year under review, the Department has been operating on a Hybrid work setup which is guided by the Hybrid work arrangements policy. The landscape of work has evolved since the covid pandemic as remote work presents an opportunity to enhance our agility and resilience. Service delivery remains seamless and efficient citizen centric regardless of where we work from. The Department has invested in various digital platforms that facilitated collaboration, secure communication and real time service management.

The Department's financial expenditure was 99% at the end of the financial year. 99% of supplier invoices were paid within 15 days of receipt and 100% of payments were made within 30 days. The target of 100% payment within 15 days was not achieved due to service providers' banking details not being active on CSD, service providers' tax non-compliance and late submission of documents by end-users. To mitigate this challenge the department continued to improve the compliance monitoring of invoices by communication of the approved Instruction Note on payments made within 15 days issued to the Department.

At the start of the financial year the target was to pay suppliers within 10 days of receipt of invoices but due to ongoing late submission of payment packs during the revision of the Annual Performance plan this target was increased to payments within 15 days and there was an improvement in the rate of compliance during the third and fourth quarter.

The Department's performance on non-financial performance information was above 50% at the start of the financial year and slightly improved to 63% as at the end of the fourth quarter. The 2023/24 performance had followed a similar pattern to the current year under review in both cases the performance peaked only in the third quarter. The areas of underachievement have remained consistent across the two programmes which are Administration and ICT Shared Services. Overall, the Departmental achievement against the predetermined objectives planned targets remains a key concern.

The Department has a Gender mainstreaming policy to provide guidelines to assist and enhance the awareness on issues regarding equality between women and men. One of the objectives of the Gender mainstreaming policy is to ensure that a gender perspective is considered in the development and implementation of policies.

The indicator which tracks the percentage of procurement spend on women owned business target is set at 60% for the 2024/25 financial year. The achievement of this target supports the policy's objective which is to assist women to access business opportunities in the ICT sector.

As at 28 February 2025 the department has employed 4.33% of Persons with disabilities. Of the 4.33%, 5 employees are at middle management and one at senior management level. The Department has consistently achieved a 4% average and continues to encourage employees to disclose their disabilities status. However, in the 2024/25 financial year the target of 5% has not been achieved because of the delays in advertising and filling of vacant positions due to cost containment circular issued by DPSA.

In alignment with the Office of the Premier's directive to achieve a 7% employment rate for people with disabilities in the 2025/26 financial year the Department plans to advance its efforts through collaboration with skills development and hosting partners and strategic partnerships with institutions of higher learning.

2.4 Key policy developments and legislative changes

There have been no key policy developments and legislative changes

3. ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

2024/2025 was the last year of the implementation of the 2020/2025 Strategic Plan which was aligned with the following priorities that are outlined in the GGT2030 plan:

- Economy, Jobs, and Infrastructure
- Education, Skills Revolution and Health
- A capable, ethical, and Developed

The Department supports the GGT2023 plan through the following five outcomes as outlined in the Strategic Plan:

- Modernised Provincial ICT Infrastructure with connectivity.
- Provincial services on the Digital Platform
- Provincial ICT oversight and governance
- ICT solutions advocacy and communication facilitated.
- ICT industry and skills development stimulated.

The Department of e-Government, Research and Development has continued with the following impact statement, which it seeks to see realised in the service delivery environment.

Impact Statement	Modernise government services and foster the implementation of a citizen centric innovation ecosystem that stimulates sustainable growth through transformative 4IR technologies by 2024.
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The 2019 - 2024 Medium Term Strategic Framework covered the term of the 6th Administration; it outlined the implementation plan for the National Development Plan. The MTSF was built on three pillars which are, a strong and inclusive economy, capable South Africans and a capable developmental state.

The section below outlines the significant achievements regarding the contribution toward the 2019-24 Medium Term Strategic Framework and the Provincial Growth and Development Strategy. The GGT2030 has embedded the Medium-Term Strategic Framework for the province.

3.1 Modernised provincial ICT infrastructure and connectivity

The first outcome outlined in the Strategic Plan

intention at the start of the term was to ensure that there will be adequate ICT infrastructure for modernisation. Expansion of the Gauteng Provincial Network through WAN connectivity continued during the year under review.

Gauteng Provincial Network

The rollout comprised provision of Wide Area Network to 1321 sites cumulatively which were in schools, clinics, courts and libraries. 764 sites were provided with Local Area Network (LAN). All 10 core network nodes have been upgraded, of which 4 were upgraded during the year under review. Cumulatively 134 wi-fi hotspots were connected. Cumulatively 453 sites were provided with voice over internet protocol rollout to reduce the cost of telephony.

The 16 SMMEs contracted under the Gauteng Provincial Network project have provided services in the following regions; Johannesburg, Westrand, Tshwane, Ekurhuleni and Sedibeng. 50% of these SMMEs have over 50% ownership by women.

The following challenges have affected the roll out of GPN:

- Limited access to school and health facilities remains a challenge, access is granted after hours and weekends.
- Limited human resources to quality assure the ATP, had a direct impact on approval of sites.
- The notice to proceed (NTP) documents were pending from client departments and there were delays on signing of site design(SDD) documents during most of the 2024/25 financial year.
- In addition, load reduction or no power in some areas at time affected the configuration and quality assurance processes.

Data Storage

The Department established the GPG FMDC to consolidate GPG infrastructure, applications and data to reduce the cost of ICT infrastructure in the province. All 14 GPG departments and four entities were migrated to the FMDC and data stored in the Azure cloud. The availability of the Fully Managed Data Center was maintained at a service level of 98.50% and the actual availability has consistently been at 100%.

Cybersecurity

To protect GPG from cyber-attacks, the Department established a provincial Security Operations Centre. It has also adhered to the Public Service Regulations with regards to Information Security standards for information and Cybersecurity prevention. The Department conducted an evaluation on the GPG-wide training on Information Security through the Awareness programme. One of the findings from the study revealed the following:

- Most respondents believed that ongoing training is essential for organizations to respond to cybersecurity threats effectively. They felt that the absence of employee education and reminders regarding these threats poses a significant risk for any organization with an online presence. Additionally, they agreed that cybersecurity awareness training helps cultivate a security-conscious culture, enabling employees to better protect organizational data and systems.

One of the draw backs that were identified during the study was the poor attendance by employees and some of the recommendations to address this was to make the training more interactive and that the training should accommodate different learning styles.

ESS Usage

The rollout of the Employee Self Service modules throughout the Gauteng Provincial Government assists the province in modernizing Human Resource business processes by providing ESS and promoting optimal utilization and moving away from manual cumbersome processes. Cumulatively total of 76 entities amongst the 14 Departments. During the year under review 19 health entities were earmarked for the rollout of ESS however these plans were affected because the roll out was stopped due to the requirement to enhance the e-PMDS module component in line with

DPSA standards.

Although there were many engagements and business requirements were updated unfortunately the completion of the system enhancement took longer than planned. Towards the end of the financial year the Enterprise Resource Planning developers were still working on the enhancement of the e-PMDS system to align with the DPSA policy standards and OOP Directive issued in 2019.

Fighting Crime using Technology

As at the end of March 2025, there were 115 200 active users of the e-Panic solution. The total number of private medical callouts was 34,254, with 14,893 dispatched private medicals and 9,041 dispatched private security. The total number of GPG security callouts was 357. The number of e-panic buttons downloaded indicator was only added to the APP during the revision period.

During the budget adjustment period, the Department had requested additional budget toward the deployment of manual e-panic buttons however, due to limited funds the request did not materialise and the 40 000 planned target for the 2024/25 year was not achieved.

In the previous financial year the Department has rolled out 187 CCTV cameras in the five corridors of the province. The cameras were added to the interim command center at 75 Fox for monitoring. A further 330 cameras have been rolled during the 2024/25 financial year. A further 136 cameras were deployed but finalised late these will be reported in the next financial year.

3.2 Provincial services on the Digital Platform

The Department has continued to integrate and provide access to government services and applications for the Gauteng City Region on the digital platform. A total of 84 e-Services have been developed and 84 e-Services were tested during the 6th Administration. The Department is on track to ensure that all identified e-Services business processes are modernized and digitised. These e-Services were promoted on digital and social media platforms and through the MEC roadshows such as the Youth Tech Expo. e-Services solutions were implemented as per request from the client departments. The e-Services functionality was also tested to ensure that the usability meets the requirements.

3.3 Provincial ICT oversight and governance

To ensure effective ICT governance in the province several strategies, norms and standards were developed. The Department has also continued to maintain and improve governance and compliance through the governance structures that have been established over the years. Cumulatively the Department also developed 13 ICT life cycle

roadmaps, 19 standards and 6 ICT policies have been developed the achievement constitutes 100% achievement of targets.

e-Waste strategy

The province has adopted the e-Waste Management Strategy to address environmental challenges of electrical and electronic wastes, also to manage the departmental e-waste, stimulate new entrepreneurs within the sector and create awareness to the public.

During the year under review, the strategy was reviewed and several internal and external consultations took place with key stakeholders and the inputs provided have strengthened the strategy.

The Department further conducted an audit of the state of e-waste in the provincial departments to determine the quality and quantity of electronic equipment to be disposed and in addition the Electric and Electronic Waste management policy was also reviewed.

3.4 ICT solutions advocacy and communication facilitated

Ongoing efforts to create awareness of e-services remain the focus of the Department because awareness improves the uptake of e-Services across the province. The Department continues to market its brand and services not only to citizens but internally within GPG as well.

During the period under review 78 awareness campaigns on e-Services have been conducted in person through face-to-face campaigns as well on digital and social media platforms. In the period under review the Department conducted 89 advocacy workshops in GPG department and entities on ESS and e-PMDS modules.

The Department has implemented a Youth Tech Expo programme. The Youth Tech Expo has provided a platform for youth empowerment through internships, youth employment, ICT skills development and business opportunities. This programme has been held in the 5 corridors of the province and is attended by youth, women and people with disabilities within the communities.

The application of ICTs in academic research has grown steadily over the years in both developing and developed countries and the most straightforward

use of ICT in research are in data processing. The Department has continued to conduct regular client surveys to ascertain the needs and discomfort of citizens with the existing e-service regime to better serve their needs. To date 40 primary research studies have been conducted and 21 desktop research studies on ICT related services.

3.5 ICT industry and skills development stimulated.

The Department provides various online training programmes to youth and GPG staff. This ensured that ICT entrepreneurs were supported; and employees are fully capable of utilising existing technology more efficiently and effectively to provide government services to the citizens of the province. A total of 40 456 people have benefitted from ICT skills development programmes which have taken place in the following areas: Tshwane, Ekurhuleni, West Rand, Sedibeng and Johannesburg. The Department also placed 288 youths for experiential learning through partnerships.

In the 2024/2025 financial year attendance of participants in the skills programmes has been low but the Department is embarking on several initiatives to increase attendance. A total 22 836 GPG staff who registered underwent an online ICT training programme.

760 previously disadvantaged ICT entrepreneurs were supported through the partnership with Tshimologong (Wits), University of Johannesburg and the TVET colleges. The entrepreneurs are empowered to fully participate in the economy through skills attained during the programme to manage and sustain their businesses. The programme aims to provide the SMMEs with the knowledge and skills to formulate business ideas, to develop a business canvas model and implement and create viable business ventures that would enable especially previously disadvantaged entrepreneurs to become active participants in the economy. In addition, various life skill training is included as part of the programme to assist.

Changes to the Strategic Plan during the term under review

Following the May 2024 national elections, the Government of National unity was formed during June of 2024, bringing together 11 political parties in

a power sharing agreement. The focus of the GNU has been on the following:

- Inclusive economic growth and job creation
- Reduce poverty and tackle the high cost of living
- Investing in people through quality education and health care
- Rebuild the capability of the state
- Improve the delivery of basic services and stabilise local government
- Strengthen law enforcement agencies to address crime, corruption and Gender Based Violence and Femicide

The performance of the 2024/25 financial year is part of the 2025-2030 Strategic plan. All Government Departments were required to revisit their plans as the 2025-2030 strategic planning cycle marked the last five years of the country's efforts to contribute towards the aspirations of the NDP 2030. There were no changes made to the 2020/25 Strategic Plan.

4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

4.1 Programme 1: Administration

Purpose

- To provide strategic leadership, oversight and accountability for the performance and outcomes of the Gauteng Department of e-Government.
- To render corporate support services that create an enabling environment for the effective, efficient, economical, and controlled Departmental operation.

Sub-programmes

• Office of the Head of Department

Purpose: This sub-programme primarily provides administrative support and reports directly to the Head of Department who is responsible for supporting the Member of the Executive Council in providing strategic direction and leadership to the Department.

- **Office of the Chief Financial Officer**

Purpose: Financial Management administers compliance with all relevant financial statutes and regulations, the most important of which is the PFMA. In ensuring compliance, the unit strives to attain a balance between achieving service excellence and maintaining administrative controls.

- **Risk Management**

Purpose: This sub-programme primarily provides administrative services to and reports directly to the Head of Department. Risk Management improves organisational risk communication and knowledge sharing, developing a common risk language that ensures that risk management culture is embedded within the Department. The unit provides information for decision making and reducing uncertainty through coordinating a holistic view of risk and application of robust risk management systems to identify and mitigate risks that may threaten the attainment of objectives of the Department, and to optimise opportunities that enhance institutional performance.

- **Corporate Services**

Purpose: The Corporate Services ensure efficient corporate administration and management of the e-Government Department. It delivers and oversees shared services in alignment with the Department's needs. It does this by proactively identifying requirements, monitoring and maintaining service levels; and setting standards aligned with compliance and best practices, including reporting on delivery. The sub-programme comprises of Strategic Management and Resource Management (Communications, Facilities and Security Management, Human Resources Management, Legal Services as well as Records Management Services).

- **Internal Human Resources Management**

Purpose: The purpose is to ensure transactional and transformational HR support so that the Department can attract, develop and retain the skills needed to deliver on the department's mandate and objectives.

- **Records Management**

Purpose: The purpose is to focus on the preservation of tangible knowledge so that it can be accessed

easily and in compliance with the National Archives Act. This is a transversal service offered to the province.

- **Facilities and Security Management**

Purpose: The purpose is to ensure continuous stringent physical and information security and provides and maintains facilities.

- **Strategy Management**

Purpose: Strategy Management is tasked with embedding planning into the Department including the facilitation of the department's short, medium and long-term strategic planning processes; and ensures that plans are aligned to legislative mandates and broader government imperatives. The unit develops and administers systems and processes that entrenches statutory reporting, monitoring and evaluation on departmental performance delivery.

- **Legal Services**

Purpose: The purpose is to provide a comprehensive legal advisory service to enable the Department to carry out its mandate effectively within the law.

- **Communications**

Purpose: The purpose is to further the Department's transparency imperatives by being responsible for ensuring effective communication between the Department and all its stakeholders.

Institutional outcomes

- Outcome: Modernised provincial ICT infrastructure with connectivity

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

The Department maintained compliance with the requirement to pay suppliers within 30 days although it could not reach its target to ensure that suppliers are paid within 10 days of receipt of invoices due to late submission of payment packs. The Department reviewed this target and increased the indicator to payment within 15 days. Bursaries were awarded to both men and women who were eligible, to support their careers. The procurement spend of the Department across all groups underachieved due to

minimal spending in the first and fourth quarter and due to budget constraints.

The GEYODI unit provided various training throughout the year aimed at promoting inclusion across gender. The trainings conducted covered Disability

and Diversity management, Gender Mainstreaming and a workshop on Gender responsive budgeting was also conducted. All targets outlined under Programme one support the outcome Modernised Provincial ICT infrastructure and connectivity as well as all ICT outcomes.

Outcome: Modernised provincial ICT infrastructure and connectivity

Table 1.1.1 a:

The table below illustrate Programme 1 performance against the originally tabled Annual Performance Plan in the year under review

Programme: Administration									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
Modernised provincial ICT infrastructure with connectivity	Enabling environment for good governance	Percentage of supplier invoices paid within 10 days of receipt	92%	85%	100100%	89%	11% of supplier invoices paid within 10 days of receipt below target	The target was not achieved because of late submission of payment packs.	The target was increased from payment within 10 days to 15 days. The department has conducted a situational analysis on the targets which fall within the department mandate and aligned to the budget process which necessitated the revised target for 24/25 APP.

**Although the deviation from planned target to actual target is calculated based on the Annual target in accordance with the Annual Report Guide for National and Provincial Departments issued by the National Treasury on 31 March 2025, it should be noted that the actual achievements for indicators / targets in the above table do not reflect performance for the entire 2024/25 financial year, but up to Quarter 2 (April to September 2024) of 2024/25 financial year.*

Table 1.1.2 b:

The table below illustrate Programme 1 performance against the revised tabled Annual Performance Plan in the year under review.

Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Modernised provincial ICT infrastructure with connectivity	Enabling environment for good governance	Departmental Risk Register approved	Departmental Risk Register approved	Departmental Risk Register approved	Departmental risk register approved	Departmental Risk Register approved	Departmental risk register approved	None required
		Percentage of supplier invoices paid within 15 days of receipt	92%	85%	100%	99%	1% of supplier invoices paid within 15 days of receipt below target	The target was not achieved because of late submission of documents by the end user.
		Percentage of procurement budget spend on RFQ's below R1 000 000 for township economy	72%	70%	68%	58%	10% procurement spend of RFQ's below R1 000 000 on township	The target was not achieved, because of non-provision of specifications by some business units. There was minimal spending of certain months within the fourth quarter, which also contributed to the under-achievement.
		Percentage Procurement budget spent on companies owned by persons with disabilities	2%	8%	7%	1%	6% of Procurement budget spent on companies owned by persons with disability	The target was not achieved because most of the PWD suppliers were not responding to RFQ's while others contact details are not updated on the Central Supplier Database. In addition, there was minimal spending in the first and last quarter of the year.

Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Modernised provincial ICT infrastructure with connectivity	Enabling environment for good governance	Percentage of procurement budget spend on companies owned by women	64%	70%	60%	43%	17% of procurement budget spend on companies owned by women below target.	The target was not achieved, the decrease in spending was due to lack of budget and non-provision of specifications by other business units. There was minimal spending during the third and fourth quarters, which also contributed to underachievement
		Percentage of funded positions filled	91,29%	89%	92%	85%	7% of funded positions filled below target.	The target was not achieved because of cost containment measures outlined on circular 20 of 2024 delayed the advertising and filing of positions.
		Percentage of youth employed in the Department	-	18%	25%	16%	9% of youth employed in the Department below target	The target was not achieved because of cost containment measures outlined on circular 20 of 2024 delayed the advertising and filing of positions.
		Percentage of persons with disabilities employed in the Department	-	4%	5%	4%	1% of persons with disability employed in the Department below target	The target was not achieved because of cost containment measures outlined on circular 20 of 2024 delayed the advertising and filing of positions

Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
		Percentage of women employed in SMS positions in the Department	-	49%	50%	45%	5% of women employed in SMS positions in the Department below target	The target was not achieved because of cost containment measures outlined on circular 20 of 2024 delayed the advertising and filing of positions
		Number of youths placed for experiential learning	50	4	100	0	100 youths placed for experiential learning below target.	Although 28 youth were placed for experiential learning the contracts were not complete at the time of reporting. In addition the target was not achieved because some learners declined the experiential learning offers because of better offers received somewhere. In addition, there is a lack of stipend due to budget constraints.
		Number of people benefiting from bursaries	60	76	70	98	28 people benefiting from bursaries above target	The target was overachieved because more employees applied for bursaries.
		Number of evaluations conducted	3	4	4	4	Target achieved	None required

Strategy to overcome areas of under performance.

A total of nine targets were not achieved under the administration programme, the strategies to overcome areas of underperformance are outlined:

- The indicator **Percentage of supplier invoices paid within 15 of receipt** was not achieved but the Department plans to address this under achievement through the following: The communication of the approved Instruction Note on payments made within 10 days issued to the department will continue to be communicated by the department.
- The indicator **Percentage of procurement spend on RFQ's below R1000 000 for township economy** was not achieved but the Department plans to address the underachievement through the following: The department will continue to prioritise spend in this category. In addition, compliance will be enforced, and internal control measures will be taken into consideration regarding submission of the requests for implementation.
- The indicator **Percentage of procurement budget spend on companies owned by people with disabilities** was not achieved but the Department plans to address the underachievement through the following: Companies owned by People with disabilities will be afforded priority in the next financial year when it pertains to expanding expenditure to attain the target. Additionally, compliance will be enforced, and internal control measures will be taken into consideration regarding submission of the requests for implementation.
- The indicator **Percentage of procurement budget spend on companies owned by women** was not achieved but the Department plans to address the underachievement through the following: Women owned business will be afforded priority in the next financial year when it pertains to expanding expenditure to attain the target. Additionally, compliance will be enforced, and internal control measures will be taken into consideration regarding submission of the requests for implementation.
- The indicator **Percentage of funded positions filled** was not achieved but the Department plans to address this underachievement through the following: The circular on cost containment has been discontinued effective 01 April 2025.

The Job evaluation process is still underway to ensure alignment with Regulation 40(c) of the Public Service Regulations.

- The indicator **Percentage of youth employed in the Department** was not achieved but the Department plans to address the underachievement through the following: The job evaluation process is still underway to ensure alignment with Regulations 40 (c) of the Public Service regulations.
- The indicator **Percentage of persons with disabilities employed in the Department** was not achieved but the Department plans to address the underachievement through the following: The department is prioritizing PWD's when filling vacant positions. In addition, the job evaluation process is underway to ensure alignment with Regulations 40 (c) of the public service regulations.
- The indicator **Percentage of women employed in SMS positions** was not achieved but the Department plans to address the underachievement through the following: The department is prioritising women in when filling the vacant posts.
- The indicator **Number of youths placed for experiential learning** was not achieved but the department plans to address the under achievement through the following: The department is collaborating with institutions that already pay stipend for the department to host learners for experiential learning.

Linking performance with budgets

- The expenditure emanating from this programme relates to supporting centralised administrative functions and all the following outcomes Modernised provincial ICT infrastructure and connectivity, Digital Platform, e-Services and Applications, Provincial ICT Oversight and Governance, ICT Solutions Advocacy, Facilitation and Communications; and Ensure that Gauteng is a hub for the 4th Industrial Revolution skills.

Table 1.3 c Administration Programme expenditure

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
Office of the HOD	17,576	17,576	-	13,235	13,235	-
Risk Management	3,800	3,800	-	6,100	6,100	(1)
Office of the CFO	92,873	92,873	-	85,542	85,542	9,470
Corporate Services	197,741	192,126	5,615	176,250	176,250	5,440
Total	311,990	306,375	5,615	281,127	281,127	14,909

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

The Department does not have a core set of standardised outputs and output indicator.

2.1 Programme 2: Information Communication Technology Shared Services

Purpose

- To establish an ICT e-Government governance structure; to build an enabling ICT infrastructure, and platform for common GCR e-Services and to promote the usage of e-Government services.

The Department of e-Government will focus on modernising the public service through the following pillars:

- Modernised ICT infrastructure and connectivity;
- Digital Platform, e-Services and Applications;
- Provincial ICT Oversight and Governance;
- ICT Solutions Advocacy, Facilitation and Communications; and
- Ensure that Gauteng is a hub of 4th Industrial Revolution skills.

Information and Communication Technology (ICT) Shared Services improves the operational efficiency, optimizes costs, drives, innovation, and accelerates the delivery of services in the Department and the Province. The programme provides ICT governance and day-to-day support in respect of ICT enabled delivery using ICT services and systems.

Sub-programmes

2.2 Modernised ICT infrastructure and connectivity

Institutional outcomes

- Outcome: Modernised provincial ICT infrastructure with connectivity

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

The Department continued to maintain the existing ICT infrastructure for the Gauteng Provincial Government throughout the financial year. Rolling out broadband infrastructure is essential to support township economy and expanding infrastructure contributes to the reduction of connectivity costs. The 16 SMMEs contracted under the Gauteng Provincial Network project have provided services in the following regions; Johannesburg, Westrand, Tshwane, Ekurhuleni and Sedibeng. 50% of these SMMEs have over 50% ownership by women. All targets outlined under the sub-programme support the outcome Modernised Provincial ICT infrastructure and connectivity.

Table 2.3.1 a:

The table below illustrate Programme 2 performance against the original tabled Annual Performance Plan in the year under review

Programme: ICT Shared Services									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
Modernised provincial ICT infrastructure with connectivity	Expand the current GPN network	Number of sites provided with WAN	36	0	353	32	321 sites provided with WAN below target	The target was not achieved due to long equipment leads times and 1 site failed the ATP testing.	The GPN target in the 2024/25 APP were revised in line with the ministerial circular. 1 of 2024 the revised GPN target is incorporating commitments of the new administration as outlined to the State Province Address. The department has conducted a situational analysis on the GPN targets which fall within the department mandate and aligned to the budget process which necessitated the revised target for 24/25 APP.
		Number of sites provided with LAN	73	24	200	27	173 sites provided with LAN below target	The target was not achieved due to long equipment lead times, 1 site failed the ATP testing and there was limited access to site	The GPN target in the 2024/25 APP were revised in line with the ministerial circular. 1 of 2024 the revised GPN target is incorporating commitments of the new administration as outlined to the State Province Address. The department has conducted a

Programme: ICT Shared Services									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
								builds at schools and GDOH sites as the process of site build	situational analysis on the GPN targets which fall within the department mandate and aligned to the budget process which necessitated the revised target for 24/25 APP
		Number of sites provided with voice over internet protocol (VOIP)	25	27	200	17	183 sites provided with VOIP below target	The target was not achieved due to limited number of site request received from GPG client departments	The GPN target in the 2024/25 APP were revised in line with the ministerial circular. 1 of 2024 the revised GPN target is incorporating commitments of the new administration as outlined to the State Province Address. The department has conducted a situational analysis on the GPN targets which fall within the department mandate and aligned to the budget process which necessitated the revised target for 24/25 APP.
		Number of Wi-Fi hotspots provided	7	15	250	19	231 Wi-Fi hotspot provided below target	The target was not achieved due to long equipment lead times and also that 15 sites are still in the build process.	The GPN target in the 2024/25 APP were revised in line with the ministerial circular. 1 of 2024 the revised GPN target is incorporating commitments of the new administration as outlined to the State Province Address. The

Programme: ICT Shared Services

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
									department has conducted a situational analysis on the GPN targets which fall within the department mandate and aligned to the budget process which necessitated the revised target for 2024/25 APP.
		Number of CCTV cameras accessed through partnerships	-	-	6000	6399	399 CCTV cameras accessed through partnerships above target	6000 The target was over-achieved due to additional cameras covering a wider area crime hotspot.	The target was increased from 6000 to 6399 based on the number of cameras the department have access too as a commitment to the new administration as outlined to the state of Province Address. The department has conducted a situational analysis on the GPN targets which fall within the department mandate and aligned to the budget process which necessitated the revised target for 24/25 APP
		Number of CCTV cameras deployed	-	-	300	113	187 CCTV cameras deployed below target	The target was over-achieved due to the completion of the balance of Phase 2 of the CCTV camera deployment.	The target was increased from 300 to 500 based on the number of cameras the department have access too as a commitment to the new administration as outlined to the state of Province Address. The department has

Programme: ICT Shared Services									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
									conducted a situational analysis on the GPN targets which fall within the department mandate and aligned to the budget process which necessitated the revised target for 24/25 APP

**Although the deviation from planned target to actual target is calculated based on the Annual target in accordance with the Annual Report Guide for National and Provincial Departments issued by the National Treasury on 31 March 2025, it should be noted that the actual achievements for indicators / targets in the above table do not reflect performance for the entire 2024/25 financial year, but up to Quarter 2 (April to September 2024) of 2024/25 financial year.*

Table 2.3.2 b:

The table below illustrate Programme 2 performance against the revised tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Modernised provincial ICT infrastructure with connectivity	Expand the current GPN network	Number of sites provided with WAN	36	14	160	59	101 WAN sites provided below target	The target was not achieved because of the following; Delays in processes that needs to be shortened, Long equipment lead time and limited access to schools and GDOH sites were a challenge.
		Number of sites provided with LAN	73	25	120	42	78 sites provided with LAN below target	The target was not achieved because of the following; Delay in the processes that needs to be shortened. Limited access to school sites and Gauteng Department of Education sites. There is also dependency on the original contractor that did the site survey to also complete the site build as this contributes to delays in the process.

Programme: ICT Shared Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
		Number of sites provided with voice over internet protocol (VOIP)	25	27	100	84	16 sites provided with VoIP below target	The target was not achieved because of limited site requests from GPG departments.
		Number of Wi-Fi hotspots provided	7	19	150	84	66 Wi-Fi hotspots provided below target	The target was not achieved because of the following. Long equipment lead times, JV/SITA did not complete all sites that were in build progress before financial year end.
		Number of core nodes upgraded	2	0	2	4	2 core networks upgraded above target	The target was over-achieved to catchup on two sites that were deferred from previous financial year.
	Crime reduction through ICT services	Number of CCTV cameras accessed through partnerships	-	-	6399	6399	Target achieved	None required
		Number of CCTV cameras deployed	-	329	500	330	170 CCTV cameras deployed below target	The target was not achieved because there were major delays with the Metro's and Municipalities issuing Wayleaves (permission) for GPG to deploy cameras as a result the team lost 6 months. Intervention from the Premier to the Executive Mayors and MMCs to unblock the release and approval of wayleaves was done. 137 cameras were completed in the first week of April these cameras and additional cameras will be deployed and reported in the first quarter of next financial year.

Strategy to overcome areas of underperformance.

A total of four targets were not achieved under the ICT sub-programme. The strategies to overcome areas of underperformance are outlined below.

The indicator **Number sites provided with WAN** was not achieved but the Department plans to address this achievement through the following:

- The process will be remapped to expedite to expedite the process; sites identified by the client department was prioritised for the remainder of the financial year.
- The Department is planning to cut the lead times short by ordering bulk equipment.
- The Department will provide an alternative to schools and GDOH sites to work after normal working hours.

The indicator **Number of sites provided with LAN** was not achieved but the Department plans to redress this achievement through the following:

- The processes will be remapped in order to expedite the process and weekly intervention with stakeholders were ongoing.
- JV to increase capacity for delivery turnaround and dedicated resources were provided from GPG departments to ensure that the site survey and designs are accurate.

The indicator **Number of sites provide with VOIP** was not achieved but the Department plan to redress this achievement through the following.

- The Department has been encouraging client departments to move their sites onto VOIP.

Strategy to overcome areas of underperformance (continued)

The indicator **Number of Wi-Fi hotspots** provided was not achieved but the Department plans to redress this achievement through the following:

- The department cut the lead time short by ordering bulk equipment.
- The site build that was not completed in quarter 4, will be completed in the 2025/26 financial year

The indicator **Number of CCTV cameras** deployed was not achieved but the Department plans to redress this achievement through the following:

The following measures will also be put in place.

- Apply earlier in the process.
- Request COGTA to engage with the Metros and

Municipalities to accelerate the process

- Provide the IGR meeting an update every second week.
- Write to Municipal Managers for support as this is a government-to-Government transactions.

Sub-programmes**2.4 Digital platform, e-Services and Applications****Institutional outcomes**

- Outcome: Government services on digital platform

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

The Department overachieved its targets with regards to the Number of e-Services developed, Number of e-Services tested and the Number of Data Analytics Projects executed. The increase in demand for data analytics demonstrates the value is using data to for analysis, improve decision making and enhancing business processes. The manual e-panic buttons and the e-panic application downloads are crime reducing initiatives that enable social crime victims get assistance by an armed response vehicle and emergency management service responses. All targets outlined under the sub-programme support the outcome Provincial services on digital platform.

Table 2.4.1 a:

The table below illustrate Programme 2 performance against the original tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
Provincial services on digital platform	Government services on digital platform	Number of e-services developed and tested	30	42	15	26	11 e-services developed and tested above target	None required	The indicator was measuring two things and had to be split into two indicators in line with the smart principle. This is to ensure that programmes within APP's are aligned to the budget process which necessitated the revised target for 2024/25 APP.

Table 2.4.2 b:

The table below illustrate Programme 2 performance against the revised tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Provincial services on digital platform	Government services on digital platform	Number of e-services developed	15	15	15	27	12 e-Services above target	The target was over-achieved because of the demand for e-services.
		Number of e-services tested	15	21	20	22	2 e-Services tested above target	The target was over-achieved because of the demand for testing of e-services.
		Number of Open Data Sets published	10	10	10	10	Target achieved	None required
		Number of Data Analytics Projects executed	19	23	8	15	7 data analytics executed above target	The target was over-achieved because of demand for data analytics project from client departments.

Programme: ICT Shared Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
		Number of e-panic buttons deployed	-	-	40000	2000	38 000 e-panic buttons deployed below target	The target was not achieved because of budget constraints. During budget adjustment the Department had requested addition funds but the request was not successful.
		Number of e-panic buttons downloaded	-	-	15000	44 663	29 663 e-panic buttons downloaded above target	The target was over-achieved due to collaboration with ward councillors in all five regions and an increase in community visits and participation led to additional downloads.

Strategy to overcome areas of under performance

A total of one target was not achieved under the ICT sub-programme. The strategies to overcome areas of underperformance are outlined below.

The indicator Number of e-panic buttons deployed was not achieved but the Department will not continue to implement the project due to budget constraints.

Sub-programmes

4.5 Provincial ICT oversight and governance

Institutional outcomes

- Outcome: Strengthen ICT governance in the province

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

All targets outlined under the sub-programme support the outcome Provincial ICT oversight and governance. The standards, policies and lifecycles were developed for the benefit of both GPG Departments and the citizens it serves as it strengthens ICT governance in the province.

Table 2.5.1 a:

The table below illustrate Programme 2 performance against the original tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
Provincial ICT oversight and governance	Strengthen ICT governance in the province	-	-	-	-	-	-	-	-

*Although the deviation from planned target to actual target is calculated based on the Annual target in accordance with the Annual Report Guide for National and Provincial Departments issued by the National Treasury on 31 March 2025, it should be noted that the actual achievements for indicators / targets in the above table do not reflect performance for the entire 2024/25 financial year, but up to Quarter 2 (April to September 2024) of 2024/25 financial year.

* There were no indicators revised against the Quarter 2 (April to September 2024) Annual performance plan of 2024/25 financial year.

Table 2.5.2 b:

The table below illustrate Programme 2 performance against the revised tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Provincial ICT oversight and governance	Strengthen ICT governance in the province	Number of ICT standards reviewed	-	-	3	3	Target achieved	None required
		Number of ICT Life Cycle roadmaps reviewed	-	-	2	2	Target achieved	None required
		Number of ICT policies reviewed	-	-	3	4	1 ICT policies developed above target	The target was overachieved because of the additional request from the province recommending that certain essential policies also be prioritised

Strategy to overcome areas of under performance

There was no underachievement of targets

Sub-programmes

4.6 ICT Solutions Advocacy, Facilitation and Communications

Institutional outcomes

- Provincial services on Digital platform

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

The Department overachieved its target with regards to the Number of community and stakeholder liaison visits undertaken. Critical to the development of e-Services is to make citizens, business and client departments aware of the available e-Services. The Department makes use of social media platforms and face to face engagements to promote and engage with citizens on available services. Through the Community and stakeholder liaison meeting the communications team has actively driven Gauteng e-Panic Button activations in settlements across the province and maximized visibility through two Youth Tech Expos. The All targets outlined under the sub-programme support the outcome Provincial services on digital platform.

Table 2.6.1 a:

The table below illustrate Programme 2 performance against the original tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
Provincial services on digital platform	Customer satisfaction index and feedback facilitated	-	-	-	-	-	-	-	-

**Although the deviation from planned target to actual target is calculated based on the Annual target in accordance with the Annual Report Guide for National and Provincial Departments issued by the National Treasury on 31 March 2025, it should be noted that the actual achievements for indicators / targets in the above table do not reflect performance for the entire 2024/25 financial year, but up to Quarter 2 (April to September 2024) of 2024/25 financial year.*

** There were no indicators revised against the Quarter 2 (April to September 2025) Annual performance plan of 2024/25 financial year*

Table 2.6.2 b:

The table below illustrate Programme 2 performance against the revised tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Provincial services on digital platform	Customer satisfaction index and feedback facilitated	Number of awareness campaigns conducted on digital services	15	19	17	17	Target achieved	None required
		Number of community and stakeholder liaison visits undertaken	-	5	5	7	2 community and stakeholder liaison visits undertaken above target	The target was overachieved because communications team was actively driving Gauteng e-Panic Button activations in settlements across the province; and maximized visibility through two Youth Tech Expo's conducted. In addition, through the Back-to-School campaigns conducted.
	Re-search, Development and innovation	Number of Primary research studies conducted	7	6	8	8	Target achieved	None required
		Number of desktop research studies conducted	7	4	5	5	Target achieved	None required

Strategy to overcome areas of under performance

There was no underachievement of targets

Sub-programmes**4.7 Ensure that Gauteng is a hub of 4th Industrial Revolutions skills****Institutional outcomes**

- ICT industry and skills development stimulated

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

The Department overachieved its targets with regards to the Number of previously disadvantaged

ICT entrepreneurs supported. In collaboration with ICT partners and Higher Education institutions the Department has managed to support and enhance competency compliance and efficiency. Training programmes were provided to the youth and GPG staff of which included persons with disabilities.

The low levels of attendance contributed to the underachievement, but the Department continues to promote ICT upskilling programmes and assess which other training offerings may be of interest to participants in collaboration with ICT partners. All targets outlined under the sub-programme support the outcome ICT industry and skills development stimulated.

Table 2.7.1 a:

The table below illustrate Programme 2 performance against the revised tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
ICT industry and skills development stimulated	ICT industry stimulation and entrepreneurship	Number of previously disadvantaged ICT entrepreneurs supported	75	230	160	128	32 previously disadvantaged ICT entrepreneurs supported below target	The target was applicable to quarter 2 however there was delivery due to the availability of 128 entrepreneurs to participate in the programme	The annual target was increased from 160 to 200 because 80% (128 /160 of initial annual target increased as to ensure that programmes within APP is aligned to the budget process which necessitated the revised target for 24/25 annual performance plan.

**Although the deviation from planned target to actual target is calculated based on the Annual target in accordance with the Annual Report Guide for National and Provincial Departments issued by the National Treasury on 31 March 2025, it should be noted that the actual achievements for indicators / targets in the above table do not reflect performance for the entire 2024/25 financial year, but up to Quarter 2 (April to September 2024) of 2024/25 financial year.*

** There were no indicators revised against the Quarter 2 (April to September 2024) Annual performance plan of 2024/25 financial year.*

Table 2.7.2 b:

The table below illustrate Programme 2 performance against the revised tabled Annual Performance Plan in the year under review.

Programme: ICT Shared Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
ICT industry and skills development stimulated	ICT industry stimulation and entrepreneurship	Number of previously disadvantaged ICT entrepreneurs supported	75	230	200	215	15 previously disadvantaged ICT entrepreneurs supported above target	The target was over-achieved due to availability of entrepreneurs to participate in the programmes.
		Number of GPG staff trained on an online platform	6965	1796	7700	5021	2679 GPG staff trained on an online platform below target	The target was not achieved because of low attendance by GPG staff.
		Number of people benefiting from ICT skills development programme (Action Lab Programme)	10588	5278	12000	12436	436 people benefiting from ICT skills development programme (Action Lab Programme)	The target was overachieved because of partnerships build with implementing partners in ensuring that delivery of the target is done way in advance.

Strategy to overcome areas of under performance

A total of one target was not achieved under the ICT sub-programme. The strategies to overcome areas of underperformance are outlined below.

The indicator **Number of GPG staff trained on an online platform** was not achieved but the Department plan to address this achievement through the following;

The department will request that the Head of Departments assist in championing and interpreting skills.

Linking performance with budgets

The expenditure emanating from the programme supports the Department's mandate of driving modernisation of the Gauteng province through the following critical elements; maintain and building ICT infrastructure and connectivity, the digital platform, applications and to increase ICT skills needed to ensure that citizens have access to required digital skills to participate fully in the economy.

Table 2.8 c: Information Communication Technology Shared Services**Programme Expenditure**

Sub- 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
Applications	302,619	294,197	8,422	174,545	174,283	262
Operations	990,426	945,415	45,011	1,039,566	1,039,349	217
Business alignment	83,568	80,019	3,549	115,995	108,679	7,316
Information Communications Technology Programme Support	3,547	471	3,076	2,856	2,680	176
Total	1,380,160	1,320,102	60,058	1,332,962	1,324,991	7,971

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

The Department does not have a core set of standardised outputs and output indicator

3.1 Programme 3: Human Resource Services**Purpose**

- To modernize HR business processes within the GPG through provisioning of ICT systems and promoting their optimal utilization, and to produce analytical HR information useful for purposes of decision making.

Sub-programmes

- Human Resources Cluster (HRA)** Purpose: The HRA unit is responsible for the full Employee Self Service (ESS) roll-out to Gauteng Provincial Government (GPG) departments and entities as well as to process conditions of service mandates and to facilitate the reduction of appointments and conditions of service rejections for all provincial government departments.
- Automation, Payroll Services, Injury on Duty (IOD)** Purpose: The Automation unit is responsible for the rollout of Automated Business Processes and Customer Relations Management.
- Debt Management** Purpose: The Debt Management unit manages the GPG recoverable debtors' book, the collection

of outstanding debts and the processing of new debts.

- Employee Exits**

Purpose: The unit is responsible for the rollout of the provincial automated termination services and the termination of service on Persal. In addition, the unit is responsible for the roll out of e-recruitment to all departments.

Institutional outcomes

- Outcome: Modernized provincial ICT services

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

The Department overachieved its targets with regards to the Number of advocacy workshops conducted in GPG departments and entities on ESS module(s), Number of GPG departments and entities with ESS module(s) roll out and Percentage of employee mandates received from GPG departments digitized within 5 days.

The Department underachieved on its targets with regards to the Number of advocacy workshops conducted in GPG departments and entities on ESS module(s), Number of GPG departments and entities with ESS module(s) roll out. Due to delays with completing the enhancements on the ESS system in particular the e-PMDS module this has negatively affected achievement of the targets. The completion of the enhancements was nearing completion at the end of the financial year and the engagements and roll out will then take place in the new financial year.

The rollout of Employee Self Service modules assists with providing information useful for decision making and enhances human resource related efficiencies within GPG. The training assists entities that are newly onboarded to take full advantage of the ESS modules while easing the administration burden. The digitization of employee mandates received contributes to building a digitized and paperless public service. Furthermore, the Department has rolled out and onboarded GPG departments onto the enhanced Electronic Content Management system,

the project began in the previous year and as at year end all GPG Departments have been onboarded and the response thus far has been positive and contributing to improved performance. All targets outlined under the sub-programme support the outcome Modernised provincial ICT infrastructure with connectivity.

Table 3.1.1 a:

The table below illustrate programme 3 performance against the original tabled Annual Performance Plan in the year under review.

Programme: Human Resource Services									
Out-come	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
Modernised provincial ICT infrastructure with connectivity	Roll out full ESS modules	Number of advocacy workshops conducted in GPG departments and entities on ESS module(s)	18	24	20	2	18 advocacy workshops conducted in GPG departments and entities on ESS module (s) below target	The Enterprise Resource Planning developers are still working on the enhancement of the e-PMDS system to align with the DPSA policy standards and OOP Directive issued in 2019	The Human Resource targets were revised due to the following reasons: To ensure that programmes within the APP are aligned to the budget process, in revising and re-tabling the 2024/2025 APP. The department has conducted situation analysis on the Human Resource Services targets which falls within the departments mandate, and aligned to the budget process, which necessitated the revised targets for 2024/2025 APP.

Programme: Human Resource Services									
Out-come	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	*Actual Achievement 2024/2025 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
		Number of GPG departments and entities with ESS module(s) roll out	17	18	18	4	14 GPG departments and entities with ESS module(s) roll out below target	The Enterprise Resource Planning developers are still working on the enhancement of the e-PMDS system to align with the DPSA policy standards and OOP Directive issued in 2019	The Human Resource targets were revised due to the following reasons: To ensure that programmes within the APP are aligned to the budget process, in revising and re-tabling the 2024/2025 APP. The department has conducted situation analysis on the Human Resource Services targets which falls within the departments mandate, and aligned to the budget process, which necessitated the revised targets for 2024/2025 APP
		Number of GPG departments and entities trained on online ESS module (s)	14	17	18	3	15 GPG departments and entities trained on online ESS module (s) below target.	The Enterprise Resource Planning developers are still working on the enhancement of the e-PMDS system to align with the DPSA policy standards and OOP Directive issued in 2019	The Human Resource targets were revised due to the following reasons: To ensure that programmes within the APP are aligned to the budget process, in revising and re-tabling the 2024/2025 APP. The department has conducted situation analysis on the Human Resource

Programme: Human Resource Services									
Out-come	Output	Output Indica-tor	Audited Actual Perfor-mance 2022/2023	Audited Actual Perfor-mance 2023/2024	Planned Annual Target 2024/2025	*Actual Achieve-ment 2024/2025 until date of re-ta-bling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for devia-tions	Reasons for revisions to the Outputs / Output indica-tors / Annual Targets
									Services targets which falls within the departments mandate, and aligned to the budget process, which necessitated the revised targets for 2024/2025 APP

**Although the deviation from planned target to actual target is calculated based on the Annual target in accordance with the Annual Report Guide for National and Provincial Departments issued by the National Treasury on 31 March 2025, it should be noted that the actual achievements for indicators / targets in the above table do not reflect performance for the entire 2024/25 financial year, but up to Quarter 2 (April to September 2024)*

Table 3.1.2 b:

The table below illustrate Programme 3 performance against the revised tabled Annual Performance Plan in the year under review.

Programme: Human Resource Services								
Outcome	Output	Output Indi-cator	Audited Actual Achieve-ment 2022/2023	Audited Actual Achieve-ment 2023/2024	Planned target for 2024/2025	*Actual Achieve-ment 2024/2025	Devia-tion from planned target to Actual Achieve-ment 2024/2025	Reasons for deviations
Mod-ernised provincial ICT infra-structure with con-nectivity	Roll out full ESS modules	Number of advocacy workshops conducted in GPG depart-ments and entities on ESS mod-ule(s)	18	24	12	3	9 advocacy workshops conducted in the GPG department and entities on ESS module(s) below target	The target was not achieved because the Enterprise Resource Plan-ning develop-ers were still working on the enhancement of the e-PMDS system to align with the DPSA policy stan-dards and OOP Directive issued in 2019.

Programme: Human Resource Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
		Number of GPG departments and entities with ESS module(s) roll out	17	18	10	6	4 GPG department and entities with ESS module(s) roll out	The target was not achieved because the Enterprise Resource Planning developers were still working on the enhancement of the e-PMDS system to align with the DPSA policy standards and OOP Directive issued in 2019.
Modernised provincial ICT infrastructure with connectivity	Building a digitised and paperless public service	Number of GPG departments and entities trained on online ESS module (s)	14	17	10	5	5 number of GPG department and entities trained on online ESS module(s)	The target was not achieved because the Enterprise Resource Planning developers were still working on the enhancement of the e-PMDS system to align with the DPSA policy standards and OOP Directive issued in 2019.
		Percentage of employee mandates received from GPG departments digitized within 5 days	100%	100%	95%	99%	4% of employee mandates received from GPG departments digitized within 5 days above target.	The target was overachieved because ECM was fully implemented with Education being the last to be onboarded on 15 November 2024. This is a new system and there are many unknowns in terms of the system stability, processing times, baseline for deliverables and other associated challenges.

Programme: Human Resource Services								
Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned target for 2024/2025	*Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
								It was therefore prudent to maintain the 95% service level agreement until such time the full impact of production is understood. This will allow for more informed decision making when reviewing future targets.

Linking performance with budgets

The Human Resources programme utilises the budget to modernise human resource business processes by provisioning ICT systems and promoting the utilisation of employee self-service modules and building a digitized and paperless public service.

Table 3.2 c: Human Resource Services Programme Expenditure

Human Resource 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
HR Chief Directorate Support	1,978	1,896	82	3,700	3,700	-
HR Administration Cluster 1	30,824	29,973	851	31,933	31,933	-
HR Administration Cluster 2	26,567	26,176	391	27,692	27,692	-
HR Information Management	7,408	7,408	-	7,000	7,000	-
Payroll Services	33,637	33,637	-	33,737	33,737	-
Debt Management	28,665	26,385	2,280	26,034	25,993	41
Injury on Duty	9,494	8,653	841	10,017	10,017	-
Total	138,573	134,128	4,445	140,113	140,072	41

Strategy to overcome areas of under performance

A total of three targets were not achieved under HRS sub-programme. The strategies to overcome areas of underperformance are outlined below as follows.

The following indicators **Number of advocacy workshops conducted with GPG departments and entities on ESS module(s)**

Number of GPG departments and entities with ESS module(s) rollout and

Number of GPG departments and entities trained on online ESS module(s),

The above mentioned three indicators were not achieved but the Department plans to address this under achievement through the following:

Enhancement has commenced and is nearing completion. Once the enhancements are complete the roll out will continue in the next financial year.

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

The Department does not have a core set of standardised outputs and output indicator



5. TRANSFER PAYMENTS

There was no transfer payment in the year under review.

6. CONDITIONAL GRANTS

The Department does not receive Conditional Grants.

7. DONOR FUNDS

The Department does not receive Donor funds

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.

The Asset Management Strategy progress is as follows: 100% accurate and complete Assets Verification for Gauteng Provincial Network (GPN) assets, normal assets were verified only when being moved out of 75 Fox street building to temporarily buildings due to building renovations. There were Zero asset misallocations and approved asset reconciliations balancing with the General ledger & Trial Balance as at 31 March 2025, Complete & Accurate Comprehensive Asset Register as at 31 March 2025.

- Infrastructure projects that 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)

The Gauteng Provincial Network (GPN) provided the following additional sites during the period under Review:

- 59 sites provided with WAN.
- 42 sites provided with LAN.
- 84 sites provided with voice over internet protocol (VOIP).
- 84 Wi-Fi hotspots provided.

The GPN project rollout has faced challenges with regards to long equipment lead times to complete site build and limited site requests from GPG departments. There was also limited access to school sites and Gauteng Department of Education sites.

To address those challenges bulk orders were placed and an alternative will be provided to access schools and GDOH sites to work after normal working hours. The Department has been encouraging client departments to move their sites onto VOIP.

- Infrastructure projects that are currently in progress (list projects) {list of projects is missing} and when they are expected to be completed

The Gauteng Provincial Network. This project will continue over the MTEF period.

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

None

- Progress made on the maintenance of infrastructure

The replacement of 468 GPN sites with routers and switches.

- Developments relating to the above that are expected to impact on the department's current expenditure.
GPN and office365 backup(support and maintenance) were part of the 2024-2025 budget.
- Details as to how asset holdings have changed over the period under review, including information on disposals, scrapping and loss due to theft 657 x Major and Minor capital assets disposed due to poor condition amounting to R14,078,103.75.
- Measures taken to ensure that the department's asset register remained up-to-date during the period under review.

The Department conducted an asset verification process, updating the asset register with asset verification results and asset movements.

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

Major and Minor capital assets in good condition is 68.06%, Fair 28.01% and Poor 3.93%.

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

The Gauteng Department of e-Government (e-Gov) is responsible for maintenance of the GPN. The maintenance of GPN infrastructure is provided for on a continuous basis. The maintenance of the CCTV infrastructure is also provided for on a continuous basis.

- 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.

Infrastructure 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
New and replacement assets	-	-	-	-	681 396	-
Existing infrastructure assets	-	282 595	-	-	-	-
- Upgrades and additions	-	37 390	-	-	681 396	-
- Rehabilitation, renovations and refurbishments	-	-	-	-	-	-
- Maintenance and repairs	-	-	-	-	-	-
Infrastructure transfer	-	-	-	-	-	-
- Current	-	-	-	-	-	-
- Capital	-	-	-	-	-	-
Total	-	319 986	-	-	681 396	-

Part C

Governance



1. INTRODUCTION

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

2. RISK MANAGEMENT

The department has an enterprise risk management policy framework aligned to the industry and regulatory standards. The framework is also informed by the department's strategic objectives. Executive Managers and the risk management unit are responsible for integrating risk management in each function and system. Risk assessments are conducted in line with the strategic and operational plans to monitor the effectiveness of the control. Regular reviews are conducted to identify any emerging risk.

The risk management committee provides an oversight role in the departmental enterprise risk management processes. The risk management committee advises management on the overall system of risk management and the mitigation of unacceptable levels of risk. The audit committee independently monitors the effectiveness of the system of risk management and provides guidance to the department on matters relating risk management. The risk management committee membership comprises of an independent external chairperson and the executive management of the department. The audit committee membership comprises of an independent external chairperson and three (3) non-executive members respectively. The committee meetings are held quarterly to advise management on the overall system of risk management.

The risk management process has impacted positively on business process as over the years there has been improvement in the financial and non-financial performance of the department resulting in positive audit outcomes. Where little or no improvement is not shown, the department develops mitigating strategies to closely monitor the areas.

3. FRAUD AND CORRUPTION

The fraud prevention plan is revised annually and implementation of mitigating strategies is monitored

monthly. The department conducts awareness sessions through its departmental communication platforms on an ongoing basis.

Employees, members of the public or service providers can report any suspected/alleged incident of fraud and corruption using the following reporting mechanisms:

- Reporting directly to the Accounting Officer and or the Executive Authority
- National anti-corruption hotline (0800 701 701), and
- Chapter 9 institutions such as Auditor General and Public Protector.

Investigations of the suspected/alleged incidents are conducted and once an official report is received by the department, recommendations thereof are implemented based on the outcome of those investigations.

4. MINIMISING CONFLICT OF INTEREST

Conflict of interest in the department is minimized by the declaration of interest by senior managers and other categories such as supply chain management officials, middle managers and assistant directors. The department achieved 100% compliance submission of senior managers' financial disclosures in the 2024/2025 financial year.

In case where a conflict of interest is identified, for instance, an employee is found to be registered on the central database system, the ethics officer informs the implicated employees and ensures that the officials are removed from the database.

In the human resource environment, during the recruitment and selection process panel members are required to declare their interest in any candidate (s) shortlisted/ interviewed for a position and therefore agree that should it be verified that they have misinformed the committee, they would be penalized as per measures contained in the disciplinary code.

Employees at all levels are also required to obtain approval for remunerative work outside employment if they are engaged in other business ventures outside government in terms of Section 30A of the

Public Service Act. The application form will be valid once approved by the delegated authority provided that no conflict of interest exists.

5. CODE OF CONDUCT

The Gauteng Department of e-Government is governed by the Code of Conduct for the public service which is a Collective Agreement PSCBC Resolution 2 of 1999 as amended by Resolution 1 of 2003. The Code of Conduct streamlined the issues of Discipline as it talks to all the developments in our Departmental processes and throughout the Public Service, all employees within the Department are expected to comply with the Code of Conduct.

All newly appointed staff members are issued with the Code of Conduct document upon appointment, which acts as a guideline to employees as to what it is expected of them from an ethical point of view. The Department also raises awareness towards the enforcement of Chapter 2 of the Public Service Regulations on the Code of Conduct by including the Code of Conduct in the internal induction programme as well.

The Public Service Code of Conduct acts as a guideline to employees as to what is expected of them from an ethical point of view, both in their individual conduct and in their relationship with others. Compliance with the Code can be expected to enhance professionalism and help to ensure confidence in the Public Service.

During the year in review there has never been any case that was challenged through a dispute where the Department suffered any loss due to either Procedural or Substantive defects. This is thus as far as the Department's adherence to the prescripts and regulations governing the code of conduct in the public service.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

The Department has an approved Safety, Health, Environment, Risk and Quality (SHERQ) Policy. The OHS Committee was functional during the year under review. All OHS subcommittee members have the adequate competencies to respond to OHS issues.

7. PORTFOLIO COMMITTEES

The Department engaged with the Finance Portfolio Committee on the following matters:

- 2024/25 Quarterly Reports.
- 2023/24 Annual Report

All issues raised by the Committee were addressed through Legislature processes.

8. SCOPA RESOLUTIONS

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
EGOSCOPAOR001	Resolution on GPN delays	The Committee to escalate SITA/GPN implementation delays	The department acknowledged the resolution	Yes
EGOSCOPAOR001	Resolution to maintain clean audit	The Dept to design a plan to maintain clean audit outcomes	The department submitted the risk management policy and process for compliance	Yes
Vote13 SCOPA	Action on occurred irregular expenditure	Update report on Irregular Expenditure and failure to respond to a resolution	The department followed up with the affected staff members and instituted an investigation	Yes

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

Include a discussion on mechanisms put in place by the Accounting Officer to resolve the matters reported by the AGSA in the previous financial year. This should include all matters in the audit report and those noted as important in the management report.

The discussion should be limited to all matters that gave rise to a qualification, disclaimer, adverse opinion and matters of non-compliance only. The department may include the information in a table as follows:

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
Qualification: Completeness of the GPN department's asset register	2019-20	- The department concluded the asset verification and recorded the results in the departmental asset register. - Internal Audit conducted an assurance audit to assist the department to address any internal control deficiencies that could have not been addressed adequately during the GPN asset verification process. - The Auditor-General's office also conducted an interim audit to assist in identifying any gaps that should be addressed by the department to ensure the GPN assets are adequately and accurately recorded in the asset register and disclosed in the AFS. - An annual financial statement review toolkit has been developed to assist in the overall analysis and review of AFS. - Established an Operation Clean Audit Committee, that meets on a weekly basis and reporting to HOD monthly. - A contract close-out report and the contract performance evaluation form has also been developed to monitor contracts, to assist in the identification and capping of any irregular, fruitless and wasteful expenditure. - Investigation into the prior years identified irregular, fruitless, and wasteful expenditure has been concluded. The application process for the condonation of the prior year's irregular expenditure has been initiated.
Qualification: Usefulness and Reliability of the Department's Performance Information	2018-19	The Department had utilized a Free Website Analytics tool that tracks website activity to determine the number of users on the website based on the frequency of traffic on the website. The department has implemented a Microsoft Insight application monitoring tool that meets the audit requirements.

10. INTERNAL CONTROL UNIT

The Department does not have a dedicated Internal Control Unit however, the Department Risk Management Unit performs some of the functions of an Internal Control Unit, such as following up on the implementation of the action plans to address concerns raised by the Auditor General. The Monitoring and Evaluation unit evaluate the effectiveness of a Departmental internal control to ensure that internal controls continue to operate effectively.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

11.1 Purpose and mandate

The purpose of the internal audit function is to strengthen governance, risk management, and control processes, its effects extend beyond the organization. Internal audit contributes to an organization's overall stability and sustainability by assuring its operational efficiency, reliability of reporting, compliance with laws and/or regulations, safeguarding of assets, and ethical culture. Various risk-based audits are completed by the Internal Audit Function.

The Internal Audit Function's existence is derived from an Internal Audit mandate. Gauteng Audit Services derives its mandate from the PFMA and the Treasury Regulations. The PFMA Section 38 (1) requires that the Accounting Officer for a Department, trading entity or constitutional institution, must ensure that that Department, Trading Entity or Constitutional Institution has and maintains a system of internal audit under the control and direction of an Audit Committee complying with and operating following regulations and instructions prescribed in terms of sections 76 and 77.

11.2 Vision and strategy

The Internal Audit vision is a desired future state, i.e., in the next three to five years. The vision is designed to inspire Internal Auditors to continuously improve. The strategic objectives define achievable targets to attain the vision. The supporting initiatives outline more specific tactics and steps for achieving each strategic objective.

An internal audit strategy is a plan of action designed to achieve a long-term or overall objective. The internal audit strategy includes a vision, strategic

objectives, and supporting initiatives for the internal audit function. An internal audit strategy helps guide the internal audit function toward the fulfilment of the internal audit mandate.

11.3 Charter, methodology and internal audit plans

The Internal Audit Charter is a formal document that sets out the nature, role, responsibility, status, and authority of Gauteng Audit Services. (GAS). It provides the Chief Audit Executive (CAE), the Staff, and Management of the GPG departments and trading entities with a broad overview framework for the functions of internal audit. And the Internal Audit Charter is approved by the Audit Committee.

An Internal Audit Methodology is a structured approach that internal auditors use to ensure their work is thorough, consistent, and compliant with standards. A formal document that gives guidance on how the audit process should be followed when performing the Internal Audit work. And the Methodology is approved by the Chief Audit Executive.

An internal audit plan is a structured document that identifies areas of the department that will be audited, the scope of the audit, assesses the risks facing the department, defining the scope of the audit, specifying the audit approach to be used, developing an audit schedule, identifying resources to perform the audit and establish a clear reporting and documentation process. The Internal Audit Plan has been very well executed in the year under review.

11.4 Independence and objectivity

Independence relates to the Chief Audit Executive reporting functionally to the Audit Committee and administratively to the Head of Department - Gauteng Provincial Treasury. This structure allows GAS to have direct access to the Audit Committee while maintaining its operational independence from Management. Gauteng Audit Services has been independent in performing its work.

Objectivity relates to the Gauteng Audit Service, Internal auditors maintaining an unbiased mental attitude that allows Auditors to perform audit engagements objectively and in such a manner that they believe in their work results, that no quality compromises are made, and that they do not subordinate their judgment on audit matters to others. Internal Auditor were objective in performing their work in the year under review.

11.5 Internal audit modality

Internal Auditors use their Internal Audit professional judgment when conducting their work. Internal Auditors are professionals in performing their duties. Internal Auditors use due professional care during the performance of their duties.

11.6 Staffing

Gauteng Audit Services possesses staffing resources with vast knowledge, experience, and adequate competency needed that ensure that assurance audits and advisory work are performed in alignment with the department's expectations and conformance with standards. GAS staff possess relevant Internal Audit qualifications and certifications to perform the Internal Audit work.

11.7 Quality assurance and improvement program

The Quality Assurance and Improvement Program is a programme established to evaluate and ensure the Internal Audit Function conforms with the Global Internal Audit Standards, achieves performance objectives, and pursues continuous improvement. The program includes internal and external assessments. Gauteng Audit Services has a Quality Assurance unit that ensures that the Internal Assessment is conducted, the ongoing review of the audit process is done every financial year, and the External Assessment is done every five years.

11.8 Stakeholder relationships

Gauteng Audit Services maintains stakeholder relationships continuously, through having ongoing engagements with various Management Officials in GPG departments, Audit Committee Members, and the Auditor General. Stakeholder relationship is a continuous exercise that GAS continues to maintain good relations with various stakeholders throughout the province.

12 Summary of audit work done

12.1 Planned and completed audits

Number	Planned Audits	Current status
1	Projects Management	Completed
2	Financial Management	Completed
3	Supply Chain Management – Bids	Completed
4	Follow-Up on Auditor-General's (AG) Findings	Completed
5	Follow-up ICT Support to GPG Departments (Including ICT skills development for GPG staff and ESS support)	Completed
6	Review of Draft Annual Performance Report	Completed
7	Performance of the Department against predetermined objectives Q1	Completed
8	Performance of the Department against predetermined objectives Q2	Completed
9	Data Analysis – SAP ESS & PERSAL leave reconciliation	Completed
10	Data Analysis – SAP ESS & PERSAL leave reconciliation	Completed
11	Software license review	Completed
12	Data Analysis – ETHICS / FIN / HR (1 Jan 2024 – 30 June 2024)	Completed
13	IT Continuity Management Review	Completed
14	SAP segregation of duties and authorization review	Completed

15	2025-26 IT risk assessment	Completed
16	Data Analysis – ETHICS / FIN / HR (1 July 2024 – 30 December 2024)	Completed
17	Follow up on significant Auditor General (IT) findings	Completed

12.2 Ad hoc projects

There were no ad-hoc projects

12.3 Internal audit recommendations

The Department was encouraged to strengthen governance, risk management, and internal control processes. Recommendations were aligned to the root causes identified.

12.4 Value add

Value add findings are incorporated in the audits that we conduct for the Department.

12.5 Limitations

The Internal Audit team did not experience any scope limitations in the financial year.



13 Key activities and objectives of the audit committee

13.1 Purpose and mandate

The Audit Committee is established in terms of the Public Finance Management Act and National Treasury Regulations to provide oversight responsibility on financial and non-financial performance of GPG departments, internal control systems, risk management, ICT, governance and to give counsel to the departments on any compliance with legal regulations.

13.2 Independence

The Audit Committee is an independent governance structure established and constituted in terms of section 38(1)(a)(ii) and 77 of the Public Finance Management Act (PFMA) and paragraph 3.1 of the Treasury Regulations.

13.3 Protecting the independence of the internal audit function

The Audit Committee ensure and protect the independence of the internal audit by reviewing and approving their three (03) years audit plan and monitor quarterly progress and implementation of the plans. The Audit Committee evaluate Internal Audit function at least annually to determine its efficiency and effectiveness.

13.4 Performance against statutory duties

The Audit Committee perform in terms of the Charter (Terms of Reference) which is aligned to the Public Finance Management Act and Treasury Regulations. Their duties and responsibilities are stipulated in the above-mentioned regulations and are monitored regularly to ensure its efficient and effectiveness.

13.5 Composition of the audit committee

The Audit Committee comprise of three (03) independent members, of which one (01) is appointed as the Chairperson.

13.6 Meeting attendance

There were five (05) Audit Committee Meetings held during the period under review. All stakeholders and Audit Committee Members attended the meetings as scheduled and in terms of the Audit Committee Charter.

13.7 Combined assurance

The Audit Committee review the effectiveness of the Combined Assurance Model and its implementation on a quarterly basis.

The Audit Committee ensure sound relationships with all assurance providers, oversight structures and other stakeholders to achieve an effective combined assurance system.

13.8 Resolution of audit committee recommendations

The Audit Committee Meeting resolutions for 2024/2025 financial year were addressed to satisfactory.

13.9 Audit committee performance evaluation

The Audit Committee evaluation outcome for the period under review was effective, meaning the Audit Committee were observed as adding value to the Gauteng Government Departments.



1 Attendance of audit committee meetings by audit committee members

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 2025/25	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					
Mandla Ncube (Mr) (Former Chair-person)	➤ AAT Diploma in Accounting ➤ Certificate of Training in USAID funded projects ➤ Certificate in Internal Auditor ➤ Certificate in Corporate Fraud Manager ➤ Certificate in Control Self-Assessment (QAR)	-	01 August 2022	17 February 2025	2	Yes	No	-	-
Stanley Ngobeni (Mr)	➤ Master of Philosophy of International Business ➤ Doctor of Philosophy in Business Management (current) ➤ Master of Business Administration ➤ Master of Commerce in International and Domestic Taxation ➤ BCompt Honours (CTA) ➤ Bachelor Accounting Science (Hons) ➤ Bachelor of Commerce ➤ Higher Diploma in Computer Auditing ➤ Certificate in Labour relations	SAIPA IIASA IOD(SA)	01 March 2019	31 July 2025	3	Yes	No	02	01

Name	Qualifications	Professional Affiliation (e.g. SAICA, IIA, IOD(SA))	Appointment: Term of Office		No. of meetings attended 20YY/ZZ	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					
Yongama Pamela (Ms)	➤ Postgraduate Diploma in Accounting ➤ Postgraduate Diploma in Management (Financial Accounting) ➤ Bachelor of Commerce	SAICA IoDSA	01 August 2023	31 July 2026	4	Yes	No	4	2
Phumla Mzizi (Ms)	➤ Honours Bachelor of Commerce in Transport Economics. ➤ BCompt Honours (CTA) ➤ BBusSci Finance Honours	SAICA	01 September 2018	31 July 2025	4	Yes	No	4	3

Remuneration of audit committee members

1.1 Rates

The Audit Committee Members are remunerated for preparation and actual duration hours of the Meetings, capped at 12 hours. The hourly remuneration rates are R3076 and R2153 for Chairperson and Member respectively. A special or ad hoc meeting is remunerated at R5500 for Chairperson and R5000 for a member.

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

All Audit Committee Member within the Cluster 05 are not working for an organ of the state.

1.3 Total audit committee expenditure for the reporting period.

The total Cluster 05 Audit Committee expenditure for the 2024/2025 reporting period amounted to R426 262, inclusive remuneration for all scheduled, in-committees or ad hoc meetings.

1. AUDIT COMMITTEE REPORT

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

Part 1: Audit Committee Reflections – 2024/25

Chairperson's brief reflections on key objectives and activities of the AC:

The Purpose and mandate of the Audit Committee is that it is established in terms of the Public Finance Management Act and National Treasury Regulations to provide oversight responsibility on financial and non-financial performance of GPG departments, internal control systems, risk management, ICT, governance and to give counsel to the departments on any compliance with legal regulations.

The Audit Committee is an independent governance structure established and constituted in terms of section 38(1)(a)(ii) and 77 of the Public Finance Management Act (PFMA) and paragraph 3.1 of the Treasury Regulations.

The Audit Committee declare any conflict of interest when they sign their appointment contracts to serve in the GPG Audit Committees. Also, in each Audit Committee Meetings, Audit Committee Members are offered the opportunity to declare any interest relative to meeting agenda, and such are recorded accordingly in the minutes.

The Chief Audit Executive report functionally to the Audit Committee and administratively to the Accounting Officer: Gauteng Provincial Treasury. The Audit Committee review and approve the Internal Audit Plans and monitor quarterly progress report against the IA plans. The Audit Committee provide oversight and counsel role to the Internal Audit activities, conduct one-on one meetings to address and resolve differences and/or matters identified by IA during their audits.

The 360-degree approach was conducted on the evaluation of the Audit Committee function for the period under review. The Audit Committee evaluation outcome was effective, meaning the Audit Committee were observed as adding value to the Gauteng Government Departments. Any challenges or shortcoming identified during the evaluations are presented at the Provincial Audit Committee Meetings by Secretariat and addressed during the period under review or within stipulated timeframes.

The Audit Committee has complied with its responsibilities arising from Public Finance Management Act and Treasury Regulations. The Audit Committee understands and has internalised the requirements of the Global Internal Audit Standards™ in its work. The Audit Committee reviewed and adopted appropriate formal terms of reference as its Audit Committee Charter, has regulated its affairs in compliance with this charter, and has discharged all its responsibilities as contained therein. The Audit Committee can confirm that it has functioned without hindrance or limitations throughout the reporting period.

Part 2: Audit Committee Composition and Meeting Attendance

The audit committee consists of three (03) members. The committee is properly constituted, with a balanced representation of independent members with a diverse and appropriate mix of qualifications, skills, and experience. The committee convened five (05) times during the year for the ordinary meetings.

Include each member's meeting attendance details 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
Mr. Mandla Ncube (Former Chairperson)	- AAT Diploma in Accounting - Certificate of Training in USAID funded projects - Certificate in Internal Auditor - Certificate in Corporate Fraud Manager - Certificate in Control Self Assessmet (QAR)	No	2	0
Mr. Stanley Ngobeni (Interim Chairperson)	- Master of Philosophy of International Business - Doctor of Philosophy in Business Management (current) - Master of Business Administration - Master of Commerce in International and Domestic Taxation - Bcompt Honours (CTA) - Bachelor Accounting Science (Hons) - Bachelor of Commerce - Higher Diploma in Computer Auditing\ - Certificate in Labour relations	No	3	0
Ms. Yongama Pamla-Dhludhlu (Member)	- Postgraduate Diploma in Accounting - Postgraduate Diploma in Management (Financial Accounting) - Bachelor of Commerce	No	4	0
Ms. Pumla Mzizi (Member)	- Honours Bachelor of Commerce in Transport Economics. - B Compt Honours (CTA) - B BusSci Finance Honours	No	4	0

Part 3: Audit Committee Focus Area

• Effectiveness of the internal control systems

Based on the results of the audits performed and the follow up reviews conducted, the overall opinion on the

internal control design was Adequate but Ineffective to ensure that the Department objectives will be achieved. The Audit Committee will continue to monitor the Department should focus on improving the effectiveness of controls in the following areas:

- Supply Chain Management – Bids
- Follow-up ICT Support to GPG Departments (Including ICT skills development for GPG staff and ESS support)
- Software license review
- **Effectiveness of the Internal Audit Function (IAF)**

Gauteng Audit Services derives its mandate from the Internal Audit Charter, PFMA, and the Treasury Regulations. The PFMA Section 38 (1) requires that the Accounting Officer for a Department, trading entity or constitutional institution, must ensure that that Department, Trading Entity or Constitutional Institution has and maintains a system of internal audit under the control and direction of an Audit Committee complying with and operating in accordance with regulations and instructions prescribed in terms of sections 76 and 77. Treasury Regulations 3.2 require that each institution to which these Regulations apply must have an Internal Audit Function.

The Internal Audit Function strengthens the Department's ability to create, protect, and sustain value by providing Management and, ultimately, the Audit Committee with independent, risk-based, and objective assurance, advice, insight, and foresight.

Audit committee concluded that internal audit performance and effectiveness is satisfactory:

- Reviewed and approved the annual Internal Audit plans and evaluated the independence, effectiveness and performance of the internal audit function;
- Considered the reports of the Internal Auditors on the Department's systems of internal control;
- Reviewed issues raised by internal audit and the adequacy of corrective action taken by management in response thereto.

- **Activities of the IAF**

The following was reviewed by Internal Audit during the year under review:

- Projects Management
- Financial Management
- Supply Chain Management – Bids
- Follow up on AG Findings
- Follow-up ICT Support to GPG Departments (Including ICT skills development for GPG staff and ESS support)
- Review of Draft Annual Performance Report
- Performance of the Department against Predetermined Objectives Q1
- Performance of the Department against Predetermined Objectives Q2
- Data Analysis – SAP ESS & PERSAL leave reconciliation
- Software license review
- Data Analysis – ETHICS / FIN / HR (1 Jan 2024 – 30 June 2024)
- IT Continuity Management Review
- SAP segregation of duties and authorization review
- 2025-26 IT risk assessment
- Data Analysis – ETHICS / FIN / HR (1 July 2024 – 30 December 2024)
- Follow up on significant Auditor General (IT) findings

- **Effectiveness of risk management**

Progress on the departmental risk management was reported to the Audit Committee on a quarterly basis.

The Audit Committee commends the effort made by the Department to improve its risk management processes, although some areas still require improvement. Management should take full responsibility for the entire Enterprise Risk Management Process and continue to support the Chief Risk Officer to enhance the performance of the Department. The Department should enhance its decision-making processes to be embedded with risk management considerations.

- **Adequacy, reliability, and accuracy of financial and performance information**

The Audit Committee reviewed the quality, accuracy, uselessness, reliability and appropriateness of quarterly and annual financial reporting and the Audit Committee is satisfied with the content and quality of financial and non-financial quarterly reports prepared and submitted by the Accounting Officer of the department during the year under review and confirms that the reports were in compliance with the statutory reporting framework.

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

The Audit Committee held separate in-committee meetings with Management, Auditor General of South Africa and Internal Audit where there was a need, to address findings raised by the auditors. Management mitigated action plans for audit findings and where audit findings are still not implemented, Management have put measures in place to resolve them with due dates.

- **Compliance with legal and regulatory provisions**

During the year, the Audit Committee, Management, Internal Audit, and Auditor-General of South Africa identified a number of instances of non-compliance with enabling laws and regulations. As a result, the Audit Committee suggested the establishment and implementation of an effective compliance management system to address issues of non-compliance with laws and regulations.

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

The Audit Committee would like to commend the department for reporting monthly and quarterly to Treasury as is required by the PFMA. The Audit Committee recommends that the department should fully comply with section 40(1) of the PFMA, in so far as management's review and monitoring of financial reports and performance information reports

- **Combined Assurance**

The Combined assurance framework does exist within the Department. Management quarterly reported to the Audit Committee on the coordinated approach that integrate the Risk Management and assurance activities within the Department to optimise the effectiveness of controls.

- **Evaluation of the annual financial statements**

Prior to submission to the AGSA for auditing purposes, the Audit Committee reviewed and recommended the Department's Annual Financial Statements on the 26 May 2025. The Audit Committee agrees with and accepts the Auditor-General of South Africa's conclusions regarding the Annual Financial Statements and recommends that the audited Annual Financial Statements be accepted and read alongside the Auditor-General's report.

- **External Audit**

The Auditor General South Africa, as an independent assurance provider, attended all Audit Committee Meetings during the financial year and participated in the process. The Audit Strategy and Engagement Letter were presented and endorsed by the Audit Committee including the audit fees. The Auditor General of South Africa engaged the Audit Committee to provide progress update on the audit prior to finalisation of the

Audit and Management Reports for the Department.

- **Auditor-General's Report**

The overall audit outcome of the department is unqualified without findings (a clean audit). This is the same as the previous year's audit outcome. The Audit Committee commend Management for the audit outcome.

- **Conclusion**

The Audit Committee wishes to acknowledge the commitment and support of the Honourable MEC, Head of the department and his staff, AGSA, and Internal Audit of the department. Both political and administrative leadership in the department played an ultimate and big role during the financial year.



Mr. Stanley Ngobeni
Chairperson of the Audit Committee
Department of eGovernment
Date: 31 July 2025

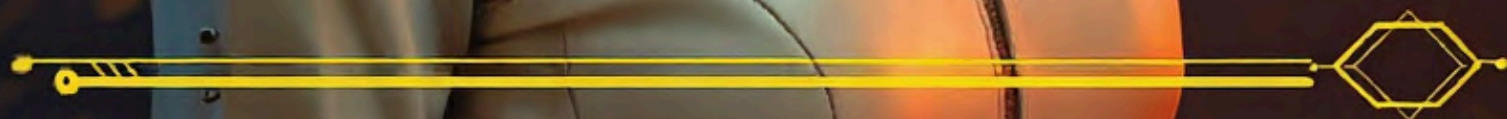
2. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

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 <i>(include a discussion on your response and indicate what measures have been taken to comply)</i>
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	The preferential procurement is included the departments SCM policy
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	

HUMAN RESOURCE
MANAGEMENT

Part D



1. INTRODUCTION

The employees in the Gauteng Department of e-Government are appointed in terms of the Public Service Act, 199 as amended, read in conjunction with the Public Service Regulations, 2016 and Public Service Amended Regulations, 2023. The strategic and operational functioning of the human resources is governed by at least the following pieces of legislation:

- Basic Conditions of Employment Act, 1997
- Labour Relations Act, 1995
- Employment Equity Act, 1998
- South African Qualifications Authority Act, 1995
- Skills Development Act, 1998
- Occupational Health and Safety Act, 1993
- Promotion of Access to Information Act, 2000

The Human Resources Directorate comprises of the following subunits:

- Human Resource Planning and Organisational Development.
- Human Resource Administration.
- Performance Management and Development; and
- Employee Relations and Wellness

The primary aim of the directorate is to provide productive and reliable administrative and strategic support to all the Department's divisions through constructive, needs-based human resource services. The Department's mission guides its approach to Human Resources (HR) issues. To improve service quality, the department commits to provide and maintain appropriate skills, sound health and wellness practices, and labor peace through HR.

2. OVERVIEW OF HUMAN RESOURCES

2.1. The status of human resources in the department

The Human Resources Management is committed to providing a positive and supportive workplace environment for all employees. The information provided below provide a detailed account of the human resources management function in the department.

There were 891 positions in the Gauteng Department of e-Government staff establishment as of 31 March 2025 (including posts additional to staff establishment), with 760 of these positions filled and 131 vacant. This equates to 85 percent of the positions being filled. The implementation of DPSCA circular 20 of 2024 on cost containment, caused delays in filling vacant positions, which resulted in the increased vacancy rate of 14.70% from 11.20 percent in 2023/24.

The following represents the racial breakdown of employment equity status: 683 Africans; 36 Coloureds; 17 Indians and 24 Whites. The department has a well-presented female workforce. As of the end of 2024/25, 56 percent (424) of the entire workforce are females. The Gauteng Department of e-Government continues to fulfil the Cabinet's objectives for employment of people with disabilities, with 4 percent of its workforce representing people with disabilities. The department is however still struggling to meet the target for employment of females at SMS level. Women at SMS level constitute less than the prescribed 50% of the filled posts at senior management level, as of the 31st of March 2025 SMS female employment equity rate was at 45% which is a decrease from as at the end of 2023/24 financial year. Youth appointments within the department constitutes 16% of the staff establishment.

In accordance with the Workplace Skills Plan, the Department implemented 17 training programmes with 130 officials trained. Additionally, the Department awarded 117 bursaries to staff members to assist with their further studies during the year under review. 32 learners were also appointed for experiential learning.

For the period January 2024 to December 2024 (Table 3.10.1), a total of 3 025 days sick leave were utilised, compared to the 3 469 days utilised for sick leave in the 2023 calendar year. The number of staff members that used sick leave came to 453 in 2024 compared to 488 in 2023. This reflects an average of 7 days sick leave per employee who used sick leave.

To promote the achievement of work-life balance and wellness in our employee community, four awareness sessions focusing on 4 EHWP Pillars were conducted throughout the financial year. 203 employees enrolled on the disease management programme, 7 employees were admitted to hospital and provided with the necessary support from the EHWP. 487 home visits were conducted, 53 employees participated in the voluntary testing. Building inspections were conducted and reported to the relevant stakeholders for corrective measures. 38 inhouse counselling sessions were provided to employees, and 891 employees were reached through health promotion messages.

To develop a professional organisation with high standards, sound labour peace and ethics. Labour relations processes and code of conduct were presented in the quarterly inductions. Six (6) grievances lodged were dealt with in the reporting period and were finalised during the reporting year. No employees in the Department participated in strike actions during the reporting period.

2.2 Workforce planning and human resource plans /goals.

Notwithstanding the year's successes and failures, human resources must remain an essential component of the departments' operations and be recognised as such. The department's goals for the fiscal year 2025–2026 are as follows:

- 2.2.1 The approval of the organisational structure by the Department of Public Service and Administration since it has a direct influence on service delivery as key positions must be identified, evaluated, and filled.
- 2.2.2 HR Plan is approved and submitted to DPSA.
- 2.2.3 Filling of prioritised positions.
- 2.2.4 Approval and advocacy on the EE Plan.
- 2.2.5 Ensure that all workers sign performance agreements and undergo formal performance evaluations.
- 2.2.6 Support employees to maintain optimal productivity and reduce long-term absence.
- 2.2.7 Expediting the finalisation of labour relations cases within the prescribed time.

3. HUMAN RESOURCES OVERSIGHT STATISTICS

3.1 Personnel related expenditure

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

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

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2024 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	306 374.00	183 503.00	1 855.00	1 210	59.90	549.00
Human Resource Services	134 128.00	132 632.00	0	0	98.90	566.00
Information Communication Technology (ICT)	1 320 103.00	172 218.00	451.00	0	13.00	848.00
Total	1 760 605.00	488 353.00	2 306.00	1 210	27.70	633.00

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)
Lower skilled (Levels 1-2)	713.00	0.10	3	237 667.00
Skilled (level 3-5)	30 207.00	6.10	92	328 337.00
Highly skilled production (levels 6-8)	180 122.00	36.60	357	504 543.00
Highly skilled supervision (levels 9-12)	210 032.00	42.70	236	889 966.00
Senior and Top management (levels 13-16)	33 204.00	6.70	25	1 328 160
Contract (Levels 1-2)	3 369.00	0.70	22	153 136.00
Contract (Levels 3-5)	392.00	0.10	2	196 000
Contract (Levels 9-12)	3 576.00	0.70	6	596 000
Contract (Levels >= 13)	25 713.00	5.20	17	1 512 529.00
Abnormal Appointment	1 025.00	0.20	11	93 182.00
Total	488 353.00	99.20	771	633 402.00

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

Pro-gramme	Salaries		Overtime		Home Owners Al- lowance		Medical Aid	
	Amount (R'000)	Sala- ries as a % of per- sonnel costs	Amount (R'000)	Over- time as a % of per- sonnel costs	Amount (R'000)	HOA as a % of per- sonnel costs	Amount (R'000)	Medi- cal aid as a % of per- sonnel costs
Adminis- tration	156 694.00	90.40	638.00	0.40	5 398.00	3.10	10 627.00	6.10
Human Resource Services	111 003.00	87.70	1 286.00	1.00	4 831.00	3.80	9 434.00	7.50
ICT Shared Services	151 283.00	94.00	1 265.00	0.80	3 088.00	1.90	5 346.00	3.30
Total	418 980	90.90	3 189.00	0.70	13 317.00	2.90	25 407.00	5.50

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		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Skilled (level 1-2)	645.00	90.50	0	0	63.00	8.80	151.00	21.20
Skilled (level 3-5)	27 996.00	90.50	49.00	0.20	1 770	5.70	4 298.00	13.90
Highly skilled production (levels 6-8)	146 991.00	81.50	1 938.00	1.10	7 147.00	4.00	14 497 .00	8.00
Highly skilled supervision (levels 9-12)	179 074.00	84.80	1 199.00	0.60	3 593.00	1.70	6 151.00	2.90
Senior management (level 13-16)	29 985.00	88.90	3.00	0	631.00	1.90	188.00	0.60
Contract (Levels 1-2)	3 566.00	99.90	0	0	0	0	0	0
Contract (Levels 3-5)	392.00	100	0	0	0	0	0	0
Contract (Levels 9-12)	3 666.00	99.30	0	0	80	2.20	29.00	0.80
Contract (Levels 13 - 16)	25 640	95.80	0	0	33.00	0.10	93.00	0.30
Abnormal Appointment	1 025.00	100	0	0	0	0	0	0
Total	418.980	90.90	3 189.00	0.70	13 317.00	2.90	25 407.00	5.50

3.2 Employment and Vacancies

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

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

This information is presented in terms of three key variables:

- programme
- salary band
- critical occupations (see definition in notes below).

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

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

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administration	367	323	11.90%	28
Human Resource Services	266	234	12.03%	0
Information Communication Technology (ICT)	258	203	21.32%	0
Total	891	760	14.70%	28

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)	3	3	0	0
Skilled (3-5)	101	92	8.90	0
Highly skilled production (6-8)	410	357	12.90	0
Highly skilled supervision (9-12)	291	236	18.90	1
Senior management (13-16)	39	25	35.90	3
Contract (Levels 1-2)	22	22	0	21
Contract (Levels 3-5)	2	2	0	0
Contract (Levels 9-12)	6	6	0	3
Contract (Levels 13 - 16)	17	17	0	0
Total	891	760	14.70	28

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
Administration Clerks	5	5	0	0
Administration Officer	6	5	16.70	0
Air Conditioning and Refrigeration Mechanic	5	4	20	0
Alarm & Security / Surveillance Monitor	2	2	0	0
Application Development Manager	5	2	60	0
Applications Developer	12	10	16.70	0
Applications Programmer	1	1	0	0
Archives Manager	1	1	0	0
Archivist	14	12	14.30	0
Career Development Practitioner	13	13	0	0
Chief Financial Officer	1	0	100	0
Chief Information Officer	1	0	100	0
Communication and Marketing Manager	1	1	0	0
Communication Coordinator	11	9	18.20	0
Computer Network and Systems Engineer	30	25	16.70	0
Computers Quality Assurance Analyst	12	9	25.00	0
Developer Programmer	35	29	17.10	0
Digital Artist	1	1	0	0
Elementary Workers not Elsewhere Classified	22	22	0	22.00
Employee Wellness Practitioner	4	4	0	0
Ethics Officer	2	2	0	0
Facilities Manager	1	1	0	0
Filing And Registry Clerk	13	11	15.40	0
Finance Clerk	45	37	17.80	0
Finance Manager	4	4	0	0
Financial Accountant	9	8	11.10	0
Food Trade Assistant	1	1	0	0
General Accountant	21	20	4.80	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Head of Provincial Department	1	1	0	0
Human Resource Clerk	105	92	12.40	0
Human Resource Manager	7	7	0	0
Human Resource Practitioner	21	15	28.60	0
ICT Project Manager	5	2	60	0
ICT Security Specialist	6	4	33.30	0
ICT Systems Analyst	2	2	0	0
Industrial/ Labour Relations Officer	4	3	25.00	0
Information Technology & Systems Manager	11	6	45.50	0
Infrastructure Coordinator	1	1	0	0
IT Architect	5	3	40	0
IT Engineer	6	4	33.30	0
Kitchen Hand	4	4	0	0
Legal Related Manager	1	1	0	0
Messengers	8	8	0	0
Middle Manager: Human Resource & Organisational Development & Related	13	10	23.10	0
Middle Manager: Administrative Related	14	11	21.40	0
Middle Manager: Finance and Economics Related	14	13	7.10	3
Middle Manager: Information Technology Related	25	18	28.00	0
Middle Manager: Internal Audit Related	1	1	0	0
Middle Manager: Legal Related	4	3	25.00	0
Middle Manager: Communication & Information Related	2	2	0	0
Multimedia Designer	1	1	0	0
Network Analyst	4	3	25.00	0
Office Cleaner	2	1	50	0
Organisational Development Practitioner	3	2	33.30	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Other Middle Manager	8	6	25.00	0
Other Occupations	1	1	0	0
Payroll Clerk	42	40	4.80	0
Personal Assistant	25	22	12.00	0
Policy Analyst	10	8	20	0
Policy And Planning Managers	1	1	0	0
Professionals not Elsewhere Classified	8	7	12.50	0
Public/Media Relations Manager	2	2	0	0
Receptionist (General)	4	3	25.00	0
Registry And Mailing Clerk	45	39	13.30	0
Risk And Integrity Manager	1	0	100	0
Risk and Integrity Specialist	5	3	40	0
Safety/Health & Environment & Quality (SHERQ) Practitioner	1	1	0	0
Security Officer	71	65	8.50	0
Skills Development Facilitator/ Practitioner	4	3	25.00	0
Software Developer	3	3	0	0
Strategy/Monitoring & Evaluation Manager	4	4	0	0
Supply Chain Clerk	5	5	0	0
Supply Chain Manager	1	1	0	0
Supply Chain Practitioner	24	22	8.30	3
Switchboard Operator	3	3	0	0
Systems Administrator	45	40	11.10	0
Systems Developer	1	0	100	0
Technical (ICT) Support Services Manager	15	14	6.70	0
Telecommunications Technician	3	2	33.30	0
Transport Clerk	4	4	0	0
Web Administrator	6	3	50	0
Web Developer	1	1	0	0
Total	891	760	14.70	28

Notes

- The CORE classification, as prescribed by the DPSA, should be used for completion of this table.
- Critical occupations are defined as occupations or sub-categories within an occupation –
 - (a) in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria;
 - (b) for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction;
 - (c) where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
 - (d) in respect of which a department experiences a high degree of difficulty to recruit or retain the services of employees.

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
MEC	01	01	100%	0	0%
Salary Level 16	01	01	100%	0	0%
Salary Level 15	02	01	50%	01	50%
Salary Level 14	08	07	88%	01	12%
Salary Level 13	37	28	76%	09	24%
Total	49	38	78%	11	22%

Table 3.3.2 SMS post information as on 30 September 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
MEC	01	01	100%	0	0%
Salary Level 16	01	01	100%	0	0%
Salary Level 15	02	01	50%	01	50%
Salary Level 14	08	07	88%	01	12%
Salary Level 13	37	29	78%	08	22%
Total	49	39	80%	10	20%

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			
Salary Level 16			
Salary Level 15			
Salary Level 14			
Salary Level 13			
Total			

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
Reasons for vacancies not filled within twelve months

Notes

- In terms of the Public Service Regulations Chapter 1, Part VII C.1A.3, departments must indicate good cause or reason for not having complied with the filling of SMS posts within the prescribed timeframes.

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
Reasons for vacancies not filled within six months

Notes

- In terms of the Public Service Regulations Chapter 1, Part VII C.1A.2, departments must indicate good cause or reason for not having complied with the filling of SMS posts within the prescribed timeframes. In the event of non-compliance with this regulation, the relevant executive authority or head of department must take appropriate disciplinary steps in terms of section 16A(1) or (2) of the Public Service Act.

3.4 Job Evaluation

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

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 20YY and 31 March 20ZZ

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower Skilled (Levels 1-2)	3	0	0	0	0	0	0
Skilled (Levels 3-5)	101	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	410	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	291	0	0	0	0	0	0
Senior Management Service Band A	31	0	0	0	0	0	0
Senior Management Service Band B	5	0	0	0	0	0	0
Senior Management Service Band C	2	1	50	0	0	0	0
Senior Management Service Band D	1	0	0	0	0	0	0
Contract (Levels 1-2)	22	0	0	0	0	0	0
Contract (Levels 3-5)	2	0	0	0	0	0	0
Contract (Levels 9-12)	6	0	0	0	0	0	0
Contract Band A	12	0	0	0	0	0	0
Contract Band B	4	0	0	0	0	0	0
Contract Band D	1	0	0	0	0	0	0
Total	891	1	0.10	0	0	0	0

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

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

Gender	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0
Employees with a disability					

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
None				
Total number of employees whose salaries exceeded the level determined by job evaluation				0
Percentage of total employed				0

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	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0
Employees with a disability	0	0	0	0	0

Notes

- If there were no cases where the salary levels were higher than those determined by job evaluation, keep the heading and replace the table with the following:

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

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

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 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)	3	1	0	0
Skilled (Levels 3-5)	96	3	1	1.00
Highly skilled production (Levels 6-8)	367	1	14	3.80
Highly skilled supervision (Levels 9-12)	246	6	14	5.70
Senior Management Service Bands A	18	3	1	5.60
Senior Management Service Bands B	4	0	0	0
Senior Management Service Bands C	1	0	0	0
Senior Management Service Bands D	0	1	0	0
Contract (Levels 1-2)	0	23	2	0
Contract (Levels 3-5)	0	2	0	0
Contract (Levels 9-12)	2	6	2	100
Contract Band A	12	8	7	58.30
Contract Band B	5	2	2	40
Contract Band D	1	0	0	0
Total	755	56	43	5.70

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
Administration Officer	0	0	1.00	0
Administrative Related	46.00	0	0	0
All Artisans In The Building Metal Machinery Etc.	5.00	0	1.00	20
Application Development Manager	0	1.00	1.00	0
Applications Developer	0	0	1.00	0
Archivists Curators and Related Professionals	2.00	0	0	0
Career Development Practitioner	0	1.00	0	0
Chief Financial Officer	0	0	1.00	0
Client Inform Clerks (Switch-board Receptionist Inform Clerks)	7.00	0	1.00	14.30
Communication And Information Related	7.00	0	0	0
Communication Coordinator	0	0	1.00	0
Computer Programmers	15.00	0	0	0
Computer System Designers and Analysts	74.00	0	0	0
Developer Programmer Permanent	0	0	2.00	0
Elementary Workers Not Elsewhere Classified	0	23.00	2.00	0
Facilities Manager	0	2.00	1.00	0
Filing And Registry Clerk	0	1.00	0	0
Finance And Economics Related	36.00	0	0	0
Finance Clerk	0	0	1.00	0
Financial And Related Professionals	7.00	0	0	0
Financial Clerks and Credit Controllers	97.00	0	1.00	1.00
Food Services Aids and Waiters	4.00	0	0	0
Food Trade Assistant	0	1.00	0	0
General Accountant	0	2.00	1.00	0
Head Of Department/Chief Executive Officer	1.00	0	0	0
Human Resource Clerk	0	0	4.00	0

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
Human Resource Manager	0	5.00	4.00	0
Human Resource Practitioner	0	0	1.00	0
Human Resources & Organisational Development & Related Profession	67.00	0	1.00	1.50
Human Resources Clerks	44.00	0	0	0
Human Resources Related	48.00	0	0	0
Industrial/ Labour Relations Officer	0	1.00	0	0
Information Technology & Systems Manager	0	2.00	1.00	0
Information Technology Related	36.00	0	2.00	5.60
IT Engineer	0	0	1.00	0
Language Practitioners Interpreters & Other Communication	5.00	0	0	0
Legal Related	2.00	0	0	0
Library Mail and Related Clerks	45.00	0	0	0
Logistical Support Personnel	11.00	0	0	0
Material-Recording and Transport Clerks	5.00	0	0	0
Messengers	0	1.00	0	0
Messengers Porters And Deliverers	7.00	0	0	0
Middle Manager: Human Resource & Organisational Development Related	0	0	1.00	0
Middle Manager: Administrative Related	0	3.00	0	0
Middle Manager: Finance and Economics Related	0	1.00	0	0
Network Analyst	0	0	1.00	0
Office Cleaner	0	1.00	0	0
Other Administration & Related Clerks and Organisers	4.00	0	0	0
Other Information Technology Personnel	54.00	0	0	0
Other Middle Manager	0	2.00	1.00	0
Other Occupations	0	1.00	1.00	0
Payroll Clerk	0	2.00	2.00	0

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
Public/Media Relations Manager	0	1.00	1.00	0
Registry and Mailing Clerk	0	0	2.00	0
Risk and Integrity Manager	0	0	1.00	0
Risk Management and Security Services	2.00	0	0	0
Secretaries & Other Keyboard Operating Clerks	21.00	0	0	0
Security Guards	1.00	0	0	0
Security Officer	0	0	2.00	0
Security Officers	66.00	0	0	0
Senior Managers	36.00	0	0	0
Supply Chain Practitioner	0	3.00	0	0
Systems Administrator	0	1.00	1.00	0
Systems Developer	0	1.00	0	0
Technical (ICT) Support Services Manager	0	0	1.00	0
TOTAL	755	56	43	5.70

Notes

- The CORE classification, as prescribed by the DPSA, should be used for completion of this table.
- Critical occupations are defined as occupations or sub-categories within an occupation –
 - (a) in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria;
 - (b) for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction;
 - (c) where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
 - (d) in respect of which a department experiences a high degree of difficulty to recruit or retain the services of employees.

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

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

Termination Type	Number	% of Total Resignations
Death	1	2.30
Resignation	21	48.80
Expiry of contract	9	20.90
Discharged due to ill-health	1	2.30
Retirement	11	25.60
Total	43	100
Total number of employees who left as a % of total employment		5.70

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 employ- ees by occu- pation	Progres- sions to an- other notch within a salary level	Notch progres- sion as a % of employees by occupation
Administration Officer	0	0	0	4.00	0
Administrative Related	46.00	0	0	0	0
All Artisans In The Build- ing Metal Machinery Etc.	5.00	0	0	3.00	60
Applications Developer	0	0	0	5.00	0
Applications Programmer	0	0	0	1.00	0
Archives Manager	0	0	0	1.00	0
Archivist	0	0	0	8.00	0
Archivists Curators and Related Professionals	2.00	0	0	0	0
Career Development Practitioner	0	0	0	2.00	0
Cashiers Tellers And Re- lated Clerks	0	0	0	1.00	0
Chief Financial Officer	0	0	0	1.00	0
Cleaners In Offices Work- shops Hospitals Etc.	0	0	0	1.00	0
Client Inform Clerks (Switchboard Receptionist Inform Clerks)	7.00	0	0	0	0
Communication and Infor- mation Related	7.00	0	0	0	0
Communication and Mar- keting Manager	0	0	0	1.00	0
Communication Coordi- nator	0	0	0	4.00	0

Occupation	Employees 1 April 2024	Promotions to another salary level	Salary level promotions as a % of employ- ees by occu- pation	Progres- sions to an- other notch within a salary level	Notch progres- sion as a % of employees by occupation
Computer Network and Systems Engineer	0	0	0	21.00	0
Computer Programmers.	15.00	0	0	0	0
Computer System Designers and Analysts.	74.00	0	0	3.00	4.10
Computers Quality Assurance Analyst	0	0	0	3.00	0
Developer Programmer	0	0	0	25.00	0
Dispatching And Receiving Clerk	0	0	0	2.00	0
Employee Wellness Practitioner	0	0	0	2.00	0
Ethics Officer	0	0	0	1.00	0
Filing And Registry Clerk	0	0	0	7.00	0
Finance And Economics Related	36.00	0	0	1.00	2.80
Finance Clerk	0	0	0	32.00	0
Finance Manager	0	0	0	1.00	0
Financial Accountant	0	0	0	3.00	0
Financial And Related Professionals	7.00	0	0	1.00	14.30
Financial Clerks and Credit Controllers	97.00	0	0	5.00	5.20
Food Services Aids and Waiters	4.00	0	0	2.00	50
General Accountant	0	0	0	14.00	0
Head Of Department/Chief Executive Officer	1.00	0	0	0	0
Human Resource Clerk	0	1.00	0	50	0
Human Resource Manager	0	0	0	2.00	0
Human Resource Practitioner	0	0	0	4.00	0
Human Resources & Organisational Development & Relate Professional	67.00	0	0	17.00	25.40
Human Resources Clerks	44.00	0	0	14.00	31.80
Human Resources Related	48.00	0	0	0	0
ICT Project Manager	0	0	0	1.00	0
ICT Security Specialist	0	0	0	3.00	0
ICT Systems Analyst	0	0	0	1.00	0

Occupation	Employees 1 April 2024	Promotions to another salary level	Salary level promotions as a % of employ- ees by occu- pation	Progres- sions to an- other notch within a salary level	Notch progres- sion as a % of employees by occupation
Information Technology & Systems Manager	0	0	0	4.00	0
Information Technology Related	36.00	0	0	0	0
Infrastructure Coordinator	0	0	0	1.00	0
IT Architect	0	0	0	2.00	0
IT Engineer	0	0	0	3.00	0
Kitchen Hand	0	0	0	3.00	0
Language Practitioners Interpreters & Other Com- munication	5.00	0	0	0	0
Legal Related	2.00	0	0	0	0
Library Mail and Related Clerks	45.00	0	0	6.00	13.30
Logistical Support Person- nel	11.00	0	0	4.00	36.40
Material-Recording and Transport Clerks	5.00	0	0	2.00	40
Messengers	0	0	0	3.00	0
Messengers Porters And Deliverers	7.00	0	0	0	0
Middle Manager: Human Resource & Organisation- al Development Related	0	0	0	6.00	0
Middle Manager: Adminis- trative Related	0	0	0	5.00	0
Middle Manager: Finance and Economics Related	0	0	0	7.00	0
Middle Manager: Informa- tion Technology Related	0	0	0	5.00	0
Middle Manager: Internal Audit Related	0	0	0	1.00	0
Middle Manager: Legal Related	0	0	0	2.00	0
Middle Manager: Com- munication & Information Related	0	0	0	3.00	0
Multimedia Designer	0	0	0	1.00	0
Network Analyst	0	0	0	5.00	0
Organisational Develop- ment Practitioner	0	0	0	1.00	0

Occupation	Employees 1 April 2024	Promotions to another salary level	Salary level promotions as a % of employ- ees by occu- pation	Progres- sions to an- other notch within a salary level	Notch progres- sion as a % of employees by occupation
Other Administration & Related Clerks and Organisers	4.00	0	0	5.00	125.00
Other Administrative Policy And Related Officers	0	0	0	1.00	0
Other Information Technology Personnel.	54.00	0	0	2.00	3.70
Other Middle Manager	0	0	0	2.00	0
Other Occupations	0	0	0	5.00	0
Payroll Clerk	0	0	0	35.00	0
Personal Assistant	0	0	0	14.00	0
Policy Analyst	0	0	0	3.00	0
Professionals Not Elsewhere Classified.	0	0	0	6.00	0
Receptionist (General)	0	0	0	3.00	0
Registry And Mailing Clerk	0	0	0	17.00	0
Risk Management and Security Services	2.00	0	0	1.00	50
Safety/Health & Environment & Quality (SHERQ) Practitioner	0	0	0	1.00	0
Secretaries & Other Keyboard Operating Clerks	21.00	0	0	3.00	14.30
Security Guards	1.00	0	0	0	0
Security Officer	0	0	0	60	0
Security Officers	66.00	0	0	2.00	3.00
Senior Managers	36.00	0	0	0	0
Skills Development Facilitator/ Practitioner	0	0	0	1.00	0
Software Developer	0	0	0	3.00	0
Supply Chain Practitioner	0	0	0	9.00	0
Switchboard Operator	0	0	0	3.00	0
Systems Administrator	0	0	0	20	0
Technical (ICT) Support Services Manager	0	0	0	4.00	0
Telecommunications Technician	0	0	0	1.00	0
Training and Development Professional	0	0	0	1.00	0
Web Administrator	0	0	0	1.00	0
Web Developer	0	0	0	1.00	0
TOTAL	755.00	1.00	0.10	515.00	68.20

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

Salary Band	Employ- ees 1 April 2024	Promotions to another salary level	Salary bands promotions as a % of employ- ees by salary level	Progres- sions to an- other notch within a salary level	Notch progres- sion as a % of employees by salary bands
Lower skilled (Levels 1-2)	3.00	0	0	3.00	100
Skilled (Levels 3-5)	96.00	0	0	82.00	85.40
Highly skilled production (Levels 6-8)	367.00	1.00	0.30	262.00	71.40
Highly skilled supervision (Levels 9-12)	246.00	0	0	157.00	63.80
Senior Management (Level 13-16)	23.00	0	0	4.00	17.40
Contract (Levels 9-12)	2.00	0	0	0	0
Contract (Levels 13 - 16)	18.00	0	0	7.00	38.90
Total	755.00	1.00	0.10	515.00	68.20

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	
Senior Officials and Managers	1.00	0	1.00	1.00	0	0	0	0	3.00
Professionals	0	1.00	0	0	0	0	0	0	1.00
Technicians and Associate Professionals	1.00	0	1.00	1.00	0	0	0	0	3.00
Clerks	1.00	0	0	0	1.00	0	0	1.00	3.00
Service Shop and Market Sales Workers	1.00	0	0	0	0	0	0	0	1.00
Labourers and Related Workers	0	0	0	0	4.00	0	0	1.00	5.00
Clerical Support Workers	75.00	5.00	1.00	1.00	157.00	15.00	0	4.00	258.00
Elementary	12.00	0	0	0	23.00	0	0	0	35.00
Managers	42.00	2.00	3.00	3.00	39.00	2.00	1.00	3.00	95.00
Professionals	109.00	7.00	4.00	6.00	122.00	3.00	2.00	3.00	256.00
Protect Rescue Social Health Science Support Personnel	41.00	0	1.00	0	25.00	0	0	0	67.00
Skill Agriculture Forestry Fish Craft Related Trades Workers	5.00	0	0	0	1.00	0	0	0	6.00
Technicians & Associate Technical Occupations	10	0	1.00	0	13.00	1.00	2.00	0	27.00
Total	298.00	15.00	12.00	12.00	385.00	21.00	5.00	12.00	760
Employees with disabilities	11.00	0	1.00	0	18.00	1.00	0	2.00	33.00

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	Co-coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1.00	0	0	0	1.00	0	0	0	2.00
Senior Management	9.00	1.00	3.00	1.00	7.00	1.00	0	1.00	23.00
Professionally qualified and experienced specialists and mid-management	97.00	7.00	6.00	9.00	105.00	2.00	4.00	6.00	236.00
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	121.00	7.00	3.00	1.00	201.00	18.00	1.00	5.00	357.00
Semi-skilled and discretionary decision making	50	0	0	0	42.00	0	0	0	92.00
Unskilled and defined decision making	0	0	0	0	3.00	0	0	0	3.00
Contract (Top Management)	1.00	0	0	0	0	0	0	0	1.00
Contract (Senior Management)	8.00	0	0	1.00	7.00	0	0	0	16.00
Contract (Professionally Qualified)	4.00	0	0	0	2.00	0	0	0	6.00
Contract (Semi-Skilled)	1.00	0	0	0	1.00	0	0	0	2.00
Contract (Unskilled)	6.00	0	0	0	16.00	0	0	0	22.00
Total	298.00	15.00	12.00	12.00	385.00	21.00	5.00	2.00	760

Table 3.6.3 Recruitment for the period 1 April 20YY to 31 March 20ZZ

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1.00	0	0	0	0	0	0	0	1.00
Senior Management	1.00	0	0	0	2.00	0	0	0	3.00
Professionally qualified and experienced specialists and mid-management	4.00	0	0	0	2.00	0	0	0	6.00
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	1.00	0	0	0	0	0	0	0	1.00
Semi-skilled and discretionary decision making	1.00	0	0	0	2.00	0	0	0	3.00
Unskilled and defined decision making	0	0	0	0	1.00	0	0	0	1.00
Contract (Senior Management)	6.00	0	0	0	4.00	0	0	0	10
Contract (Professionally qualified)	4.00	0	0	0	2.00	0	0	0	6.00
Contract (Semi-skilled)	1.00	0	0	0	1.00	0	0	0	2.00
Contract (Unskilled)	6.00	0	0	0	17.00	0	0	0	23.00
Total	25.00	0	0	0	31.00	0	0	0	56.00
Employees with disabilities	0	0	0	0	1.00	0	0	0	1.00

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	
Senior Management	2.00	0	1.00	0	1.00	0	0	0	4.00
Professionally qualified and experienced specialists and mid-management	63.00	4.00	1.00	3.00	75.00	2.00	4.00	5.00	157.00
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	91.00	6.00	1.00	0	145.00	16.00	0	4.00	263.00
Semi-skilled and discretionary decision making	44.00	0	0	0	38.00	0	0	0	82.00
Unskilled and defined decision making	0	0	0	0	3.00	0	0	0	3.00
Contract (Senior Management)	0	0	0	1.00	6.00	0	0	0	7.00
Total	200	10	3.00	4.00	268.00	18.00	4.00	9.00	516.00
Employees with disabilities	7.00	0	1.00	0	10	0	0	2.00	20

Table 3.6.5 Terminations for the period 1 April 20YY to 31 March 20ZZ

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Management	0	0	0	0	1.00	0	0	0	1.00
Professionally qualified and experienced specialists and mid-management	7.00	0	0	0	5.00	1.00	0	1.00	14.00
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	8.00	0	0	0	5.00	0	1.00	0	14.00
Semi-skilled and discretionary decision making	1.00	0	0	0	0	0	0	0	1.00
Contract (Senior Management)	4.00	0	0	0	5.00	0	0	0	9.00
Contract (Professionally qualified)	2.00	0	0	0	0	0	0	0	2.00
Contract (Unskilled)	0	0	0	0	2.00	0	0	0	2.00
Total	22.00	0	0	0	18.00	1.00	1.00	1.00	43.00
Employees with Disabilities	1.00	0	0	0	0	0	0	0	1.00

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	
Dismissal	0	1	0	0	0	0	0	0	1
Abscondment	1	1	0	0	0	0	0	0	2
Total	1	2	0	0	0	0	0	0	3

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	9	0	0	0	7	0	0	0	16
Professionals	13	0	0	0	30	0	0	0	43
Technicians and associate professionals	23	1	1	0	25	1	0	0	51
Clerks	12	0	0	0	8	0	0	0	20
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	0	0	0	0	0
Total	57	1	1	0	70	1	0	0	130
Employees with disabilities	0	0	0	0	0	0	0	0	0

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 2025

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/MEC	01	01	00	100%
Salary Level 16	01	01	01	0%
Salary Level 15	02	01	01	100%
Salary Level 14	08	07	07	100%
Salary Level 13	37	26	24	92%
Total	49	35	33	94%

Notes

- In the event of a National or Provincial election occurring within the first three months of a financial year all members of the SMS must conclude and sign their performance agreements for that financial year within three months following the month in which the elections took place. For example if elections took place in April, the reporting date in the heading of the table above should change to 31 July 2022.

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 March 2025

Reasons

Notes

- The reporting date in the heading of this table should be aligned with that of Table 3.7.1.

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 March 2025

Reasons
The officials to forfeit receipt of end year Pay progression incentives due to non-compliance

Notes

- The reporting date in the heading of this table should be aligned with that of Table 3.7.1.

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 20YY to 31 March 20ZZ

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
Male	0	287.00	0	0	0
Female	0	367.00	0	0	0
Asian					
Male	0	11.00	0	0	0
Female	0	5.00	0	0	0
Coloured					
Male	0	15.00	0	0	0
Female	0	20	0	0	0
White					
Male	0	12.00	0	0	0
Female	0	10	0	0	0
Total	0	760	0	0	0

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

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	0	3.00	0	0	0	0
Skilled (level 3-5)	0	92.00	0	0	0	0
Highly skilled production (level 6-8)	0	357.00	0	0	0	0
Highly skilled supervision (level 9-12)	0	236.00	0	0	0	0
Contract (Levels 1-2)	0	22.00	0	0	0	0
Contract (Levels 3-5)	0	2.00	0	0	0	0
Contract (Levels 9-12)	0	6.00	0	0	0	0
Total	0	718.00	0	0	0	0

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

Critical occupation	Beneficiary Profile		Cost		
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Administration Clerks	0	5.00	0	0	0
Administration Officer	0	5.00	0	0	0
Air Conditioning and Refrigeration Mechanic	0	4.00	0	0	0
Alarm & Security /Surveillance Monitor	0	2.00	0	0	0
Application Development Manager	0	2.00	0	0	0
Applications Developer	0	10	0	0	0
Applications Programmer	0	1.00	0	0	0
Archives Manager	0	1.00	0	0	0
Archivist	0	12.00	0	0	0

Critical occupation	Beneficiary Profile		Cost		
	Number of beneficiaries	Number of employees	% of total with-in occupation	Total Cost (R'000)	Average cost per employee
Career Development Practitioner	0	13.00	0	0	0
Communication and Marketing Manager	0	1.00	0	0	0
Communication Coordinator	0	9.00	0	0	0
Computer Network and Systems Engineer	0	25.00	0	0	0
Computers Quality Assurance Analyst	0	9.00	0	0	0
Developer Programmer	0	29.00	0	0	0
Digital Artist	0	1.00	0	0	0
Elementary Workers Not Elsewhere Classified	0	22.00	0	0	0
Employee Wellness Practitioner	0	4.00	0	0	0
Ethics Officer	0	2.00	0	0	0
Facilities Manager	0	1.00	0	0	0
Filing And Registry Clerk	0	11.00	0	0	0
Finance Clerk	0	37.00	0	0	0
Finance Manager	0	4.00	0	0	0
Financial Accountant	0	8.00	0	0	0
Food Trade Assistant	0	1.00	0	0	0
General Accountant	0	20	0	0	0
Head Of Provincial Department	0	1.00	0	0	0
Human Resource Clerk	0	92.00	0	0	0
Human Resource Manager	0	7.00	0	0	0
Human Resource Practitioner	0	15.00	0	0	0
ICT Project Manager	0	2.00	0	0	0
ICT Security Specialist	0	4.00	0	0	0
ICT Systems Analyst	0	2.00	0	0	0
Industrial/ Labour Relations Officer	0	3.00	0	0	0
Information Technology & Systems Manager	0	6.00	0	0	0
Infrastructure Coordinator	0	1.00	0	0	0
IT Architect	0	3.00	0	0	0
IT Engineer	0	4.00	0	0	0
Kitchen Hand	0	4.00	0	0	0

Critical occupation	Beneficiary Profile		Cost		
	Number of beneficiaries	Number of employees	% of total with-in occupation	Total Cost (R'000)	Average cost per employee
Legal Related Manager	0	1.00	0	0	0
Messengers	0	8.00	0	0	0
Middle Manager: Human Resource & Organisational Development Related	0	10	0	0	0
Middle Manager: Administrative Related	0	11.00	0	0	0
Middle Manager: Finance and Economics Related	0	13.00	0	0	0
Middle Manager: Information Technology Related	0	18.00	0	0	0
Middle Manager: Internal Audit Related	0	1.00	0	0	0
Middle Manager: Legal Related	0	3.00	0	0	0
Middle Manager: Communication & Information Related	0	2.00	0	0	0
Multimedia Designer	0	1.00	0	0	0
Network Analyst	0	3.00	0	0	0
Office Cleaner	0	1.00	0	0	0
Organisational Development Practitioner	0	2.00	0	0	0
Other Middle Manager	0	6.00	0	0	0
Other Occupations	0	1.00	0	0	0
Payroll Clerk	0	40	0	0	0
Personal Assistant	0	22.00	0	0	0
Policy Analyst	0	8.00	0	0	0
Policy And Planning Managers	0	1.00	0	0	0
Professionals Not Elsewhere Classified.	0	7.00	0	0	0
Public/Media Relations Manager	0	2.00	0	0	0
Receptionist (General)	0	3.00	0	0	0
Registry And Mailing Clerk	0	39.00	0	0	0
Risk And Integrity Specialist	0	3.00	0	0	0

Critical occupation	Beneficiary Profile		Cost		
	Number of beneficiaries	Number of employees	% of total with-in occupation	Total Cost (R'000)	Average cost per employee
Safety/Health & Environment. & Quality (SHERQ) Practitioner	0	1.00	0	0	0
Security Officer	0	65.00	0	0	0
Skills Development Facilitator/ Practitioner	0	3.00	0	0	0
Software Developer	0	3.00	0	0	0
Strategy/Monitoring & Evaluation Manager	0	4.00	0	0	0
Supply Chain Clerk	0	5.00	0	0	0
Supply Chain Manager	0	1.00	0	0	0
Supply Chain Practitioner	0	22.00	0	0	0
Switchboard Operator	0	3.00	0	0	0
Systems Administrator	0	40	0	0	0
Technical (ICT) Support Services Manager	0	14.00	0	0	0
Telecommunications Technician	0	2.00	0	0	0
Transport Clerk	0	4.00	0	0	0
Web Administrator	0	3.00	0	0	0
Web Developer	0	1.00	0	0	0
Total	0	760	0	0	0

Notes

- The CORE classification, as prescribed by the DPSA, should be used for completion of this table.
- Critical occupations are defined as occupations or sub-categories within an occupation –
 - in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria;
 - for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction;
 - where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
 - in respect of which a department experiences a high degree of difficulty to recruit or retain the services of employees;

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

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Band A	0	31.00	0	0	0	0
Band B	0	8.00	0	0	0	0
Band C	0	1.00	0	0	0	0
Band D	0	2.00	0	0	0	0
Total	0	42.00	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
Total	0	0	0	0	0	0

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
Total	0	0	0	0	0	0

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 2025

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)
Contract (Levels 1-2)	52.00	38.50	15.00	3.30	3.00	36.00
Contract (Levels 13-16)	21.00	57.10	7.00	1.50	3.00	103.00
Highly skilled production (Levels 6-8)	1 822.00	75.90	257.00	56.70	7.00	3 251.00
Highly skilled supervision (Levels 9-12)	732.00	82.10	115.00	25.40	6.00	2 240
Lower skilled (Levels 1-2)	29.00	100	1.00	0.20	29.00	20
Senior management (Levels 13-16)	137.00	94.20	11.00	2.40	12.00	701.00
Skilled (Levels 3-5)	232.00	77.60	47.00	10.40	5.00	249.00
Total	3 025.00	77.80	453.00	100	7.00	6 602.00

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2024 to 31 December 2025

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)
Total	0	0	0	0	0	0

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 2025

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Contract (Levels 1-2)	148.00	23.00	6.00
Contract (Levels 13-16)	391.00	19.00	21.00
Contract (Levels 3-5)	6.00	2.00	3.00
Contract (Levels 9-12)	19.00	5.00	4.00
Highly skilled production (Levels 6-8)	9 022.00	365.00	25.00
Highly skilled supervision (Levels 9-12)	5 892.00	249.00	24.00
Lower skilled (Levels 1-2)	51.00	3.00	17.00
Senior management (Levels 13-16)	518.00	26.00	20
Skilled (Levels 3-5)	1 682.00	95.00	18.00
Total	17 729.00	787.00	23.00

Table 3.10.4 Capped leave for the period 1 January 2024 to 31 December 2025

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
Highly skilled production (Levels 6-8)	0	0	0	15.00
Highly skilled supervision (Levels 9-12)	1.00	1.00	1.00	29.00
Senior management (Levels 13-16)	0	0	0	10
Total	1.00	1.00	1.00	22.00

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 Estimated amount (R'000)	Number of employees	Estimated Average per employee (R'000)
Annual - Discounting with Resignation (Workdays)	703.00	11.00	63 909.00
Annual - Gratuity: Death/Retirement/Medical Retirement (Work)	882.00	16.00	55 125.00
Capped - Gratuity: Death/Retirement/Medical Retirement (Work)	1 388.00	10	138 800
Total	2 974.00		

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
Persons with Disabilities	1. HIV/AIDS awareness 2. HIV/AIDS Screening and Testing 3. Male and Female Condom Distributions
Youth	
Employees with high level of stress	
Employees abuse substances and alcohol	
Uncircumcised males	

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.	✓		Director HRM: Ms Fikile Madi
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.	✓		6 EHWP staff = 2 Registered counsellors and 2 OHS officials, 1x PILIR official, 1X Physical Wellness official, responsible for the Department of e-Government employees
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	✓		Implementation of 4 EHWP PILARS employees in order to reduce absenteeism/ presentism and to improve employee's productivity and performance.
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.	✓		OHS members: 1. Nomsa Makhubele 2. George Hlongwane 3. Bongani Sebeko 4. Sampson Mabasa 5. Israel Madi 6. Obakeng Morema 7. Bibi Matentshi 8. Realebogile Phiri 9. Nomvula Ntshalintshali 10. Tebogo Mashala 11. Thapelo Tsotetsi 12. Wisani Baloyi 13. Lawrence Chabalala 14. Morakane Seperepere 15. Ramapuputla Maropeng 16. Mithunzi Mene 17. Khongo Mathebula 18. Leon Steyn
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.	✓		In the process of reviewing 4 EHWP policies
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.	✓		We created an understanding environment towards HIV/AIDS positive employees as well as to those who are not positive through awareness programmes. Disciplinary actions are taken to employees who stigmatise and discriminate employees who are HIV/AIDS positive
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	✓		Total 53 employee participated in voluntary counselling and testing 23 male and 30 female
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	✓		Health promotion programmes are monitored through monthly, quarterly, annually and system monitoring tool.

3.12 Labour Relations

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

Subject matter	Date
PSCBC Resolutions	
Resolution 1/2025 Salary Adjustment	17 February 2025
Resolution 2/2025 Agreement on matters referred to for further process	17 February 2025
Resolution 2/2024 Amendment to Res 3/2017 Negotiation protocol agreement	30 May 2024
Resolution 1/2024 Rules for conduct of proceedings before the PSCBC	01 May 2024
GPSSBC	
Res 5/2024 Agreement on National Macro Organisation of Government	05 December 2024
Res 4/2024 Dispute resolution rules (amendment of res 3/2017)	09 September 2024
Res 3/2024 Appointment of Fulltime shop stewards and release of office bearers	28 June 2024
Res 2/2024 Improvement of conditions of service: Special Leave	27 June 2024
Res 1/ 2024 Charter of the general public service sectoral bargaining council (GPSSBC) collective bargaining	27 June 2024

Notes

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

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	Num-ber	% of total
Written warning	3	50%
Dismissal	3	50%
Total	6	100%

Notes

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

Total number of Disciplinary hearings finalised	None
--	-------------

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
Assault and Absenteeism	1	33.33%
Abscondment	2	66.66%
Total	3	100%

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

Grievances	Number	% of Total
Number of grievances resolved	6	100
Number of grievances not resolved	0	0
Total number of grievances lodged	6	100%

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	0	
Number of disputes dismissed	3	100%
Total number of disputes lodged	4	75%(1 still to be conciliated)

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

Total number of persons working days lost	0
Total costs working days lost	0
Amount recovered as a result of no work no pay (R'000)	0

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

Number of people suspended	0
Number of people who's suspension exceeded 30 days	0
Average number of days suspended	0
Cost of suspension(R'000)	0

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			
			Learner-ships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	6	0	7	0	7
	Male	3	0	6	0	6
Professionals	Female	37	0	11	0	11
	Male	39	0	12	0	12
Technicians and associate professionals	Female	12	0	13	0	13
	Male	10	0	12	0	12
Clerks	Female	31	0	8	0	8
	Male	15	0	3	0	3
Service and sales workers	Female	0	0	0	0	0
	Male	3	0	0	0	0
Other	Female	330	0	0	0	0
	Male	274	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	5	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	0	0	0	0	0
	Male	0	0	0	0	0
Sub Total	Female	416	0	39	0	39
	Male	339	0	33	0	33
Total		755	0	72	0	72

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			
			Learner-ships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	6	0	7	0	7
	Male	3	0	6	0	6
Professionals	Female	37	0	11	0	11
	Male	39	0	12	0	12
Technicians and associate professionals	Female	12	0	13	0	13
	Male	10	0	12	0	12
Clerks	Female	31	0	8	0	8
	Male	15	0	3	0	3
Service and sales workers	Female	0	0	0	0	0
	Male	3	0	0	0	0
Other	Female	330	0	0	0	0
	Male	274	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	5	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	0	0	0	0	0
	Male	0	0	0	0	0
Sub Total	Female	416	0	71	0	71
	Male	339	0	59	0	59
Total		755	0	130	0	130

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	4	100
Temporary Total Disablement	0	0
Permanent Disablement	0	0
Fatal	0	0
Total	4	100

3.15 Utilisation of Consultants

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

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

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

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
Probity Auditors	8	14	748,413.80
Interpretation services	6	4	41,139.98
Risk Management	1	62	97,725.00
Legal Services	2	300	1,028,200.01
Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
9	17	380	1,915,478.79

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
Probity Auditors	80%	80%	6
Interpretation services	100%	100%	7
Risk Management	100%	100%	1
Legal Services	100%	100%	2

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
-	-	-	-
-	-	-	-

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

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
-	-	-	-
-	-	-	-

3.16 Severance Packages

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

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

PFMA COMPLIANCE REPORT



Annual Report for 2024/25 Financial year Vote 13: Gauteng Department of e-Gov Research and Development



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	69,978	74,483
Adjustment to opening balance	-	-
Opening balance as restated	69,978	74,483
Add: Irregular expenditure confirmed	-	443
Less: Irregular expenditure condoned	-	-
Less: Irregular expenditure not condoned and removed	-	(4,948)
Closing balance	69,978	69,978

Include discussion here where deemed relevant.

Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure that was under assessment	-	-
Irregular expenditure that relates to the prior year and identified in the current year	-	443
Irregular expenditure for the current year	-	-
Total	-	443

Description ¹	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure under assessment	-	-
Irregular expenditure under determination	-	-
Irregular expenditure under investigation	-	-
Total	-	-

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

Include discussion here where deemed relevant.

1. Group similar items

b) Details of irregular expenditure condoned

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

Include discussion here where deemed relevant.

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

Description	2024/2025	2023/2024
	R'000	R'000
Appointment of Service Provider -Lease of staff parking		(4,948)
Total		(4,948)

The Accounting Officer approved the removal of the irregular expenditure relating to "Email as service" as per the National Treasury Instruction no 4 of 2022/2023 on the PFMA Compliance and Reporting Framework.

d) Details of irregular expenditure recoverable

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

Include discussion here where deemed relevant.

e) Details of irregular expenditure written off (irrecoverable)

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

Include discussion here where deemed relevant.

Additional disclosure relating to Inter-Institutional Arrangements

- f) **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
Total

Include discussion here where deemed relevant.

- g) **Details of irregular expenditure cases where an institution is involved in an inter-institutional**

Description	2024/2025	2023/2024
	R'000	R'000
Total		

arrangement (where such institution is responsible for the non-compliance)²

Include discussion here where deemed relevant.

- h) **Details of disciplinary or criminal steps taken as a result of irregular expenditure**

Disciplinary steps taken

Include discussion here where deemed relevant.

² 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

1.2. Fruitless and wasteful expenditure

a) Reconciliation of fruitless and wasteful expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	17	27,738
Adjustment to opening balance	-	-
Opening balance as restated	17	27,738
Add: Fruitless and wasteful expenditure confirmed	-	-
Less: Fruitless and wasteful expenditure recoverable ³	-	-
Less: Fruitless and wasteful expenditure not recoverable and written off	-	(27,721)
Closing balance	17	17

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	-	-
Total	-	-

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

Description ⁴	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure under assessment	-	-
Fruitless and wasteful expenditure under determination	-	-
Fruitless and wasteful expenditure under investigation	-	-
Total	-	-

Include discussion here where deemed relevant.

³ Transfer to receivables

⁴ Group similar items

c) Details of fruitless and wasteful expenditure recoverable

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

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
Procurement of services already procured in another department	-	(480)
unutilised SAP software package license and support fees	-	(27,241)
Total	-	(27,721)

Include discussion here where deemed relevant.

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

Disciplinary steps taken
Total

Include discussion here where deemed relevant.

1.3. Unauthorised expenditure**a) Reconciliation of unauthorised expenditure**

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance		
Adjustment to opening balance		
Opening balance as restated		
Add: unauthorised expenditure confirmed		
Less: unauthorised expenditure approved with funding		
Less: unauthorised expenditure approved without funding		
Less: unauthorised expenditure recoverable ⁵		
Less: unauthorised not recoverable and written off ⁶		
Closing balance		

Include discussion here where deemed relevant.

5 Transfer to receivables

6 This amount may only be written off against available savings

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		
Total		

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

Description ⁷	2024/2025	2023//2024
	R'000	R'000
Unauthorised expenditure under assessment		
Unauthorised expenditure under determination		
Unauthorised expenditure under investigation		
Total		

Include discussion here where deemed relevant.

1.4. Additional disclosure relating to material losses in terms of PFMA Section 40(3)(b)(i) &(iii))⁸

a) Details of material losses through criminal conduct

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

Include discussion here where deemed relevant.

⁷ Group similar items

⁸ 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
<i>(Group major categories, but list material items)</i>		
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
<i>(Group major categories, but list material items)</i>		
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
<i>(Group major categories, but list material items)</i>		
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	894	1 469 273
Invoices paid within 30 days or agreed period		
Invoices paid after 30 days or agreed period		
Invoices older than 30 days or agreed period (<i>unpaid and without dispute</i>)		
Invoices older than 30 days or agreed period (<i>unpaid and in dispute</i>)		

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
Develop the GPG cybersecurity strategy	Council for Scientific and Institutional Research (CSIR)	Deviation (State Owned Enterprise)	N/A	444
Provision of storing the Gauteng Provincial Network (GPN) assets, for a period of five (5) months	Artesa Trading	Single Source Procurement	4660018890	1 824
Workplace Accident Management (WAM) System	Workers Compensation Assistance (WCA)	Single Source Procurement	4660018710	440
UDD reset and extension of support and maintenance	SAP	Single Source Procurement	N/A	38 677
Email As A Service (EAAS)	Mimecast	Single Source Procurement	N/A	4 227
Total				45 612

3.2. Contract variations and expansions

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
				R'000	R'000	R'000
Gauteng Provincial Network (GPN)	SITA	Variation	4660015390	1 797 022	-	149 980
Security Operations Centre (SOC)	IN2IT	Variation	4660013916	74 967	10 435	12 495
UDD reset and extension of support and maintenance	SAP	Variation	4660012849	162 712	98 742	14 969
Total				2 034 701	109 177	177 444



Financial Information

Annual Report for 2024/25 Financial year Vote 13: Gauteng Department of e-Gov Research and Development



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Report of the auditor-general to Gauteng Provincial Legislature on vote no. 13: Gauteng Department of e-Government, Research and Development

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Gauteng Department of e-Government, Research and Development set out on pages 145 to 175 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 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 Gauteng Department of e-Government, Research and Development as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with the Modified Cash Standard (MCS) as prescribed by National Treasury and the requirements of the Public Finance Management Act 1 of 1999 (PFMA).

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.

Responsibilities of the accounting officer for the financial statements

6. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the MCS as prescribed by National Treasury and the requirements of the PFMA; 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.
7. 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

8. 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.
9. 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 137, forms part of my auditor's report.

Report on the annual performance report

10. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance information against predetermined objectives for the selected material performance indicators presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.
11. I selected the following material performance indicators related to information communication technology shared services presented in the annual performance report for the year ended 31 March 2025. I selected those indicators that measure the department's performance on its primary mandated functions and that are of significant national, community or public interest.
 - Number of CCTV cameras deployed
 - Number of CCTV cameras accessed through partnerships
 - Number of e-panic buttons downloaded
 - Number of e-panic buttons deployed
12. I evaluated the reported performance information for the selected material performance indicators against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the department's planning and delivery on its mandate and objectives.
13. 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
- there is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.

14. I performed the procedures to report material findings only; and not to express an assurance opinion or conclusion.

15. I did not identify any material findings on the reported performance information for the selected indicators.

Other matter

16. I draw attention to the matter below.

Achievement of planned targets

17. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- or under- achievements.

18. The table that follows provides information on the achievement of planned targets and lists 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 23 to 56.

Information Communication Technology Shared Services

<i>Targets achieved: 69.6%</i> <i>Budget spent: 96.2%</i>		
Key indicator not achieved	Planned target	Reported achievement
Number of sites provided with WAN	160	59

Number of sites provided with LAN	120	42
Number of sites provided with VoIP	100	84
Number of Wi-Fi hotspots provided	150	84
Number of CCTV cameras deployed	500	300
Number of e-panic buttons deployed	40 000	2 000
Number of GPG staff trained on an online platform	7 700	5 023

Report on compliance with legislation

19. 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.
20. 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.
21. 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.
22. I did not identify any material non-compliance with the selected legislative requirements.

Other information in the annual report

23. The accounting officer is responsible for the other information included in the annual report. The other information referred to does not include the financial statements, the auditor's report and those selected material indicators in the scoped-in programme presented in the annual performance report that have been specifically reported on in this auditor's report.
24. 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.
25. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected material indicators in the scoped-in programme presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

26. If, based on the work I have performed, I conclude that there is a material misstatement in this other information, I am required to report that fact. I have nothing to report in this regard.

Internal control deficiencies

27. 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.

28. I did not identify any significant deficiencies in internal control.

Auditor- General

Johannesburg

31 July 2025



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

Annexure to the auditor's report

The annexure includes the following:

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

Auditor-general's responsibility for the audit

Professional judgement and professional scepticism

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

Financial statements

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

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

Communication with those charged with governance

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

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

Compliance with legislation – selected legislative requirements

The selected legislative requirements are as follows:

Legislation	Sections or regulations
Public Finance Management Act 1 of 1999 (PFMA)	Sections 38(1)(c)(ii), 38(1)(b), 38(1)(d), 38(1)(f), 38(1)(h)(iii), 38(1)(j), 39(1)(a), 39(2)(a), 40(1)(a), 40(1)(c)(i), 40(1)(b), 43(1), 43(4), 44, 45(b), 57(b) PFMA instruction note no.3 of 2021/22 definition PFMA instruction note no.3 of 2021/22 par. 4.2 (b)
Treasury Regulations	TR 4.1.3, TR 4.1.1, TR 5.1.1, TR 5.2.1, TR 5.2.3(a), TR 5.2.3(d), TR 5.3.1, TR 6.3.1(a) & (d), TR 6.3.1(b) & (d), TR 6.3.1(c), TR 6.4.1(b), TR 8.1.1, TR 8.2.1, TR 8.2.2, TR 8.2.3, TR 8.4.1, TR 9.1.1, TR 9.1.4, TR 10.1.1(a), TR 10.1.2, TR 12.5.1, TR 15.10.1.2(c), TR 16A6.2(a) & (b), TR 16A3.2 (a), TR 16A3 (a) & (b), TR 16A3 (c), TR 16A6.4, TR 16A6.5, TR 16A6.6, TR 16A7.1, TR 16A7.3, TR 16A7.6, TR 16A7.7, TR 16A8.3, TR 16A9.1(b)(ii), TR 16A9.1(d), TR 16A9.1(e), TR 17.1.1, TR 18.2, TR 19.6.1, TR 19.8.4 Instruction note No. 4 of 2022/2023: PFMA Compliance and Reporting Framework, Par 4.12 Treasury reg 16A6.1 SCM instruction note 2 of 2021/22 par. 3.2.1 SCM instruction note 2 of 2021/22 par. 3.2.4 SCM Instruction Note 02 of 2021-22 par 3.3.1 (bids advertised on or after 1 April 2022) SCM instruction note 03 of 2021/22 par 4.1. National Treasury Instruction 4A of 2016/17 National Treasury Instruction 01 of 2021/22 par.4.1 Treasury reg.16A8.4 PFMA SCM Instruction No. 3 of 2021/22 par. 7.2 (tenders advertised on or after 1 April 2022) Treasury reg 16A9.1(d) Second amendment NT Instruction No 5 of 2020/21 par 1 and Erratum NT Instruction note No 5 of 2020/21 par 2 NT Instruction 4 of 2015/16 par 3.4 NT Instruction No 5 of 2020/21 par 4.8 NT Instruction No 5 of 2020/21 par 4.9 NT Instruction 05 of 2020/21 par 5.3 NT Instruction 07 of 2017/18 par 4.3 NT Instruction 4A of 2016/17 par 6 Treasury Instruction note 11 of 2020/21 par. 3.1

Legislation	Sections or regulations
	Treasury Instruction note 11 of 2020/21 par. 3.4 (b) and 3.9
Preferential Procurement Regulations of 2022 (PPR)	Preferential Procurement reg 2011 9(1) Preferential Procurement reg 2017 5(1) & 5(3) Preferential Procurement reg 2017 5(6) Preferential Procurement reg 2017 5(7) Preferential Procurement reg 2017 4(1) & 4(2) Preferential Procurement reg 2017 6(8), 7(8), 10(1) & (2) & 11(1) Preferential Procurement reg 2017 8(2) Preferential Procurement reg 2017 8(5) Preferential Procurement reg 2017 9(1) Preferential Procurement reg 2022 4(4)
Prevention and Combating of Corrupt Activities Act 12 of 2004	34(1)
CIDB Act	CIDB Act 18(1) CIDB reg. 17. CIDB reg. 25(7A)
SITA Act	SITA Act section 7(3) Treasury reg 16A6.3(e). Practice Note 5 of 2009/10 par. 3.3
Public Service Regulations	Regulation 25(1)(e)(i) and (iii) Regulation 18(1), (2)

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT

APPROPRIATION STATEMENT for the year ended 31 March 2025

Appropriation per programme									
Voted funds and Direct charges	2024/25							2023/24	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Programme									
1 ADMINISTRATION	306,144	(1)	5,846	311,989	306,374	5,615	98.2%	281,127	281,127
2 INFORMATION COMMUNICATION TECHNOLOGY(ICT) SHARED SERVICES	1,385,678	-	(5,518)	1,380,160	1,320,103	60,057	95.6%	1,332,962	1,324,991
3 HUMAN RESOURCES SERVICES	138,901	1	(328)	138,574	134,128	4,446	96.8%	140,113	140,072
TOTAL	1,830,723	-	-	1,830,723	1,760,605	70,118	96.2%	1,754,202	1,746,190
Reconciliation with Statement of Financial Performance									
Add:									
Departmental receipts				1,286				927	
Actual amounts per Statement of Financial Performance (Total Revenue)				1,832,009				1,755,129	
Actual amounts per Statement of Financial Performance Expenditure					1,760,605				1,746,190

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
Current payments	1,776,200	(268,418)	-	1,507,782	1,437,666	70,116	95.3%	1,676,319	1,658,912
Compensation of employees	520,558	(871)	-	519,687	488,353	31,334	94.0%	486,677	478,708
Goods and services	1,255,642	(267,547)	-	988,095	949,313	38,782	96.1%	1,189,642	1,180,204
Transfers and subsidies	3,218	865	-	4,083	4,081	2	100.0%	24,556	24,513
Higher education institutions	-	-	-	-	-	-	-	22,800	22,800
Households	3,218	865	-	4,083	4,081	2	100.0%	1,756	1,713
Payments for capital assets	51,305	267,546	-	318,851	318,851	-	100.0%	53,107	62,545
Machinery and equipment	26,748	264,464	-	291,212	291,212	-	100.0%	53,107	53,107
Software and other intangible assets	24,557	3,082	-	27,639	27,639	-	100.0%	-	9,438
Payment for financial assets	-	7	-	7	7	-	100.0%	220	220
	1,830,723	-	-	1,830,723	1,760,605	70,118	96.2%	1,754,202	1,746,190

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 1: ADMINISTRATION	2024/25							2023/24	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. OFFICE OF THE HOD	15,038	2,537	-	17,575	17,575	-	100.0%	13,235	13,235
2. RISK MANAGEMENT	5,372	(1,572)	-	3,800	3,800	-	100.0%	6,100	6,100
3. OFFICE OF THE CFO	87,980	2,047	2,846	92,873	92,872	1	100.0%	85,542	85,542
4. CORPORATE SERVICES	197,754	(3,013)	3,000	197,741	192,127	5,614	97.2%	176,250	176,250
	306,144	(1)	5,846	311,989	306,374	5,615	98.2%	281,127	281,127
Economic classification									
Current payments	292,330	(373)	6,050	298,007	292,392	5,615	98.1%	277,061	277,061
Compensation of employees	189,487	(372)	-	189,115	183,503	5,612	97.0%	167,662	167,662
Goods and services	102,843	(1)	6,050	108,892	108,889	3	100.0%	109,399	109,399
Transfers and subsidies	1,085	365	-	1,450	1,450	-	100.0%	557	557
Households	1,085	365	-	1,450	1,450	-	100.0%	557	557
Payments for capital assets	12,729	-	(204)	12,525	12,525	-	100.0%	3,289	3,289
Machinery and equipment	12,729	-	(204)	12,525	12,525	-	100.0%	3,289	3,289
Payment for financial assets	-	7	-	7	7	-	100.0%	220	220
	306,144	(1)	5,846	311,989	306,374	5,615	98.2%	281,127	281,127

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT

APPROPRIATION STATEMENT for the year ended 31 March 2025

Programme 2:INFORMATION COMMUNICATION TECHNOLOGY(ICT) SHARED 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. APPLICATIONS	277,762	24,857	-	302,619	294,197	8,422	97.2%	174,545	174,283
2. OPERATIONS	1,016,713	(24,857)	(1,430)	990,426	945,414	45,012	95.5%	1,039,566	1,039,349
3. BUSINESS ALIGNMENT	87,656	-	(4,088)	83,568	80,020	3,548	95.8%	115,995	108,679
4. INFORMATION COMMUNICATION TECHNOLOGY PROGRAMME SUPPORT	3,547	-	-	3,547	472	3,075	13.3%	2,856	2,680
	1,385,678	-	(5,518)	1,380,160	1,320,103	60,057	95.6%	1,332,962	1,324,991
Economic classification									
Current payments	1,345,676	(267,546)	(5,722)	1,072,408	1,012,353	60,055	94.4%	1,259,842	1,242,435
Compensation of employees	193,495	-	-	193,495	172,218	21,277	89.0%	180,750	172,781
Goods and services	1,152,181	(267,546)	(5,722)	878,913	840,135	38,778	95.6%	1,079,092	1,069,654
Transfers and subsidies	1,426	-	-	1,426	1,424	2	99.9%	23,302	23,300
Higher education institutions	-	-	-	-	-	-	-	22,800	22,800
Households	1,426	-	-	1,426	1,424	2	99.9%	502	500
Payments for capital assets	38,576	267,546	204	306,326	306,326	-	100.0%	49,818	59,256
Machinery and equipment	14,019	264,464	204	278,687	278,687	-	100.0%	49,818	49,818
Software and other intangible assets	24,557	3,082	-	27,639	27,639	-	100.0%	-	9,438
	1,385,678	-	(5,518)	1,380,160	1,320,103	60,057	95.6%	1,332,962	1,324,991

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 3: HUMAN RESOURCES 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. HR CHIEF DIR SUPPORT	3,014	(1,036)	-	1,978	1,896	82	95.9%	3,700	3,700
2. HR ADMINISTRATION CLUSTER 1	31,080	(256)	-	30,824	29,973	851	97.2%	31,933	31,933
3. HR ADMINISTRATION CLUSTER 2	26,720	-	(153)	26,567	26,175	392	98.5%	27,692	27,692
4. HR INFORMATION MANAGEMENT	7,093	316	-	7,409	7,409	-	100.0%	7,000	7,000
5. PAYROLL SERVICES	32,566	1,071	-	33,637	33,637	-	100.0%	33,737	33,737
6. DEBT ADMINISTRATION	28,840	-	(175)	28,665	26,385	2,280	92.0%	26,034	25,993
7. INJURY ON DUTY	9,588	(94)	-	9,494	8,653	841	91.1%	10,017	10,017
	138,901	1	(328)	138,574	134,128	4,446	96.8%	140,113	140,072
Economic classification									
Current payments	138,194	(499)	(328)	137,367	132,921	4,446	96.8%	139,416	139,416
Compensation of employees	137,576	(499)	-	137,077	132,632	4,445	96.8%	138,265	138,265
Goods and services	618	-	(328)	290	289	1	99.7%	1,151	1,151
Transfers and subsidies	707	500	-	1,207	1,207	-	100.0%	697	656
	138,901	1	(328)	138,574	134,128	4,446	96.8%	140,113	140,072

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE APPROPRIATION STATEMENTS
for the year ended 31 March 2025****1 Detail of transfers and subsidies as per Appropriation Act (after Virement):**

Details of these transactions can be viewed in the note on Transfers and subsidies and Annexure 1C and 1G to the Annual Financial Statements.

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

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

3 Details on payments for financial assets

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

4 Explanations of material variances from Amounts Voted (after virement):**4.1 Per programme:**

	Final Budget R'000	Actual Expenditure R'000	Variance R'000	Variance as a % of Final Budget %
1.ADMINISTRATION	311,989	306,374	5,615	1.80%
2.INFORMATION COMMUNICATION TECHNOLOGY(ICT) SHARED SERVICES	1,380,160	1,320,103	60,057	4.35%
3.HUMAN RESOURCES SERVICES	138,574	134,128	4,446	3.21%
TOTAL	1,830,723	1,760,605	70,118	3.83%

4.2 Per economic classification:

	Final Budget R'000	Actual Expenditure R'000	Variance R'000	Variance as a % of Final Budget %
Current expenditure				
Compensation of employees	519,687	488,353	31,334	6.03%
Goods and services	988,095	949,313	38,782	3.92%
Transfers and subsidies				
Households	4,083	4,081	2	0.05%
Payments for capital assets				
Machinery and equipment	291,212	291,212	-	0.00%
Software and other intangible assets	27,639	27,639	-	0.00%
Payments for financial assets	7	7	-	0.00%
TOTAL	1,830,723	1,760,605	70,118	3.83%

Explanation of variance:

- Compensation of Employees - Departmental expenditure on compensation of employees amounts to 94% of the R520 million budget for the 2024/25 financial year. The unspent funds (6%) relate to the posts that were not filled.
- The departmental expenditure on goods and services amounts to 96.1% of the R1,2bn budget for the 2024/25 financial year. The unspent funds (2%) relate to invoices received after the year -end closure date.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**STATEMENT OF FINANCIAL PERFORMANCE**
for the year ended 31 March 2025**REVENUE**

Annual appropriation	1	1,830,723	1,754,202
Departmental revenue	2	1,286	927

TOTAL REVENUE

1,832,009	1,755,129
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EXPENDITURE**Current expenditure**

Compensation of employees	3	488,350	478,708
Goods and services	4	949,315	1,180,202
Total current expenditure		1,437,665	1,658,910

Transfers and subsidies

Transfers and subsidies	6	4,082	24,513
Total transfers and subsidies		4,082	24,513

Expenditure for capital assets

Tangible assets	7	291,212	53,109
Intangible assets		27,639	9,438
Total expenditure for capital assets		318,851	62,547

Payments for financial assets

5	7	220
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TOTAL EXPENDITURE

1,760,605	1,746,190
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SURPLUS FOR THE YEAR

71,404	8,939
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Reconciliation of Net Surplus for the year**Voted Funds**

Annual appropriation		70,118	8,012
Annual appropriation		70,118	8,012
Departmental revenue and NRF Receipts	12	1,286	927
SURPLUS FOR THE YEAR		71,404	8,939

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**STATEMENT OF FINANCIAL POSITION
for the year ended 31 March 2025**

	<i>Note</i>	2024/25 R'000	2023/24 R'000
ASSETS			
Current Assets		166,756	93,800
Cash and cash equivalents	8	110,850	38,196
Receivables	10	55,906	55,604
Non-Current Assets		50	50
Prepayments and advances	9	50	50
TOTAL ASSETS		166,806	93,850
LIABILITIES			
Current Liabilities		166,177	93,497
Voted funds to be surrendered to the Revenue Fund	11	70,118	8,012
Departmental revenue to be surrendered to the Revenue Fund	12	87	276
Payables	13	95,972	85,209
TOTAL LIABILITIES		166,177	93,497
NET ASSETS		629	353
Represented by:			
Recoverable revenue		629	353
TOTAL		629	353

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**CASH FLOW STATEMENT****for the year ended 31 March 2025**

	<i>Note</i>	2024/25 R'000	2023/24 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		1,831,967	1,755,129
Annual appropriated funds received	1	1,830,723	1,754,202
Departmental revenue received	2	1,242	926
Interest received	2.3	2	1
Net decrease in working capital		10,461	24,002
Surrendered to Revenue Fund		(9,487)	(147,108)
Current payments		(1,437,665)	(1,658,910)
Payments for financial assets		(7)	(220)
Transfers and subsidies paid		(4,082)	(24,513)
Net cash flow available from operating activities	14	391,187	(51,620)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	7	(318,851)	(62,547)
Proceeds from sale of capital assets	2.4	42	-
Net cash flows from investing activities		(318,809)	(62,547)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/ (decrease) in net assets		276	85
Net cash flows from financing activities		276	85
Net increase/ (decrease) in cash and cash equivalents		72,654	(114,082)
Cash and cash equivalents at beginning of period		38,196	152,278
Cash and cash equivalents at end of period	15	110,850	38,196

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**STATEMENT OF STATEMENT OF CHANGES IN NET ASSETS
for the year ended 31 March 2025**

NET ASSETS		2024/25	2023/24
	Note	R'000	R'000
Recoverable revenue			
Opening balance		353	268
Transfers		276	85
Recoverable revenue written off	5.1	(3)	(140)
Debts recovered (included in departmental receipts)		(278)	(205)
Debts raised		557	430
Closing balance		629	353
TOTAL		629	353

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT

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

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.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT

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

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

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**ACCOUNTING POLICIES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

recognised as departmental revenue.

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

9. Cash and cash equivalents

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

Bank overdrafts are shown separately on the face of the statement of financial position as a current liability. For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.

10. Prepayments and advances

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

Prepayments and advances are initially and subsequently measured at cost.

Prepayments and advances expensed before 1 April 2024 are recorded until the goods, services, or capital assets are received, or the funds are utilised in accordance with the contractual agreement.

11. Loans and receivables

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

12. Financial assets**12.1 Financial assets (not covered elsewhere)**

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

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

12.2 Impairment of financial assets

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

13. Payables

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

14. Capital assets**14.1 Immovable capital assets**

Immovable assets reflected in the asset register of the department are recorded in the notes to the financial statements at cost or fair value where the cost cannot be determined reliably. Immovable assets acquired in a non-exchange transaction are recorded at fair value at the date of acquisition. Immovable assets are subsequently carried in the asset register at cost and are not currently subject to depreciation or impairment. Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use. Additional information on immovable assets not reflected in the assets register is provided in the notes to financial statements.

14.2 Movable capital assets

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

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**ACCOUNTING POLICIES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R1. All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1. Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment. Biological assets are subsequently carried at fair value. [Add this sentence on biological assets if the department has elected to revalue its biological assets at reporting date] Subsequent expenditure that is of a capital nature forms part of the cost of the existing asset when ready for use.

14.3 Intangible capital assets

Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition. Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project.

Where the cost of intangible assets cannot be determined reliably, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1. All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1. Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.

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.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**ACCOUNTING POLICIES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****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 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. 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 modified cash basis of accounting. There were no departures from the modified cash standards.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**ACCOUNTING POLICIES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****22. Recoverable revenue**

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

23. Related party transactions

Related party transactions within the MEC's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length.

The full compensation of key management personnel is recorded in the notes to the financial statements.

24. Employee benefits

The value of each major class of employee benefit obligation (accruals, payables not recognised and provisions) is recorded in the Employee benefits note.

Accruals and payables not recognised for employee benefits are measured at cost or fair value at the reporting date.

The provision for employee benefits is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

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

1.1 Annual Appropriation

	2024/25			2023/24		
	Final Budget R'000	Actual Funds Received R'000	Funds not requested/ not received R'000	Final Budget R'000	Appropriation Received R'000	Funds not requested/ not received R'000
Programmes						
1) ADMINISTRATION	311,989	311,989	-	281,127	281,127	-
2) INFORMATION COMMUNICATION TECHNOLOGY SHARED SERVICES	1,380,160	1,380,160	-	1,332,62	1,332,962	-
3) HUMAN RESOURCES SERVICES	138,574	138,574	-	140,113	140,113	-
Total	1,830,723	1,830,723	-	1,754,202	1,754,202	-

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

	Note	2024/25 R'000	2023/24 R'000
2. Departmental Revenue			
Sales of goods and services other than capital assets	2.1	510	501
Fines, penalties and forfeits	2.2	-	76
Interest, dividends and rent on land	2.3	2	1
Sales of capital assets	2.4	42	-
Transactions in financial assets and liabilities	2.5	732	349
Departmental revenue collected		1,286	927
	Note	2024/25 R'000	2023/24 R'000
2.1 Sales of goods and services other than capital assets	2		
Sales of goods and services produced by the department		471	483
Sales by market establishment		471	483
Sales of scrap, waste and other used current goods		39	18
Total		510	501
	Note	2024/25 R'000	2023/24 R'000
2.2 Fines, penalties and forfeits	2		
Forfeits		-	76
Total		-	76
	Note	2024/25 R'000	2023/24 R'000
2.3 Interest, dividends and rent on land	2		
Interest		2	1
Total		2	1
	Note	2024/25 R'000	2023/24 R'000
2.4 Sales of capital assets	2		
Tangible capital assets		42	-
Machinery and equipment		42	-
Total		42	-
Disposal of redundant assets.			

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

	<i>Note</i>	R'000	R'000
2.5 Transactions in financial assets and liabilities	2		
Receivables		268	286
Other Receipts including Recoverable Revenue		464	63
Total		732	349

Increase is from revenue collected relating to prior year expenditure.

	2024/25 R'000	2023/24 R'000
2.5.1 Gifts, donations and sponsorships received in-kind (not included in the main note or sub note)		
Annexure 1H		
Sponsorships	200	-
Total	200	-

	2024/25 R'000	2023/24 R'000
3. Compensation of Employees		
3.1 Salaries and wages		
Basic salary	344,117	328,856
Service Based	740	400
Compensative/circumstantial	7,660	21,039
Other non-pensionable allowances	66,461	63,376
Total	418,978	413,671

Category "Other non-pensionable allowances" includes housing allowance, service bonus and non pensionable all other expenditure

	2024/25 R'000	2023/24 R'000
3.2 Social Contributions		
Employer contributions		
Pension	43,869	41,662
Medical	25,407	23,281
Bargaining council	96	94
Total	69,372	65,037
Total compensation of employees	488,350	478,708
Average number of employees	768	784

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

	Note	2024/25 R'000	2023/24 R'000
4. Goods and services			
Administrative fees		27	-
Advertising		7,217	9,696
		17	437
Minor assets	4.1	4,459	3,967
Bursaries (employees)		680	1,118
Catering		138,328	79,225
Communication		722,445	1,002,102
Computer services	4.2	1,210	3,085
Consultants: Business and advisory services		1,204	3,534
Legal services		10,200	3,642
Contractors		8,523	7,879
Audit cost – external	4.3	13,856	7,444
Fleet services		3,927	11,803
Consumables	4.4	2,032	5,825
Operating leases		21,445	15,820
Property payments	4.5	1,025	2,125
Travel and subsistence	4.6	7,847	12,204
Venues and facilities		2,306	7,881
Training and development		2,567	2,415
Other operating expenditure	4.7	949,315	1,180,202
Total			

Considering MCS Chapter 11.52–11.56, the R9,982,644.00 recorded as current expenditure in 2023/24 is reclassified as intangible capital assets.

- Catering: low expenditure is due to implementation of cost containment measures.
- Communications increased due to provision of mobile data connectivity through Access Point Name (APN) and provision of Voice over Internet Protocol. The mobile data connectivity for sites that do not have permanent network solution, for staff working remotely, for outreach programmes and virtual phone lines (SIP trunk) for GPG departments and entities.
- Consultants Business and advisory services: it is tenders advertised which required probity auditors.
- Legal services: legal fees for matters referred to state attorney and private law firms.
- Audit fees: payments for regularity audits including accrued invoices for February and March 2024. Fleet services: increased due to higher fleet services including fuel, related expenses and accruals.
- Contractors: the major expenditure relates to maintenance and support of CCTV cameras for the interim Integrated Provincial Safety and Security Command Centre.
- Consumables: expenditure was higher in 2023/24 due to procurement of external hard drives for CCTV cameras.
- Operating lease: Expenditure in 2023/24 included the R3.4million once off repairs and maintenance costs incurred at the end on the storage term.
- Property payments: higher expenditure for rates and taxes and municipal services.
- Travel and subsistence: lower expenditure due to implementation of cost containment measures. Venues: lower expenditure due to implementation of cost containment measures.
- Training and development: Low turnover on training and development which led to reduced expenditure.
- Other operating expenditure: expenditure includes costs incurred on storage facilities for GPN assets, courier services and subscription fees for professional bodies.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

		2024/25 R'000	2023/24 R'000
4.1 Minor assets	Note 4		
Tangible capital assets		17	437
Machinery and equipment		17	437
Total		17	437
4.2 Computer services	Note 4	2024/25 R'000	2023/24 R'000
SITA computer services		408,964	734,837
External computer service providers		313,481	267,265
Total		722,445	1,002,102
4.3 Audit cost – external	Note 4	2024/25 R'000	2023/24 R'000
Regularity audits		8,523	7,879
Total		8,523	7,879
4.4 Consumables	Note 4	2024/25 R'000	2023/24 R'000
Consumable supplies		1,551	5,500
Uniform and clothing		553	309
Household supplies		106	96
Building material and supplies		15	251
IT consumables		868	4,844
Stationery, printing and office supplies		2,376	6,303
Total		3,927	11,803
4.5 Property payments	Note 4	2024/25 R'000	2023/24 R'000
Municipal services		17,615	13,385
Property management fees		19	23
Property maintenance and repairs		1,180	1,302
Other		2,631	1,110
Total		21,445	15,820
Category "Other" relates to payment of property rates and taxes.			
4.6 Travel and subsistence	Note 4	2024/25 R'000	2023/24 R'000
Local		689	1,792
Foreign		336	333
Total		1,025	2,125

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

	Note	R'000	R'000
4.7 Other operating expenditure	4		
Professional bodies, membership and subscription fees		64	77
Resettlement costs		-	86
Other		2,503	2,252
Total		2,567	2,415

Other expenditure relates to payment of Document Management Centre courier services and ICT storage facility.

	2024/25 R'000	2023/24 R'000
4.8 Remuneration of members of a committee (Included in Consultants: Business and advisory services)		
Name of Committee		
Risk Committee	98	31
Total	98	31

	Note	2024/25 R'000	2023/24 R'000
5. Payments for financial assets			
Debts written off	5.1	7	220
Total		7	220

	Note	2024/25 R'000	2023/24 R'000
5.1 Debts written off	5		
Nature of debts written off			
Irrecoverable debts		3	140
Total		3	140
Irrecoverable debts		4	80
Total		4	80
Total debt written off		7	220

	Note	2024/25 R'000	2023/24 R'000
6. Transfers and Subsidies			
Higher education institutions	Annexure 1C	-	22,800
Households	Annexure 1G	4,082	1,713
Total		4,082	24,513

The contract with University of Johannesburg for the ICT skills development programme expired and not renewed.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

	Note	2024/25 R'000	2023/24 R'000
7. Expenditure for capital assets			
Tangible capital assets		291,212	53,109
Machinery and equipment	26	291,212	53,109
Intangible capital assets	27	27,639	9,438
Software		27,639	9,438
Total		318,851	62,547

Considering MCS Chapter 11.52–11.56, the R9,982,644.00 recorded as current expenditure in 2023/24 is reclassified as intangible capital assets.

7.1 Analysis of funds utilised to acquire capital assets - 2024/25

	Voted Funds R'000	Aid assistance R'000	TOTAL R'000
Tangible capital assets	291,212	-	291,212
Machinery and equipment	291,212	-	291,212
Intangible capital assets	27,639	-	27,639
Software	27,639	-	27,639
Total	318,851	-	318,851

7.2 Analysis of funds utilised to acquire capital assets - 2023/24

	Voted Funds R'000	Aid assistance R'000	TOTAL R'000
Tangible capital assets	53,109	-	53,109
Machinery and equipment	53,109	-	53,109
Intangible capital assets	9,438	-	9,438
Software	9,438	-	9,438
Total	62,547	-	62,547

	2024/25 R'000	2023/24 R'000
8. Cash and Cash Equivalents		
Consolidated Paymaster General Account	110,825	38,312
Disbursements	-	(141)
Cash on hand	25	25
Total	110,850	38,196

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

	<i>Note</i>	2024/25 R'000	2023/24 R'000
9. Prepayments and Advances			
Prepayments (Not expensed)	9.1	50	50
Total		50	50

Analysis of Total Prepayments and advances

Non-current Prepayments and advances	50	50
Total	50	50

9.1 Prepayments (Not expensed)

	<i>Note</i>	Balance as at 1 April 2024 R'000	Less: Amount expensed in current year R'000	Add/Less: Other R'000	Add: Current Year prepayments R'000	Balance as at 31 March 2025 R'000
Goods and services	9	50	-	-	-	50
Total		50	-	-	-	50

		Balance as at 1 April 2023 R'000	Less: Amount expensed in current year R'000	Add/Less: Other R'000	Add: Current Year prepayments R'000	Balance as at 31 March 2024 R'000
Prepayments (Not expensed)		R'000	R'000	R'000	R'000	R'000
Goods and services		50	-	-	-	50
Total		50	-	-	-	50

	<i>Note</i>	Current R'000	2024/25 Non-current R'000	Total R'000	Current R'000	2023/24 Non-current R'000	Total R'000
10. Receivables							
Claims recoverable	10.1	55,135	-	55,135	54,846	-	54,846
Recoverable expenditure	10.2	1	-	1	3	-	3
Staff debt	10.3	770	-	770	755	-	755
Total		55,906	-	55,906	55,604	-	55,604

	<i>Note</i>	R'000	R'000
10.1 Claims recoverable	10		
Provincial departments		55,135	54,846
Total		55,135	54,846

	<i>Note</i>	2024/25 R'000	2023/24 R'000
10.2 Recoverable expenditure (disallowance accounts)	10		
Salaries accounts		1	3
Total		1	3

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

		2024/25 R'000	2023/24 R'000
10.3 Staff debt	Note		
Bursaries and salaries debts	10	770	755
Total		770	755
		2024/25 R'000	2023/24 R'000
11. Voted Funds to be Surrendered to the Revenue Fund			
Opening balance		8,012	146,126
Transfer from statement of financial performance		70,118	8,012
Paid during the year		(8,012)	(146,126)
Closing balance		70,118	8,012
		2024/25 R'000	2023/24 R'000
12. Departmental revenue to be surrendered to the Revenue Fund			
Opening balance		276	331
Transfer from Statement of Financial Performance		1,286	927
Paid during the year		(1,475)	(982)
Closing balance		87	276
		2024/25 R'000	2023/24 R'000
13. Payables - current	Note		
Advances received	13.1	95,972	84,928
Clearing accounts	13.2	-	281
Total		95,972	85,209
		2024/25 R'000	2023/24 R'000
13.1 Advances received	Note		
Provincial departments	13		
Public entities	Annexure 8B	87,319	84,928
Total	Annexure 8B	8,653	-
		95,972	84,928
		2024/25 R'000	2023/24 R'000
13.2 Clearing accounts	Note		
Salary clearing Account	13	-	281
Total		-	281

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

	2024/25 R'000	2023/24 R'000
14. Net cash flow available from operating activities		
Net surplus/(deficit) as per Statement of Financial Performance	71,404	8,939
Add back non cash/cash movements not deemed operating activities	319,783	(60,559)
(Increase)/decrease in receivables	(302)	(3,622)
Increase/(decrease) in payables – current	10,763	27,624
Proceeds from sale of capital assets	(42)	-
Expenditure on capital assets	318,851	62,547
Surrenders to Revenue Fund	(9,487)	(147,108)
Net cash flow generated by operating activities	391,187	(51,620)

	2024/25 R'000	2023/24 R'000
15. Reconciliation of cash and cash equivalents for cash flow purposes		
Consolidated Paymaster General account	110,825	38,312
Disbursements	-	(141)
Cash on hand	25	25
Total	110,850	38,196

	2024/25 R'000	2023/24 R'000
16. Contingent liabilities and contingent assets		
16.1 Contingent liabilities		
Liable to		
Intergovernmental payables	Annexure 5 551	-
Total	551	-
16.2 Contingent assets		
Nature of contingent asset	2024/25 R'000	2023/24 R'000
Civil case - Irregular expenditure	42,944	42,944
Recovery - payments incurred as a result of misrepresentation by suppliers	2,071	2,071
Recovery of losses suffered by the department	136	136
Recovery of GBN Lost/stolen Capital Assets	10,263	10,263
Total	55,414	55,414

- Civil case - The State Attorney lodged an interlocutory application for the court to make a final order in these proceedings. The matter is ripe for hearing and set down for the 05 May 2025.
- Recovery misrepresentation by supplier – Alternative mode of services has been used as such State Attorney has served the letters to the banks and Discovery Affidavit was filed in court.
- Recovery of GBN Assets- The Defendant has entered a notice of intention to defend on 14/02/2024. The Defendant requested a notice in terms of Rule 35(2) and (14) and State Attorney committed to comply on 17 May 2024
- Recovery of GBN Assets- The parties are exchanging pleadings.

	2024/25 R'000	2023/24 R'000
17. Capital commitments		
Machinery and equipment	1,045	9,581
Total	1,045	9,581

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

			2024/25 R'000	2023/24 R'000
18. Accruals and payables not recognised				
18.1 Accruals				
Listed by economic classification	30 days	30+ days	Total	Total
Goods and services	128,642	-	128,642	95,473
Transfers and subsidies	-	-	-	18
Capital assets	-	-	-	446
Total	128,642	-	128,642	95,937
			2024/25 R'000	2023/24 R'000
Listed by programme level				
Administration			8,669	5,834
ICT Shared Services			119,973	90,103
Total			128,642	95,937
18.2 Payables not recognised				
Listed by economic classification	30 days R'000	30+ days R'000	Total R'000	Total R'000
Goods and services	89,211	880	90,091	46,467
Transfers and subsidies	-	-	-	3
Capital assets	-	-	-	3,970
Total	89,211	880	90,091	50,440
			2024/25 R'000	2023/24 R'000
Listed by programme level				
Administration			2,483	9,126
ICT Shared Services			87,608	41,314
Total			90,091	50,440
Included in the above totals are the following:	Note		2024/25 R'000	2023/24 R'000
Confirmed balances with departments	Annexure 5		995	995
Confirmed balances with other government entities	Annexure 5		1,091	2,814
Total			2,086	3,809
			2024/25 R'000	2023/24 R'000
19. Employee benefits				
Leave entitlement			31,336	27,439
Service bonus			12,962	12,530
Capped leave			3,434	4,257
Other			781	563
Total			48,513	44,789

* Leave entitlement includes a negative balance of R133 712.38 as per resolution 7 of 2000, allowing employees to accrue vacation leave days on the 1st of January, irrespective of the employment date. * Other represent provision for long service awards due to employees for 2024/25 fy.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****20. Lease commitments****20.1 Operating leases**

2024/25	Specialised military assets	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	498	498
Total lease commitments	-	-	-	498	498

2023/24	Specialised military assets	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	1,513	1,513
Later than 1 year and not later than 5 years	-	-	-	746	746
Total lease commitments	-	-	-	2,259	2,259

21. Accrued departmental revenue

Sales of goods and services other than capital assets
Total

2024/25	2023/24
R'000	R'000
21	22
21	22

21.1 Analysis of accrued departmental revenue

Opening balance
Less: Amounts received
Add: Amounts recognised
Closing balance

2024/25	2023/24
R'000	R'000
22	25
(22)	(25)
21	22
21	22

22. Unauthorised, Irregular and Fruitless and wasteful expenditure

Unauthorised expenditure
Irregular expenditure
Fruitless and wasteful expenditure
Total

2024/25	2023/24
R'000	R'000
-	-
-	443
-	-
-	443

23. Related party transactions

During the year 2024/25 the Department Gauteng Department of e- Government and the Gauteng Department of Cooperative Governance and Traditional Affairs were reporting to one MEC. In July 2024 the premier declared the Gauteng Department of e- Government e-Government as a stand-alone with its MEC.

24. Key management personnel

Political office bearers
Officials:
Level 15 and 16
Level 14
Total

2024/25	2023/24
R'000	R'000
1,636	-
6,115	4,821
14,532	12,203
22,283	17,024

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025**

	2024/25 R'000	2023/24 R'000
25. Provisions		
Bad Debts	585	369
Total	585	369

25.1 Reconciliation of movement in provisions - 2024/25

	Bad Debts	Provision 2	Provision 3	Provision 4	Total provisions
	R'000	R'000	R'000	R'000	R'000
Opening balance	369	-	-	-	369
Increase in provision	279	-	-	-	279
Settlement of provision	(63)	-	-	-	(63)
Closing balance	585	-	-	-	585

Reconciliation of movement in provisions - 2023/24

	Bad debts	Provision 2	Provision 3	Provision 4	Total provisions
	R'000	R'000	R'000	R'000	R'000
Opening balance	437	-	-	-	437
Increase in provision	185	-	-	-	185
Settlement of provision	(253)	-	-	-	(253)
Closing balance	369	-	-	-	369

26. Movable Tangible Capital Assets**MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025**

	Opening balance R'000	Value adjustments R'000	Additions R'000	Disposals R'000	Closing balance R'000
MACHINERY AND EQUIPMENT	1,204,732	-	287,047	12,750	1,479,029
Transport assets	5,195	-	-	-	5,195
Computer equipment	1,115,658	-	247,399	11,690	1,351,367
Furniture and office equipment	25,975	-	-	786	25,189
Other machinery and equipment	57,904	-	39,648	274	97,278
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	1,204,732	-	287,047	12,750	1,479,029

- Additions to computer equipment include laptops for staff worth R12.4m, servers R25.2m, and R213.9m Gauteng Provincial Network infrastructure assets.
- Additions to other machinery and equipment include CCTV cameras and solar panels for CCTV cameras as part of a crime prevention strategy worth R37.4m, and other equipment R2.3m.
- Disposal: Redundant assets totaling R12.7m were disposed.

Movable Tangible Capital Assets under investigation

	Number	Value R'000
that are under investigation:		
Machinery and equipment	259	3,459

Assets under investigation are lost and stolen assets reported to the Security Management and Auxiliary Services.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****26.1 Movement for 2023/24****MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024**

	Opening balance R'000	Prior period error R'000	Additions R'000	Disposals R'000	Closing balance R'000
MACHINERY AND EQUIPMENT	1,148,987	-	56,724	979	1,204,732
Transport assets	5,195	-	-	-	5,195
Computer equipment	1,099,962	-	15,696	-	1,115,658
Furniture and office equipment	25,901	-	74	-	25,975
Other machinery and equipment	17,929	-	40,954	979	57,904
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	1,148,987	-	56,724	979	1,204,732

26.2 Minor assets**MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE QUARTER ENDED 31 MARCH 2025**

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Finance lease assets R'000	Total R'000
Opening balance	-	-	-	14,008	-	-	14,008
Additions	-	-	-	17	-	-	17
Disposals	-	-	-	1,327	-	-	1,327
TOTAL MINOR CAPITAL ASSETS	-	-	-	12,698	-	-	12,698

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
Number of minor assets at cost	-	-	-	6,300	-	-	6,300
ASSETS	-	-	-	6,300	-	-	6,300

Minor Capital Assets under investigation

	Number	Value R'000
under investigation:		
Machinery and equipment	77	243

Assets under investigation are lost and stolen assets reported to the Security Management and Auxiliary Services.

Minor assets**MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024**

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Finance lease assets R'000	Total R'000
Opening balance	-	-	-	13,803	-	-	13,803
Additions	-	-	-	205	-	-	205
TOTAL MINOR CAPITAL ASSETS	-	-	-	14,008	-	-	14,008

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
Number of minor assets at cost	-	-	-	7,368	-	-	7,368
CAPITAL ASSETS	-	-	-	7,368	-	-	7,368

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****26.3 Movable tangible capital assets written off****MOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE QUARTER ENDED 31 MARCH 2025**

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Assets written off	-	-	-	14,078	-	-	14,078
WRITTEN OFF	-	-	-	14,078	-	-	14,078

MOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2024

	Specialis- ed military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Machinery and equipment	-	-	-	979	-	-	979
WRITTEN OFF	-	-	-	979	-	-	979

27. Intangible Capital Assets**MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025**

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
Software	72,948	14,183	-	87,131
TOTAL INTANGIBLE CAPITAL ASSETS	72,948	14,183	-	87,131

Additions to intangible capital assets relate to the procurement of Citrix software system, which delivers secure access to applications and desktops from any device, anywhere.

27.1 Movement for 2023/24**MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024**

	Opening balance R'000	Prior period error R'000	Additions R'000	Disposals R'000	Closing balance R'000
Software	72,948	-	-	-	72,948
TOTAL INTANGIBLE CAPITAL ASSETS	72,948	-	-	-	72,948

Intangible capital assets: Capital Work-in-progress**27.2 CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Opening Balance 1 April 2024 R'000	Current Year WIP R'000	Ready for use (Assets to the AR) / Contracts terminated R'000	Closing Balance 31 March 2025 R'000
Intangible assets	Annexure 7	9,438	13,456	-	22,894
TOTAL		9,438	13,456	-	22,894

Current year work in progress is for the development and implementation of e-Panic application.

28. Immovable Tangible Capital Assets**MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025**

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
BUILDINGS AND OTHER FIXED STRUCTURES	211,825	-	807	211,018
Other fixed structures	211,825	-	807	211,018
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	211,825	-	807	211,018

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****28.1 Movement for 2023/24****MOVEMENT IN IMMOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024**

	Opening balance R'000	Prior period error R'000	Additions R'000	Disposals R'000	Closing balance R'000
BUILDINGS AND OTHER FIXED STRUCTURES	211,825	-	-	-	211,825
Other fixed structures	211,825	-	-	-	211,825
TOTAL IMMOVABLE TANGIBLE CAPITAL ASSETS	211,825	-	-	-	211,825

28.2 Immovable tangible capital assets written off**IMMOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2025**

	Buildings and other fixed structures R'000	Heritage assets R'000	Land and subsoil assets R'000	Finance lease assets R'000	Total R'000
Immovable assets written off	807	-	-	-	807
TOTAL IMMOVABLE CAPITAL ASSETS WRITTEN OFF	807	-	-	-	807

29. Prior period errors

2023/24

	Note	Amount bef error correction R'000	Prior period error R'000	Restated amount R'000
29.1 Correction of prior period errors				
Expenditure:				
Goods and services	4.			
Computer services	4.2	1,011,540	(9,438)	1,002,102
Expenditure for capital assets	7.			
Intangible capital assets				
Software		-	9,438	9,438
Net effect		1,011,540	-	1,011,540
Assets:				
Intangible capital assets: Capital Work-in-progress				
CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2025				
Intangible assets	27.2	-	9,438	9,438
Net effect		-	9,438	9,438

Taking into consideration of Modified Cash Standard (MCS) Chapter 11.52 - 11.56 (point "e"), the expenditure of R9 982 644.00 was recorded as current expenditure in 2023/24 financial year. In 2024/25 the department continued with the development of e-Panic Application (APP) and at the end of financial year the Department completed 99.4% of development and implementation, as a result in 2024/25 financial year the e-Panic expenditure has been recorded as work in progress.

30. 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.

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****ANNEXURE 1H
STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED**

		2024/25	2023/24
NAME OF ORGANISATION	NATURE OF GIFT, DONATION OR SPONSORSHIP	R'000	R'000
Sponsorships			
Huawei Technologies Co, LTD	Sponsorship for officials to attend training Programme hosted in China	180	-
Open text South Africa	Meeting hosting sponsorship	20	-
Total sponsorships		200	-
Subtotal - received in kind		200	-
TOTAL GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED		200	-

**ANNEXURE 1G
STATEMENT OF TRANSFERS TO HOUSEHOLDS**

HOUSEHOLDS	TRANSFER ALLOCATION				EXPENDITURE		2023/24	
	Adjusted appropriation Act	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								
Injury on Duty	91	-	-	91	91	100%	490	490
Leave Gratuity	3,042	-	-	3,042	3,041	100%	1,266	1,223
Bursaries-Non employees	950	-	-	950	950	100%	-	-
Total	4,083	-	-	4,083	4,082		1,756	1,713

**ANNEXURE 4
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
DEPARTMENTS						
Gauteng Provincial Treasury	1,403	407	-	-	1,403	407
Gauteng Department of Health	39,898	39,898	226	-	40,124	39,898
Gauteng Department of Education	-	-	13,608	13,608	13,608	13,608
Gauteng Department of Infrastructure Development	-	120	-	-	-	120
Gauteng Department of Community Safety	-	140	-	-	-	140
Gauteng Department of Economic Development	-	373	-	-	-	373
Gauteng Department of Transport	-	300	-	-	-	300
Total	41,301	41,238	13,834	13,608	55,135	54,846

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****ANNEXURE 5
INTER-GOVERNMENT 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						
Department of Public Service and Administration	65	115	-	-	65	115
Gauteng Department of Infrastructure Development	-	-	551	-	551	-
Department of Justice	50	-	-	-	50	-
Non-Current						
Gauteng Provincial Treasury	880	880	-	-	880	880
Subtotal	995	995	551	-	1,546	995
Total Departments	995	995	551	-	1,546	995
OTHER GOVERNMENT ENTITY						
Current						
G-fleet Management	1,055	2,814	-	-	1,055	2,814
Office of the Compensation Commissioner	36	-	-	-	36	-
Subtotal	1,091	2,814	-	-	1,091	2,814
Total Other Government Entities	1,091	2,814	-	-	1,091	2,814
TOTAL INTERGOVERNMENTAL PAYABLES	2,086	3,809	551	-	2,637	3,809

ANNEXURE 7**Movement in Capital Work-in-Progress****Movement in Capital Work-in-Progress For the year ending 31 March 2025**

	Opening balance	Current Year Capital WIP	Ready for use (Asset register) / Contract terminated	Closing balance
	R'000	R'000	R'000	R'000
COMPUTER SOFTWARE	9,438	13,456	-	22,894
Computer Software	9,438	13,456	-	22,894
TOTAL	9,438	13,456	-	22,894

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****MOVEMENT IN CAPITAL WORK-IN-PROGRESS FOR THE YEAR ENDED 31 MARCH 2024**

	Opening balance	Prior period errors	Current Year Capital WIP	Ready for use (Asset register) / Contract terminated	Closing balance
	R'000	R'000	R'000	R'000	R'000
COMPUTER SOFTWARE	-	9,438	-	-	9,438
Computer Software	-	9,438	-	-	9,438
TOTAL	-	9,438	-	-	9,438

**ANNEXURE 8B
INTER-ENTITY ADVANCES RECEIVED (note 13)**

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
PROVINCIAL DEPARTMENTS						
Current						
Microsoft: Gauteng						
Gauteng Department of Economic Development	7,962	13,960	-	-	7,962	13,960
Gauteng Office of the Premier	15,068	17,029	-	-	15,068	17,029
Gauteng Department of Social Development	33,635	29,067	-	-	33,635	29,067
Gauteng Provincial Treasury	6,491	6,929	-	-	6,491	6,929
Gauteng Department of Sport, Arts, Culture and Recreation	380	-	-	-	380	-
Gauteng Department of Infrastructure Development	495	-	-	-	495	-
Gauteng Department of Education	38	7,152	-	-	38	7,152
Gauteng Department of Health	-	-	-	-	-	-
Department of Cooperative Governance and Traditional Affairs	4,762	4,068	-	-	4,762	4,068
Gauteng Department of Community Safety	-	6,723	-	-	-	6,723
Gauteng Department of Transport	18,488	-	-	-	18,488	-
Subtotal	87,319	84,928	-	-	87,319	84,928
PUBLIC ENTITIES						
Current						
G-fleet Management	8,653	-	-	-	8,653	-
Subtotal	8,653	-	-	-	8,653	-
TOTAL	95,972	84,928	-	-	95,972	84,928
Current	95,972	84,928	-	-	95,972	84,928
Non-current	-	-	-	-	-	-

VOTE 13 GAUTENG DEPARTMENT OF e-GOVERNMENT**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025****ANNEXURE 12
ANALYSIS OF PREPAYMENTS AND ADVANCES (NOTES 9)**

Name of Entity	Sector of the entity	Description of goods, services, and/or capital assets paid for	Classification categories	Contract reference number	Total contract value	Contract commencement date	Contract end date	Frequency of the prepayment or advance	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	Add / (Less): Other	Balance outstanding as at 31 March 2025	Reason for prepayment or advance and for it remaining outstanding at year end
Prepayments														
South African Post Office	Post Office	Postal services	Goods and services	Post office application agreement	50	28-Jan-02	Limited to the contract existence	once off	50	-	-	-	50	Once off payment for post office services
TOTAL PREPAYMENTS AND ADVANCES										50	-	-	-	50

DEPARTMENT CONTACT DETAILS

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