

OFFICE OF THE PREMIER MPUMALANGA PROVINCE

ANNUAL REPORT
2024/2025
FINANCIAL YEAR

VOTE NO. 01



office of the premier
MPUMALANGA PROVINCE
REPUBLIC OF SOUTH AFRICA





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PART A: GENERAL INFORMATION



DEPARTMENT GENERAL INFORMATION

PHYSICAL ADDRESS:

NO.7 GOVERNMENT BOULEVARD
MAKHONJWA BUILDING
RIVERSIDE PARK
EXTENSION 2
MBOMBELA
1200

POSTAL ADDRESS:

PRIVATE BAG X11291
MBOMBELA
1200

WEBSITE:

www.mpg.gov.za

EMAIL:

info@mpg.gov.za

TEL:

013 766 2473

ABBREVIATIONS & ACRONYMS

AFS	Annual Financial Statements	GRPBMEA	Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing
AGSA	Auditor-General South Africa	HAST	HIV/AIDS, STI's and Tuberculosis
AO	Accounting Officer	HIRA	Hazard Identification and Risk Assessment
APP	Annual Performance Plan	HIV	Human Immunodeficiency Virus
CFO	Chief Financial Officer	HoD	Head of Department
CIPC	Companies and Intellectual Property Commission	ICT	Information Communication Technology
COGHSTA	Cooperative Governance, Human Settlements and Traditional Affairs	IGR	Inter-Governmental Relations
COGTA	Cooperative Governance and Traditional Affairs	IMU	Integrity Management Unit
COP	Conference of Parties	IOD	Injury on Duty
CSS	Citizen Satisfaction Survey	IPCP	Integrated Provincial Communication Plan
DARDLEA	Department of Agriculture, Rural Development, Land and Environmental Affairs	IT	Information Technology
DCSR	Department of Culture, Sports and Recreation	JM	Junior Management
DCSSL	Department of Community Safety, Security and Liaison	LGBTIQ+	Lesbian, Gay, Bisexual, Transgender, Intersex or Queer
DDM	District Development Model	MEGA	Mpumalanga Economic Growth Agency
DEDT	Department of Economic Development and Tourism	MISS	Minimum Information Security Standards
DG	Director-General	MMS	Middle Management Services
DHS	Department to Human Settlements	MPAC	Mpumalanga Provincial AIDS Council
DIRCO	Department of International Relations and Cooperation	MPG	Mpumalanga Provincial Government
DoE	Department of Education	MPSA	Minister of Public Service and Administration
DoH	Department of Health	MRI	Mpumalanga Research Institute
DPSA	Department of Public Service and Administration	MTEF	Medium Term Expenditure Framework
DPWRT	Department of Public Works, Roads and Transport	MTSF	Medium Term Strategic Framework
DSD	Department of Social Development	NACH	National Anti-Corruption Hotline
EEIP	Essential Element for Internal Auditors	NDP	National Development Plan
EH W	Employee Health and Wellness	NSP	National Strategic Plan
eNatis	Electronic National Traffic Information System	OFA	Organisational Factionality Assessment
GDP	Gross Domestic Product	OHSA	Occupational Health and Safety Act
		OTP	Office of the Premier

eQPR	Electronic Quarterly Performance Report	PEP	Provincial Evaluation Plan
EXCO	Executive Council	PEPFAR	President's Emergency Plan for AIDS Relief
FDI	Foreign Direct Investment	PERSAL	Personnel and Salary System
G20	Group of 20 Countries	OD&JE	Organisational Design and Job Evaluation
GBVF	Gender-Based Violence and Femicide	RRT	Rapid Response Teams
PFNSP	Provincial Food Nutrition and Security Plan	PFMA	Public Finance Management Act
PIMP	Provincial Infrastructure Master Plan	SBD	Standard Bidding Document
PMDP	Performance Management and Development Policy	SCM	Supply Chain Management
PMDS	Performance Management and Development System	SCOPA	Standing Committee on Public Accounts
PMTDP	Provincial Medium Term Development Plan	SMME	Small Medium and Micro Enterprise
PPOA	Provincial Programme of Action	SMS	Senior Management Services
PSCBC	Public Service Co-ordinating Bargaining Council	STATS SA	Statistics South Africa
PSETA	Public Sector Education Training Authority	STI	Sexually Transmitted Infection
PSP GBVF	Provincial Strategic Plan on Gender Based Violence and Femicide	TB	Tuberculosis
PT	Provincial Treasury	TUT	Tshwane University of Technology
PYDF	Premier's Youth Development Fund	UNISA	University of South Africa



MR. MP NDLOVU
PREMIER OF MPUMALANGA PROVINCE

FOREWORD BY THE PREMIER

MPUMALANGA PROVINCE

The Annual Report is one of the accountability instruments of the state to the public based on the financial and non-financial commitments of the period under review. For this reason, it is with pleasure that the Office of the Premier accounts for the 2024/25 financial year through this Annual Report, to you the people of Mpumalanga, the Place of the Rising Sun.

This period under review marked the 30th year since the country's democracy, and is an epoch period filled with uncertainties as we reminisce about the anxiety associated with the outcome of the elections that ushered in the Government of National Unity (GNU) leadership at the National level. This makes the Annual Report unique when compared to the previous ones. We take pride as a Country and the Province in particular, for the seamless transition which allayed the fears of many.

The content of the report is informed by several strategic documents including the Strategic Plan 2020-2025, the 2030 National Development Plan (NDP), the Mpumalanga Vision 2030, the 2019-24 Revised Medium Term Strategic Framework as well as the 2024/25 Annual Performance Plan.

During the implementation of the 2024/25 Annual Performance Plan (APP), significant efforts were undertaken to ensure the achievement of the targets set in our approved plans. Key milestones achieved in the 2024/25 financial year are, amongst others, the following:

- For the first time in 12 years, the Office of the Premier has received 2024/25 financial year Clean Audit as issued by the Auditor General of South Africa. This achievement reaffirms the vision of the Office being the Centre of excellence.
- Coordinated key intergovernmental structures that enabled the Premier to execute his statutory responsibilities of leadership provision and decision-making through the Executive Council (EXCO), Premier's Coordinating Forum (PCF) and EXCO Makgotla.
- In our effort to create Youth Entrepreneurs, we funded 66 Youth Qualifying Enterprises through the Premier Youth Development Fund, with some business enterprises focusing on the following sectors: Mining, Agriculture, Manufacturing, Energy, etc.
- Advertised and filled key critical vacant funded positions in the Mpumalanga Provincial Administration, including the post of Director-General, as well as two (2) HODs for the Department of Community Safety, Security & Liaison; and Department of Economic Development and Tourism.
- Coordinated the sittings of the Mpumalanga Provincial AIDS Council (MPAC), which deals with issues of HIV/AIDS and its effects.

- Launched and coordinated the sittings of the Provincial GBVF Council, which deals with issues of Gender based violence and its effects.

Notwithstanding the above-stated achievements, we also reflect on challenges encountered, some of which are carried over to the 2025/26 financial year. These include, but are not limited to:

- Withdrawal of US funding during the 4th Quarter of the financial year under review for prevention or reduction of instances of HIV, TB and STIs, that undermined efforts to prevent the scourge.
- Non-achievement of the planned target on procurement for the target groups (i.e. women, youth and persons with disabilities)
- Inability to launch the SDMT due to the expansion of scope, as well as avoidance of duplication with the *Livi Lemphakatsi* App as administered by the Department of COGHSTA.

I am pleased to indicate that, as the Premier of the Province, I have now signed the Service Delivery Agreements for the 2024/25 and 2025/26 financial years with all Members of the Executive Council, which include specific key milestones to be achieved in implementing the 2024-2029 Medium Term Development Plan, along with the three key priorities that the Mpumalanga Government must accomplish.

Our sincere appreciation and gratitude go to the dedication of the Executive Council, the Director-General, the Portfolio Committee, the Provincial Government in general, and the entire staff in the Office who contribute to promoting effectiveness and efficiency in my office. I also thank my family for their unwavering support.

We continue with the slogan for the 7th administration that says '*Mpumalanga kubhunya lutfuli.*'



MR MP NDLOVU

PREMIER: MPUMALANGA PROVINCE



REPORT OF THE ACCOUNTING OFFICER MPUMALANGA PROVINCE

The 2024/25 Annual Report is compiled in line with the 2030 NDP, Mpumalanga Vision 2030, 2019-2024 MTSF, the 2020/25 Strategic Plan and the 2024-25 Adjusted APP, for the Office.

Ms. MM SKOSANA
DIRECTOR-GENERAL: OFFICE OF THE PREMIER

This report outlines the achievements realized, challenges faced and strategies to be implemented in the upcoming year to address those areas where the Office has fallen short. All outstanding work from the 6th Administration was carried over to the 7th Administration and incorporated on the new 2025-2030 Strategic Plans.

During the financial year under review, the Office realized, amongst others, the following achievements:

- As part of tackling GBVF, the Office approved the Provincial Strategic Plan on GBVF, which was followed by the launch of the GBVF Council, a structure that serves as a Provincial accountability platform for the implementation of the Provincial Strategic Plan.
- The approval of the PMTDP 2024-29 outlining provincial priorities for the Seventh Administration.
- The Office coordinated four sittings of the Provincial AIDS Council. These sittings reviewed and processed the decisions of the Council, which include the budget for coordination of HIV, TB and STI activities in municipalities that was increased as per the resolution of the Council.
- The Office coordinated and conducted the Occupational Health and Safety Management Risk Assessment and the implementation of the action plan was monitored on a quarterly basis.
- The Office implemented the PYDF project and 100% of the allocated budget was spent to fund the youth-owned entities.
- To measure and assess effectiveness and efficiency of government interventions such as policies, projects and programmes, as well as ensuring evidence-based decision-making, several evaluation studies were commissioned.
- As part of professionalizing the State, the Province successfully filled the positions of two HODs (DCSSL and DEDT), as well as the position of Director-General in the OTP with competent female personnel. Though the Office has a high vacancy rate, it was able to fill four SMS positions namely, the Chief Financial Officer and three Chief Directors. Of these appointments, one is female.
- To improve corporate governance, corporate strategy, financial management, project management, performance and business reporting amongst others for the Mpumalanga Public Entities, a review of performance of these entities was conducted.

The commitment of the Office in its effort to see all departments improve audit outcomes to achieve clean audit, the Province has no disclaimed audit opinions from 2023/24 audit outcome. While we have achieved a clean audit outcome in the year under review, my office will prioritise sustaining a clean audit outcome for the 2025/2026 audit. We have embarked on initiatives to strengthen the internal control systems which include, but not limited to capacitating the Governance structures and officials as well as holding them accountable for their area of responsibility, implementing consequence management

As much as the Office realised the above major achievements, the year also brought challenges the Office had to navigate through. The challenges that were experienced are as follows:

- Non-achievement of 50% target on women representation at SMS level, i.e. 31.4% (11 of 35 which incl. two state law advisors);
- Inability to attract enterprises owned by people with disabilities to participate in Office's procurement initiatives. However, the Office is implementing various additional initiatives to have people with disabilities participating in the Office's procurement budget spend; and
- High vacancy rate due to a delay in the filling of 40 advertised positions. However, it is envisaged that the recruitment process in respect of these vacant posts will be finalised by the end of the third quarter of the 2025/26 financial year.

Notwithstanding the above-mentioned challenges, in the year under review the Office's overall non-financial performance is **93%** compared to **98.5%** financial performance. This represents a 3% improvement from the 90% achievement in the 2023/24 financial year. This shows improved alignment between financial and non-financial performance.

The under-performance is within programme 1 with regard to preferential procurement indicators for target groups due to the following:

- Not enough Women and Youth business enterprises responded to the RFQs on the services required by the Office; and
- Shortage of persons with disability owned businesses not registered on CSD. The office will work with disability bodies to advocate for business opportunities offered with the OTP.

Figure 1: Performance Information: 12 Months Performance Programme

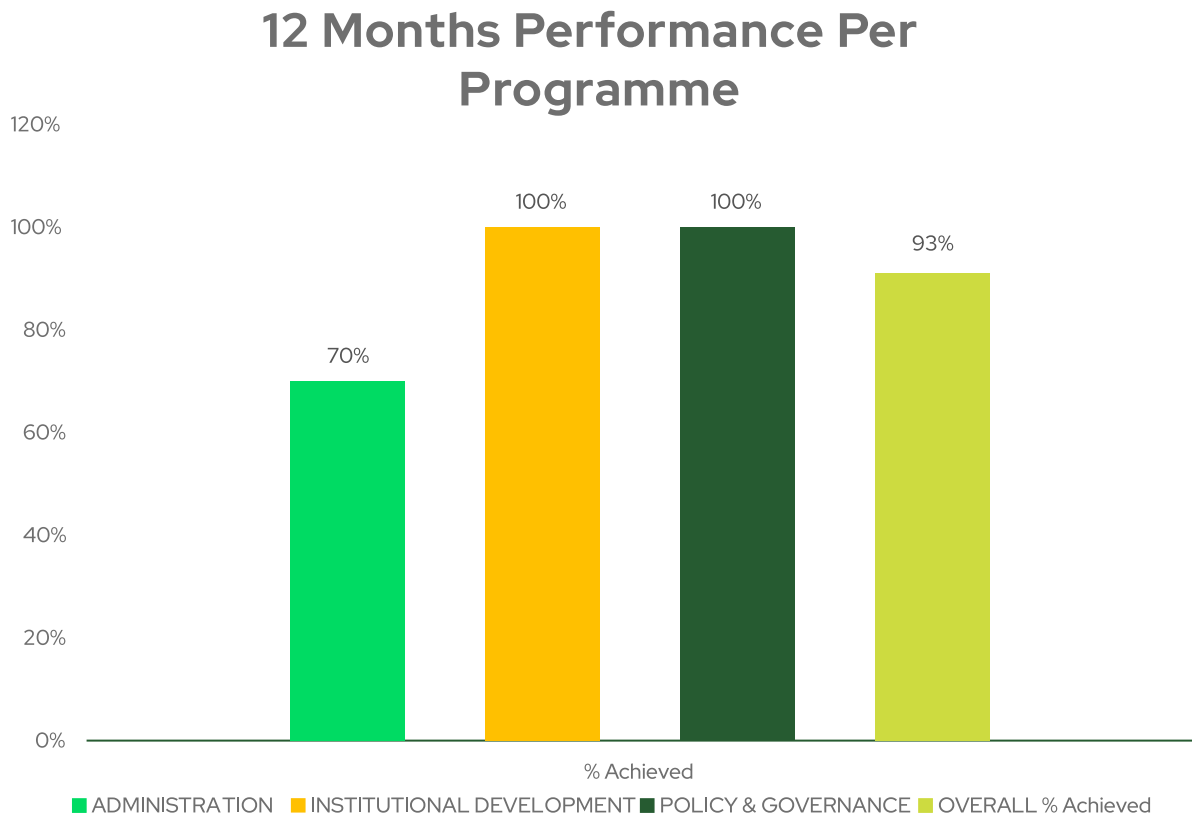
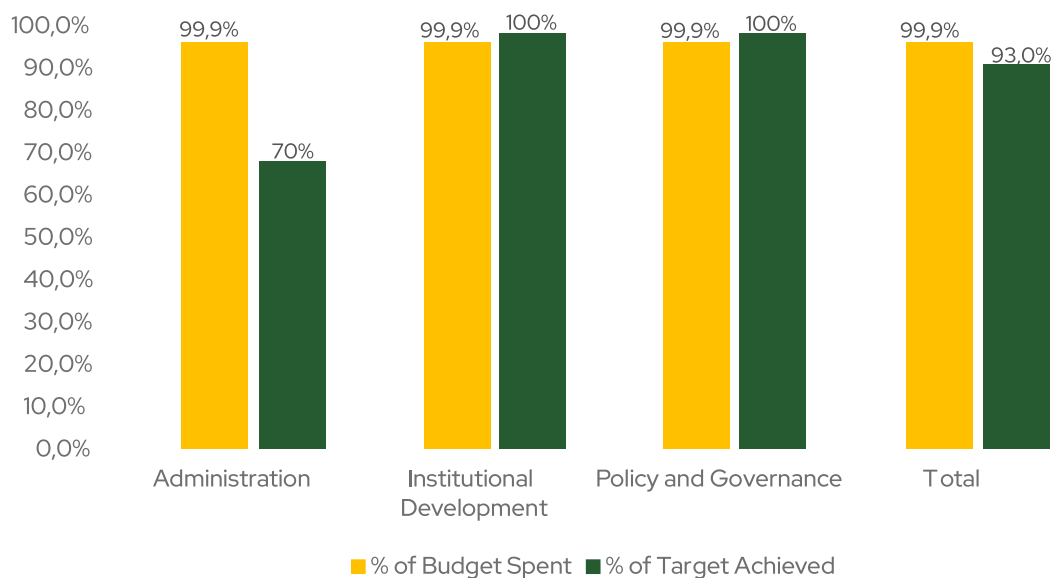


Figure 2: 2024/25 Financial Performance and Performance Information

Performance Information vs Financial Performance



3.2 Overview of the financial results of the OTP:

4.2.1 Departmental receipts

Departmental receipts	2024/2025			2023/2024		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Sale of goods and services other than capital assets	241	185	56	214	190	24
Interest, dividends and rent on land	270	2 340	(2 070)	562	1 138	(576)
Sale of capital assets	195	110	85	187	-	187
Financial transactions in assets and liabilities	-	731	(731)	1 358	1 364	(6)
Total	706	3 366	(2 660)	2 321	2 692	(371)

4.2.2 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	180 478	180 425	53	175 396	175 321	75
Institutional Development	107 112	107 107	5	98 588	98 569	19
Policy and Governance	179 312	172 168	7 144	224 148	200 645	23 503
Total	466 902	459 700	7 202	498 132	474 535	23 597

4.2.3 Virements / roll overs

Virements of funds between programmes

The following virements were made from Programme 2: Institutional Development and Programme 3: Policy and Governance, to Programme 1: Administration to defray anticipated over expenditure:

- An amount of **R4 857 000** was shifted from Programme 2: Institutional Development to programme 1: Administration;

- An amount of **R5 066 000** was shifted from Programme 3: Policy and Governance to programme 1: Administration;

These virements were applied between Programmes in terms of section 43 of the PFMA.

Roll-overs

Request for roll-overs was made to the amount of **R7 036 000** in respect of 2024/2025 financial year and was not approved.

Unauthorized Expenditure

The Office did not incur unauthorized expenditure for the period under review.

Irregular Expenditure

The Office did not incur irregular expenditure incurred in the year under review.

Fruitless and wasteful expenditure

The Office incurred fruitless and wasteful expenditure amounting to **R1 183 384** during the year under review in respect of the late cancellation levied on accommodation bookings and salaries paid to the former DG. The office is in the process of conducting investigation, thereafter, appropriate action(s) will be taken.

4.2.4 The strategic focus over the short to medium-term period

The OTP identified the following key strategic focus areas, amongst others:

- Policy coordination and planning;
- Development and finalisation of the International Relations Strategy;
- Development of the Provincial Evaluation Plan 2025-2030;
- Implementation of the SDMT in collaboration with COGHSTA;
- Operationalisation of the Mpumalanga Research & Innovation Institute;
- Monitoring the implementation of recommendations contained in the report on public entities;
- Monitoring the implementation of the Military Veterans PoA;
- Monitoring the implementation of infrastructure projects;
- Monitoring the implementation of the PSP on GBVF;
- Monitoring the implementation of the Professionalization Framework by Departments;
- Supporting the youth enterprises through the PYDF; and
- Monitoring compliance with the Public Service Integrity and Ethics Management Framework.

4.2.5 Public Private Partnership

The OTP did not enter into any Public-Private Partnerships during the Financial Year ending 31 March 2025.

4.2.6 Discontinued key activities / activities to be discontinued

No activities were discontinued during the financial year ending 31 March 2025.

4.2.7 New or proposed key activities

There were no proposed or new activities during the period under review.

4.2.8 Supply Chain Management

There were no unsolicited bid proposals for the current year. SCM processes and systems are in place to prevent irregular expenditure. The Office continued to inculcate a culture of compliance with SCM procurement prescripts to improve good governance. SCM Unit experience high vacancy rate, and the Unit is among the 40 advertised posts to be filled.

4.2.9 Gifts and donations received in kind from non-related parties

The OTP did not receive any gifts nor donations in kind from non-related parties.

4.2.10 Exemptions and deviations received from the National Treasury

The OTP receives exemptions or deviations from National Treasury that are common to other organs of State.

4.2.11 Events after the reporting date

The OTP did not have events after the reporting period, which may have an effect on the understanding of the OTP's financial state of affairs.

4.2.12 Other

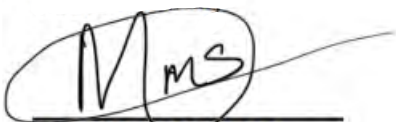
There are no other material facts or circumstances, which may have an effect on the understanding of the OTP's financial state of affairs.

4.2.13 Acknowledgement/s or Appreciation

I would like to take this opportunity to express words of gratitude to all staff members in the Office, the PMC and the entire MPG for the support in the interest of service delivery for the inhabitants of Mpumalanga.

4.2.14 Conclusion

It therefore gives me great pleasure to endorse and share the 2024/25 Annual Report for the office of the Premier of Mpumalanga.



Ms MM SKOSANA

DIRECTOR-GENERAL: OFFICE OF THE PREMIER OF MPUMALANGA

DATE: 30 MAY 2025

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

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

All information and amounts disclosed throughout the Annual Report are consistent.

The Annual Report is complete, accurate and is free from any omissions.

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

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

The Accounting Officer is responsible for the preparation of the Annual Financial Statements and for the judgements made in this information.

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

The external auditors are engaged to express an independent opinion on the Annual Financial Statements.

In my opinion, the Annual Report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the Department for the financial year ended 31 March 2025.

Yours faithfully



Ms MM SKOSANA

DIRECTOR-GENERAL: OFFICE OF THE PREMIER OF MPUMALANGA

DATE: 30 MAY 2025

6. STRATEGIC OVERVIEW

6.1 Vision

A Strategic Centre of Excellence



6.2 Mission



We exist to -

- Provide strategic leadership;
- Provide support for institutional development;
- Coordinate Government programmes through integrated research & development, information, planning, monitoring, and evaluation; and
- Provide professional advice through evidence-based decision-making support.

6.3 Values

Reliability—service that is accurate, consistent, timeous and trustworthy;

Resourcefulness—customised solutions to problems in delivering the services concerned;

Accountability—we will be transparent and take responsibility in our decision-making; and

Professionalism—to be duly skilled, conscientious, objective, ethical and compliant with all relevant prescripts in performing our duties.



7. LEGISLATIVE AND OTHER MANDATES

7.1 Legislative Mandates

The OTP derives its legislative mandates primarily from the following pieces of legislation.

Table 1: Legislative Mandates

Legislative Mandate	Aim/Purpose
Promotion of Access to Information Act, 2000 (Act No. 2 of 2000)	This Act gives effect to the Constitutional right of access to any information held by the Government, which is required for the exercise or protection of any rights.
Promotion of Administrative Justice Act, 2000 (Act No. 3 of 2000)	This Act gives effect to the right to administrative action that is lawful, non-discriminatory and procedurally reasonable and fair.
Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act No. 4 of 2000)	This Act gives effect to section 9 of the Constitution to prevent and prohibit unfair discrimination and harassment and to promote equality, and eliminate unfair discrimination.
Intergovernmental Relations Framework Act, 2005 (Act No. 13 of 2005)	This Act establishes a framework for the National Government, Provincial Government and Local Government to promote and facilitate intergovernmental relations and provides for mechanisms and procedures to facilitate the settlement of intergovernmental disputes.
Public Finance Management Act, 1999 (Act No. 1 of 1999)	This Act regulates financial management in the National and Provincial Governments to ensure that all Government revenue, expenditure, assets and liabilities are managed efficiently and effectively.
Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000)	This Act gives effect to section 217(3) of the Constitution by providing a framework for the implementation of Government's procurement policy as contemplated in section 217(2) of the Constitution.
Broad-Based Black Economic Empowerment Act, 2003 (Act No. 53 of 2003)	This Act establishes a legislative framework for the promotion of Black Economic Empowerment.
Division of Revenue Act (annually)	To annually provide for the equitable division of revenue raised among the National, Provincial and Local Spheres of Government.
Public Service Act, 1994 (Proclamation No. 103 of 1994)	This Act provides for establishing and administration of the Public Service of the RSA.
Public Service Regulations, 2016	These Regulations provide comprehensive detail regarding the organisation and administration of the Public Service, including issues of ethics and integrity.
Labour Relations Act, 1995 (Act No. 66 of 1995)	This Act gives effect to section 27 of the Constitution and seeks to regulate trade unions' organizational rights and promote and facilitate collective bargaining.

Legislative Mandate	Aim/Purpose
Basic Conditions of Employment Act, 1997 (Act No. 75 of 1997)	This Act gives effect to the right to fair labour practices referred to in section 23(1) of the Constitution.
Employment Equity Act, 1998 (Act No. 55 of 1998)	This Act provides for equity in all levels and categories of employment.
Employment Equity Amendment Act, 2022 (Act No. 4 of 2022)	This Act introduces sector-specific employment equity targets to promote diversity and equal opportunity, and requires employers to obtain compliance certificates to be eligible for state contracts.
Protected Disclosures Act, 2000 (Act No. 26 of 2000)	This Act provides for procedures in terms of which employees in both the private and the public sector may disclose information regarding unlawful or irregular conduct to their employers and also provides for the protection of such employees.
Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004)	This Act provides for the strengthening of measures to prevent and combat corruption and corrupt activities.
State Information Technology Agency Act, 1998 (Act No. 88 of 1998)	This Act establishes a company responsible for the provision of information technology services to the Public Administration.
Public Administration Management Act, 2014 (Act No. 11 of 2014)	This Act seeks to promote the basic values and principles governing the public administration referred to in section 195(1) of the Constitution, when fully operational.
Disaster Management Act, 2002 (Act No. 57 of 2002)	This Act provides for an integrated and coordinated disaster management policy in South Africa that focuses on preventing and reducing the risk of disasters, mitigating the severity of disasters, emergency preparedness, rapid and effective response to disasters and post-disaster recovery.
Disaster Management Amendment Act, 2015 (Act No. 16 of 2015)	This Act enhances the original Disaster Management Act by introducing measures for improved disaster risk reduction, clarifying the roles of various governmental and traditional structures in disaster management, and establishing guidelines for climate change adaptation and early warning system
Electronic Communications Act, 2005 (Act No. 36 of 2005)	This Act seeks to make new provision for the regulation of electronic communications services, electronic communications network services and broadcasting services.
Protection of Personal Information Act, 2013 (Act No. 4 of 2013)	This Act seeks to promote the protection of personal information processed by public and private bodies.

7.2 Policy Mandates

The OTP, in fulfilling its role within the Provincial Government, takes into account various National and Provincial policy mandates, in particular, the following:

- The annual State of the Nation Address (2024-25);
- The annual State of the Province Address (2024-25);
- The Opening of Parliament Address (2024-25);
- The Opening of Legislature Address (2024-25);
- The annual Provincial Budget and Policy Speech (2024-25);
- The annual Premier's Budget and Policy Speech (2024-25);
- The National and the Provincial Medium-Term Development Plan (2024-2029);
- The National Strategic Framework of the Department for Women, Children, and People with Disabilities;
- Specific National Policy Frameworks on Gender and Women's Empowerment, Disability and Children;
- South Africa's National Policy Framework for Women's Empowerment and Gender Equality;
- Framework on Gender-Responsive Planning, Budgeting, Monitoring, Evaluation, and Auditing;
- White Paper on the Rights of the Persons with Disabilities;
- National Strategic Plan for HIV, TB, and STIs (2023-2028);
- The White Paper on the Transformation of the Public Service (1995);
- The White Paper on Public Service Training and Education (1997);
- The White Paper on a New Employment Policy for the Public Service (1997);
- The National Youth Policy (2015-2020);
- Policy Frameworks of the National Department of Public Service and Administration on Gender Equality, Disability and Youth in the Public Service;
- National Development Plan (NDP) 2030;
- Mpumalanga Vision 2030 Strategic Implementation Framework (2013-2030);
- The Policy Framework for Government-Wide Monitoring and Evaluation (2007);
- The Revised Framework for Strategic Plans and Annual Performance Plans (2019);
- The National Treasury Framework for Managing Programme Performance Information (2007);
- The Green Paper on National Performance Management (2009);
- The Revised National Evaluation Policy Framework (2019-2024);
- The National Child Care and Protection Policy (2019);
- The National Policy Development Framework (2020);
- The National Anti-Corruption Strategy (2020-2030);
- The National Youth Policy (2020-2030);
- The National Action Plan on Women, Peace and Security (2020-2025);
- National Integrated ICT Policy White Paper (2016);
- DPSA Directive on Public Administration and Management Delegations (2014);
- African Agenda 2063 (2015);
- Sustainable Development Goals 2030 (2015);
- National Action Plan to combat Racism, Racial Discrimination, Xenophobia and Related Intolerance;
- National Spatial Development Framework (2022);

- Directive on human resource management and development for Public Service Professionalisation – volume 1 as issued by the Minister of the Public Service and Administration;
- Directive on conducting business with an organ of state issued by the Minister for the Public Service and Administration (February 2024);
- Directive on other remunerative work outside the employee's employment in the relevant department issued by the Minister for the Public Service and Administration (February 2024); and
- Directive on the institutionalisation of the ethics officer function in the Public Service issued by the Minister for the Public Service and Administration (February 2024).

7.3 Five Goals that Guide 2024-29 MTDP

- The MTDP has set out five goals for the term, which are intended to guide the government's actions in pursuing the goals of the NDP 2030.
- The MTDP places Inclusive Growth and Job Creation at the centre and seeks to transform the economy and society towards increased prosperity and equality for all citizens and to build social cohesion and unity.

7.4 2024-29 MTDP Strategic Approach

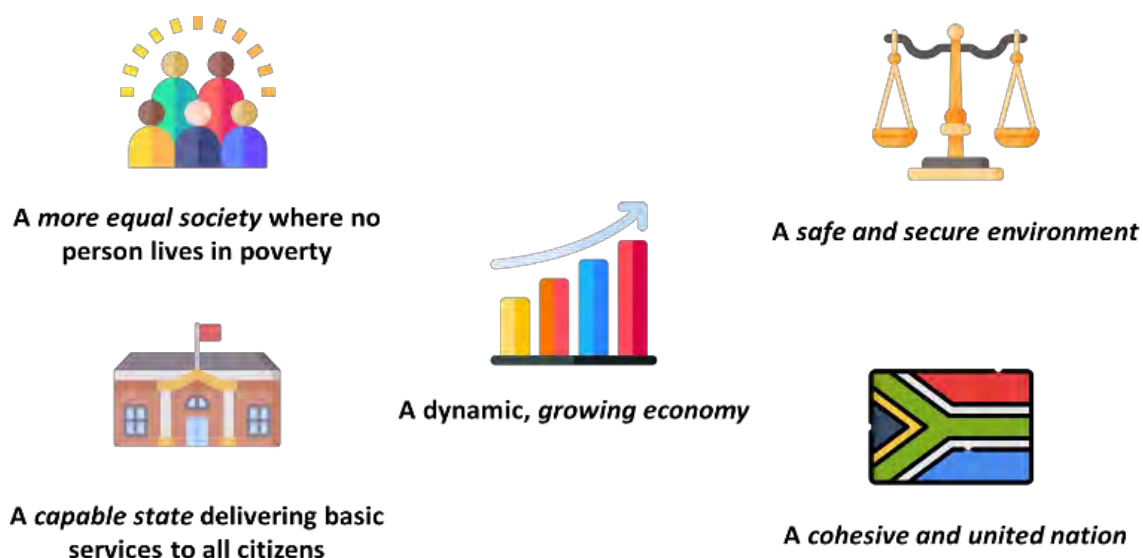


Figure 4: MTDP Strategic Approach

- **Driving inclusive growth and job creation** is viewed as an Apex priority. All spheres of government, clusters and sectors will prioritise relevant economic interventions.
- However, the **three strategic priorities are interrelated and interlinked**.
- The **social protection** is a key instrument for poverty reduction and is a safety net for the vulnerable.
- A **capable state plays a key role** (direct and indirect) within the economy through regulation, network industries, and by creating an enabling environment where law and order are maintained

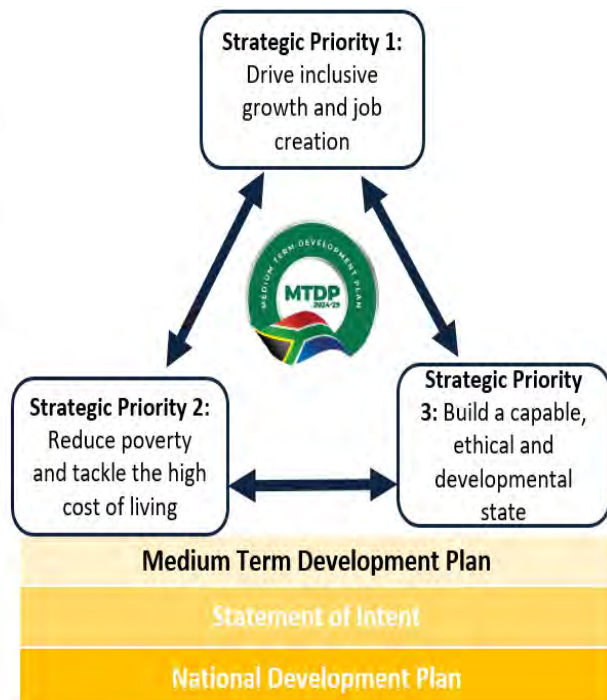


Figure 5: MTDP Priorities

7.5 Updates to Institutional Policies and Strategies

The OTP will initiate or advance the following policies over the MTEF Period:

- Security Management Policy;
- Performance Information Management Policy;
- Provincial Strategic Plan on Gender-Based Violence and Femicide;
- Provincial Youth Development Strategy;
- Provincial Anti-Corruption Strategy;
- Just Energy Transition Implementation Plan 2023-2027; and
- A Framework for a Just Transition in South Africa (2022).

The OTP will take the following into consideration:

- National Development Plan (NDP) 2030;
- Medium Term Development Plan 2024-2029;
- Mpumalanga Spatial Development Framework 2019;
- Local Government Priorities;
- National Strategic Plan on Gender-Based Violence and Femicide (2020-2030); and
- National Youth Development Strategy.

7.6 Updates to relevant court rulings

Member of the Executive Council for Economic Development Gauteng and another v Vilakazi and others 2024 JDR 3939 (SCA)

The respondents conceded that section 8 of the Gauteng Growth and Development Agency Act (Proprietary) Limited, 2003 (Act No. 5 of 2003), unambiguously vests the power to appoint the Agency's GCEO and Board of Directors in the MEC (and by implication also the power to terminate their memberships). There is no requirement in the Act that she must enlist the concurrence of the Provincial Government when exercising those powers. Furthermore, the respondents' assertions regarding bias and ulterior motives on the part of the MEC are bald allegations without any factual basis. The correspondence annexed to their founding affidavit evince that the MEC terminated the respondents' directorships because they were unable to see eye to eye regarding the recruitment process for a new GCEO; the Board refused to acknowledge her statutory powers; and, in her view, the relationship between her and the Board members had broken down irretrievably. There is no indication in the judgment that the high court considered the respondents' prospects of success in the review application in the light of these factors.

There is another reason why the high court should have refused the interim relief and it is the following. In *Urban Tolling Alliance*, the Constitutional Court held that in deciding whether to interdict the exercise of executive or legislative powers a court must carefully consider how the interdict will disrupt those functions and thus 'whether its restraining order will implicate the tenet of the division of powers'. The Court further cautioned that:

'While a court has the power to grant a restraining order of that kind, it does not readily do so, except when a proper and strong case has been made for the relief and, even so, only in the clearest of cases.'

For the reasons set out above, the view was held that this is not one of those cases where judicial limitation of executive powers can be justified. The high court should thus have refused the interim relief for this reason also. The respondents consequently failed to establish the requisites for interim relief and the appeal must therefore succeed.

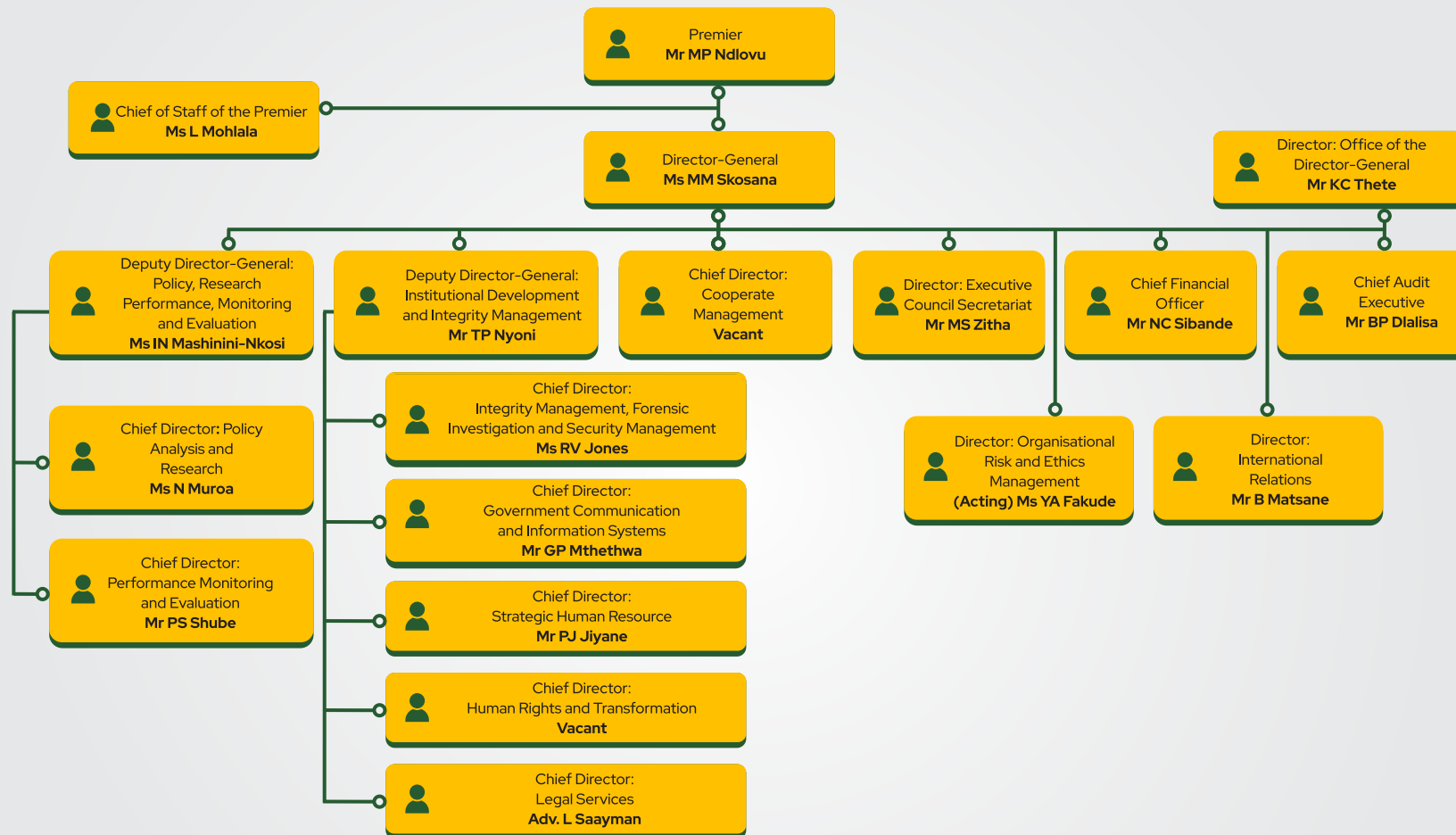
Zen JV v Department of Transport Province of the Eastern Cape and others 2024 JDR 3696 (ECMk)

This matter concerns a dispute over the first respondent's decision to award a tender for the upgrading of a 20 kilometre stretch of road, via the village of Clarkebury, in the Engcobo district of the Eastern Cape. The applicant has demonstrated that there was no internal remedy available prior to its institution of these proceedings. It has also demonstrated that its bid complied in all respects with the specifications and conditions of the tender; this is so irrespective of whether a strict or a purposive approach is adopted in relation to the meaning of an 'acceptable tender'. Consequently, the court is persuaded that the applicant has successfully established one or more grounds under section 6(2) of PAJA upon which the first respondent's decision to disqualify the applicant's bid can be reviewed and set aside.

Notwithstanding the above findings, the court is also satisfied that the first respondent ought to have requested clarity from the applicant before making its decision. There is merit, too, in the applicant's contention that the right to procedurally fair administrative action entailed, in these circumstances, the opportunity to make representations. The court is of the view that the first respondent's request for clarity would have met the requirements of section 3(2), read with section 3(4), of PAJA.

The first respondent's decision to disqualify the applicant's bid was unlawful. The applicant did not, ultimately, seek a substitution of the decision; it merely sought the remittal of the matter back to the BEC. This is, to quote Heher JA in *Gauteng Gambling Board v Silverstar Development Ltd*, almost always the prudent and proper course.

8 ORGANISATIONAL STRUCTURE

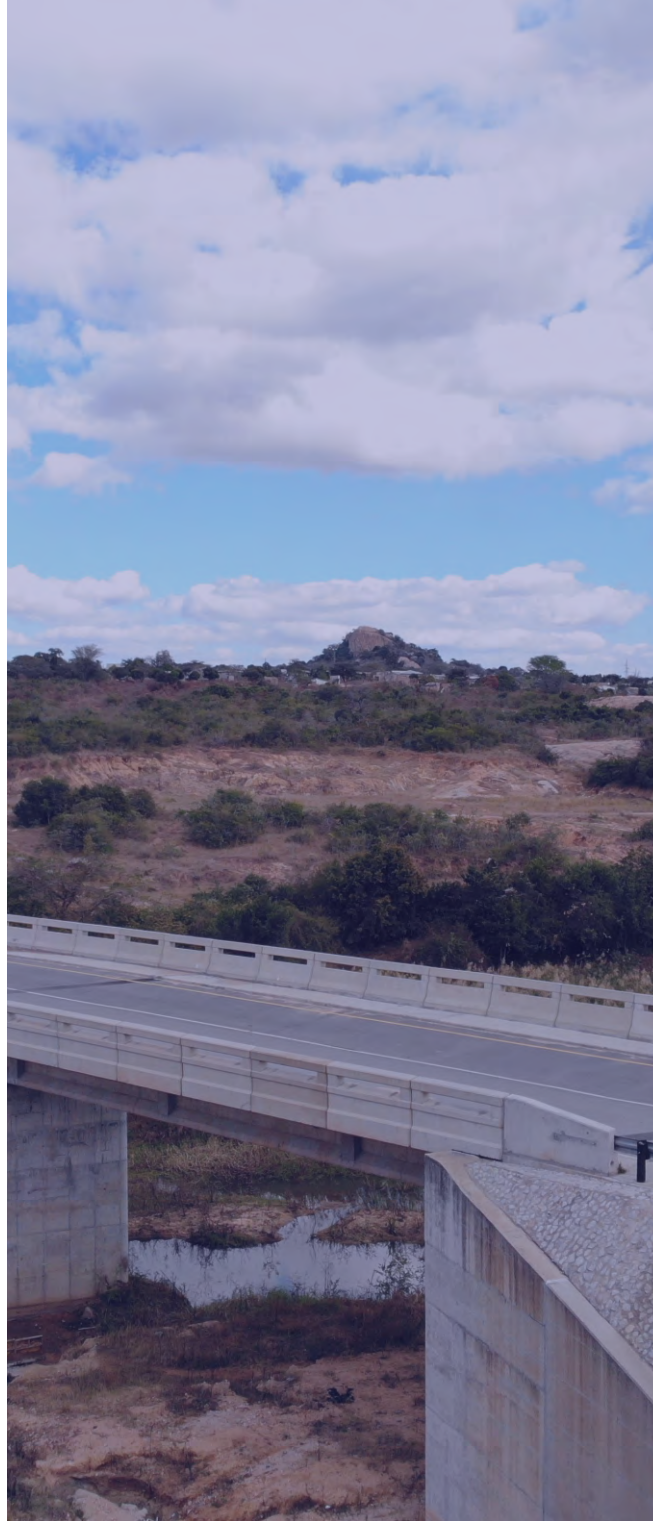


NB: Chief Directors Policy Analysis and Research and Performance Monitoring and Evaluation assumed their duties on 1st April 2025

Figure 5: OTP Executive Structure

9 ENTITIES REPORTING TO THE PREMIER

There are no entities that are directly reporting to the OTP.





PART B: PERFORMANCE INFORMATION

1. AUDITOR-GENERAL'S REPORT: PREDETERMINED OBJECTIVES

Refer to page 131 of the Report of the Auditor-General, published as Part F: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

The OTP's service delivery environment is guided by the NDP, Mpumalanga Vision 2030, 2019-2024 MTSF, 2020/25 Strategic Plan, 2024-25 APP for the Office, White Paper on Transforming Public Service Delivery 1997, the Batho Pele Revitalising Strategy, as well as the Public Service Regulations, 2016.

The core mandate of the Office is to "co-ordinate, monitor and evaluate performance of Government at the provincial sphere". Without effective co-ordination and monitoring, it is impossible for effective and meaningful service delivery to take place.

During the period under review, the Office successfully coordinated intergovernmental structures eg, PMC, EXCO, PCF and EXCO Makgotla meetings. These meetings are key in enabling the Premier to execute his statutory responsibilities. It is also important to note that audit outcomes and the action plan on addressing shortcomings as well as stepping up the co-ordination of the local sphere of Government on service delivery were given special focus during these meetings.

Through the PMC and EXCO, the OTP in partnership with Provincial Treasury reviewed the Audit Action Plans of departments and the implementation of the remedial actions on a regular basis and monitored the unauthorized, irregular and fruitless and wasteful (UIF&W) expenditure.

During the year under review the OTP experienced, among others, the following challenges:

- Reduced budget baseline due to the slow growth of the economy and the decline of the Provincial fiscus that resulted in the discontinuation of other projects such as research studies.
- High vacancy rate that resulted in the appointment of several officials to act in vacant funded posts across all post levels. The appointment of officials to act in higher level posts has led to an increased workload for the affected officials, which resulted into some of the objectives of the Office not being optimally achieved.
- Suspension of US funding during the 4th Quarter of the financial year under review for prevention or reduction of instances of HIV, TB and STIs, undermined efforts to prevent the scourge.
- Delays in finalizing contracting of the SDMT due to the expansion of scope as well as ensuring that there is non-duplication with the Livi Lemphakatsi App as administered by the Department of COGHSTA.

Despite the challenges mentioned above, the OTP was able to provide the following services to the public:

- Through the Premier's Discretionary Bursary Fund, bursaries were awarded to students amounting to R2 561 077.36. The purpose of the bursary allocation is to provide bursaries to financially disadvantaged potential students who have performed exceptionally well in their matriculation, including those identified by the Premier, based on merit and scarce skills – and have enrolled or are intending to enrol at Tertiary Educational Institutions. The allocation of bursaries is also geared towards recognizing excellence and addressing the issues of scarce skills within the Mpumalanga Province. Furthermore, the said bursary policy seeks to ensure that students from indigent families are afforded equal opportunities in contributing and enjoying the quality of life irrespective of their background and vulnerability.
- To ensure informed decision-making, the Province is in the process of establishing the MRII. To date a Provincial Task Team was formed to oversee the establishment of the MRII. The Task Team is composed of the SALGA, Tshwane University of Technology, University of Pretoria, University of Witwatersrand, as well as the University of Mpumalanga.
- The Office has drafted a Bill on the establishment of the MRII and is currently consulting with governance structures in order to obtain their inputs.
- Unlike in the past financial years, the Provincial, District and Local AIDS Councils have sat quarterly during the 2024/25 financial year to discuss and approve reports except for Dipaleseng Local Municipality. Members of AIDS Councils were inducted in respect of their roles and responsibilities. New Provincial and District Civil Society leadership was elected and inducted. Following the release of the 2022 Human Science Research Council report on HIV in South Africa, the Mpumalanga Provincial AIDS Council participated in the development of a Turnaround Strategy to respond to the results.
- A Global Alliance in Ending AIDS in Children by 2030 was also developed in consultation with all stakeholders. A sustainability Plan was developed to address funding gaps as a result of withdrawal of foreign funding. Poverty, unemployment and inequality remain the issues undermining the efforts to prevent the spread of HIV, TB and STIs.
- The establishment of the Private Sector Forum was a huge milestone for the Province to complete the three-legged pot constituted by Government Sector, Civil Society Sector Forum and the Private Sector Forum. The HIV/AIDS 95-95-95 strategy target requires that 95% of people should know their status, 95% of people who tested HIV positive should be on treatment and 95% of people who are on treatment should have a suppressed viral load. The Province has only achieved 95-79-95 of the HIV/AIDS strategy target.
- As part of awareness campaigns, the Province has successfully commemorated the Provincial World AIDS Day held in December 2024 as well as the World TB Awareness Day in March 2025. These two events are commemorated annually to step up efforts to end the TB epidemic and promote global solidarity in the fight against the AIDS pandemic.
- In promoting its Batho Pele drive, the OTP coordinated the Provincial celebration of APSD as part of implementing Batho Pele programmes, thereby giving services to the people in Victor Khanye Local Municipality, wherein the stakeholder departments provided plans that were implementable during the Integrated Public Service Month.

- To address the post-election violence in Mozambique, the Office together with DIRCO hosted a Joint South African and Mozambican Ministerial meeting to deliberate on the disruption of the border posts operation, and agreed on mitigation measures to reverse the impact of the protests. The meeting also agreed to reopen the Lebombo/Ressano Garcia border post and to strengthen coordination between border transport and security authorities. This saw the resumption of economic activities and the movement of traffic.
- During the 2024/25 financial year, the Military Veterans Programme of Action was monitored and the Province managed to build several houses for qualifying members.
- In implementing Pillar One of the National Anti-Corruption Strategy being “Citizen Participation”, the Office conducted capacity workshops to empower community members to take an active role in preventing and reporting fraud and corruption activities. The workshops focused on ethical behaviour, fraud and anti-corruption, and were held in Emalahleni, Emakhazeni, Victor Khanye, Dr JS Moroka, Albert Luthuli, Msukaligwa and Govan Mbeki Municipalities, as well as during Women’s Month for the benefit of women from Victor Khanye Local Municipality.
- In line with the Gender Responsive Framework on Planning, Budgeting, Monitoring, Evaluation and Auditing, the Office prioritized Women, Youth and Persons with Disabilities in the preparation of its plans. As a result, the draft Provincial Policy on disability was developed and the members of the public were consulted through the Provincial Disability sector. The policy serves as a blueprint for accelerating the advancement of the rights for persons with disabilities and embeds disability considerations across all Provincial programmes and projects while identifying targeted opportunities and investments in key areas to drive and accelerate Persons with Disabilities’ responsive transformation.
- In addressing Youth unemployment in the Province, the Office supported Youth business enterprises through the PYDF in various economic sectors such as Manufacturing, Mining, Green Economy, Tourism and Agriculture. Since this project’s inception the PYDF has created more than 800 jobs. All PYDF beneficiaries were allocated to Business Advisors whose role is to mentor, guide and provide business management support services to ensure business sustainability. The OTP presented the PYDF to the Public (on how to access funding) during EXCO Outreaches, road shows as well as through Radio slots.
- As part of tackling GBVF, the Province established RRTs on GBVF in all 20 municipalities, which are chaired by the Executive Mayors of each municipality. The purpose of RRTs on GBVF are to provide swift multi-sectoral responses on GBVF related matters at local level.
- In addition, the Province launched the Mpumalanga Provincial Council on GBVF, which is co-chaired by the Premier and the chairperson of the Civil Society Forum. The structure serves as a provincial accountability platform that will provide progress on the implementation of the PSP on GBVF, which was approved in November 2024. To this end, pillars of the GBVF Strategic Plan were implemented such as facilitation of dialogues with SAPS and members of the public to foster collaborative work on dealing with crime and provision of support to victims of GBVF.

- During the year under review, the focus of the Office was to develop the Just Transition Monitoring and Evaluation (M&E) framework for Mpumalanga which required a systematic approach to assess the region's transition from a coal-dependent economy to a more sustainable, green economy. This framework will help to track social, economic, and environmental impacts and ensure that the transition is fair, equitable, and inclusive. Thus the objectives of the Just Transition Monitoring and Evaluation Framework aimed at monitoring and evaluating progress, challenges, and outcomes of Mpumalanga's Just Transition.
- The governance structures, role players and stakeholders are cornerstone for the implementation of Just Transition Implementation Plan. The Office has established the Mpumalanga Just Transition and Climate Change Steering Committee. This committee is responsible for coordinating all just transition and climate change activities conducted by various players into a single integrated plan and develop mechanisms to ensure an inclusive and participatory process in the implementation of the Just Transition agenda in the Mpumalanga Province. This committee has been expanded to include representatives from labour, organised business and civil society in Mpumalanga to broaden its scope and ensure that the principles of Just Transition are adhered to in the next financial year.

2.2 Service Delivery Improvement Plan

The OTP has completed a Service Delivery Improvement Plan. The tables below highlight the Service Delivery Improvement Plan and the achievements to date:

Main services and standards

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
Number of Batho Pele Programmes coordinated	12 Departments	Integrated Public Service Month coordinated	4 Batho Pele Programmes coordinated	Coordinated and monitored the implementation of 4 Batho Pele Programmes (KHAEDU, Africa Public Service Day, Integrated Public Service Month, and Service Delivery Improvement Plan) in Departments

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

Current/actual arrangements	Desired arrangements	Actual achievements
Produce Reports on Batho Pele programmes	Produce reports for Departments	12 Departments monitored on Batho Pele programmes and reports produced
Compile SDIP Annual Reports	Consult with stakeholders	4 Departments coordinated on the submission of SDIP Annual Reports
Coordinate, workshop and monitor 11 Departments and the OTP, and 3 Municipalities on the Batho Pele Programmes	Monitoring Reports on Batho Pele Programmes produced	Compiled Status Report on the monitoring of the implementation of Batho Pele programmes Africa Public Service Day celebration report produced Public Service Month and Khaedu deployment report produced Monitored submission of SDIP Annual Reports

Service delivery information tool

Current/actual information tools	Desired information tools	Actual achievements
Reports	Reports	Khaedu deployment / Africa Public Service Day reports
Press Releases	Press Releases	8 EXCO media statements released

Complaints mechanism

Current/actual complaints mechanism	Desired complaints mechanism	Actual achievements
Presidential Hotline	Integrated complaints mechanism	91% (121 of 133) of calls resolved 98.42% (7530 of 7651) of calls resolved cumulatively since inception of the hotline in 2009

2.3 Organisational environment

The OTP has an approved organisational structure comprising 384 posts, of which 225 (58.6%) are filled. This includes the Premier and 159 posts (41.4%) are vacant. It should however be noted that there is an Organisational Structure that was approved in August 2024, and which is being implemented in phases. The Office also has an approved Human Resource Plan that had to be adjusted slightly to incorporate the provisions and requirements of the cost containment measures on the filling of posts (i.e. DPSC Circular No. 20 of 2024). The HR Plan was reviewed and submitted to the DPSC as per the applicable requirements. It outlines clearly the need and strategies to attract and recruit a skilled workforce. It also outlined the need to reduce the period taken to fill vacant posts to at most six months and decrease the vacancy rate below the national norm of 10%. It further emphasized the need to meet all employment equity targets as reflected in the approved Employment Equity Plan of the OTP.

The OTP has identified critical vacant funded posts that needed to be filled as a matter of priority. Based on the above, the Office has advertised and filled six critical vacant funded SMS members (Director-General, Chief Financial Officer, Chief Director: Strategic Human Resource Services, Chief Director: Integrity Management, Forensic Investigations and Security Management (transfer), Chief Director: Policy Analysis & Research and Chief Director: Performance Monitoring and Evaluation) during the year under review. One post on SL 5 was filled through a horizontal transfer.

Furthermore, the OTP has identified and advertised 40 critical vacant funded posts. It is envisaged that the recruitment process will be finalised by the end of the third quarter of the 2025/2026 financial year. It should be noted that during the year under review, three Graduate Interns were still serving in various programmes, on a 24 months' Internship Contract. The remaining three Graduate Interns are part of the initial group of 19 Graduate Interns that were appointed during the 2022/2023 financial year. The contracts of the other 16 Graduate Interns expired during the course of the year under review.

In terms of the Learnership Programme, the Office received 33 Student Interns (Learners) from the DoE's TVET Colleges for experiential learning as part of the said Learnership Programme in 2024/2025, which was aimed at providing work environment exposure to the Student Interns and subsequently promote accelerated development and utilisation of available skills and qualified people for service delivery in the Public Service.

The OTP acknowledges that there is still a long way to go before all employment equity goals are realised, especially concerning the representation of women at Senior Management Services level, which currently stands at 31.4%, i.e. 11 women out of 35 SMS members, excluding the Premier. However, the OTP will keep developing and implementing strategies aimed at achieving this crucial goal. To achieve ultimate equity in the OTP, additional measures such as policies, programmes and plans will be integrated and implemented in harmony. These policies, programmes and plans will be developed in an interactive, participative, consultative and transparent manner. The Employment Equity Act, 1998 and the OTP Employment Equity Policy placed an obligation upon the OTP to develop, implement and monitor an employment equity plan.

The OTP has, however, done well in terms of the representation of People with Disabilities within its ranks, i.e. (8 out of 225) staff members, which is 3.5%. With regards to the representation of females

in the various categories below SMS level, the status is as follows: 42.8% women representation in the MMS levels, (i.e. 21 females out of 49); 67.5% women representation in the JM levels, (i.e. 27 females out of 40); and 72.3% women representation on post levels 2 to 8, (i.e. 73 out of 101); and overall, the OTP has 58,6% representation of females within its ranks, (i.e. 132 out of 225 employees). The representation of the youth in the OTP stands at (24 out of 225) officials, which constitutes 10.6%.

The OTP has shown a slight improvement in relation to the implementation of the PMDS in terms of the approved PMDP, for officials on salary levels 2-12, i.e. 171 out of 191 (89.5%) compliance in terms of signing of the annual Performance Undertakings. The signing of Performance Agreements by SMS members on or before the deadline as per Chapter 4 of the SMS Handbook has been recorded at a 88% compliance rate (30 SMS members out of 34), which is an increase in comparison to the previous Financial Year. There has been an increase in the assessment of SMS members in this regard. It must also be noted that the OTP has dealt with the outstanding assessments for some SMS members.

The OTP coordinated and conducted several EHW Programmes, including one Risk Assessment exercise in the workplace, through an Occupational Health Risk Specialist; Four quarterly Occupational Health and Safety sessions; Three Physical Fitness Sessions and Health screening of participating employees in collaboration with GEMS; One Financial Management workshop, as well as one session on how to cope when dealing with grief and loss of a loved one.

2.4 Key policy developments and legislative changes

Although all new legislation has a direct or indirect bearing on the operations of the OTP, the OTP is of the view that the implementation of the Public Procurement Act, 2024, once put into operation, will have a significant impact on the day-to-day functioning of the SCM Unit in the OTP. The implementation thereof will be monitored during the 2025/26 Financial Year.

3. ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

The OTP identified the following institutional outcomes towards the achievement of the NDP, Revised 2019-2024 MTSF, and the impact statement:

- Outcome 1: Improved ethical culture;
- Outcome 2: Effective control;
- Outcome 3: Good performance; and
- Outcome 4: Improved trust.

The following progress has been made toward the achievement of outcomes and targets as set in the 2020/2025 Strategic Plan:

Outcome 1: Improved Ethical Culture

The Outcome refers to shared beliefs by employees in an organization, which will be reflected in the ethics that the organization subscribes to. The OTP strives to attain an improved ethical culture through exemplary leadership and good governance. Over the five-year period, the OTP would like to have zero instances of proven unethical conduct within its control environment. No instance of unethical conduct was reported during the period under review.

The Minister of Public Service and Administration issued a directive on the implementation of lifestyle audits in the Public Service. In terms of the directive, a Lifestyle Review serves as a tool to understand the financial profile of an employee, regarding legitimate declared income versus known and observed assets. This is the initial step to be conducted by Management to assess if an employee's lifestyle is commensurate with his/her income. If a lifestyle review identifies that an employee's expenditure constantly exceeds his or her income, and it cannot be explained, an investigation should be launched. During the period under review, Lifestyle reviews were conducted on all SMS Members and 38 other designated employees in the OTP. The review was conducted based on the information disclosed by employees with regards to additional income and loans versus the assets disclosed, which was verified against eNatiss, CIPC, and Deeds databases. Based on this information, no findings were raised which require further investigation.

Through citizen participation, the OTP conducted several awareness workshops across the Municipalities. The sessions were conducted in conjunction with Law enforcement agencies such as the Special Investigation Unit and Directorate for Priority Crime Investigations.

In implementing Pillar One of the National Anti-Corruption Strategy being "Citizen Participation", the Office conducted capacity workshops to empower community members to take an active role in preventing and reporting fraud and corruption activities. The workshops focused on ethical behaviour, fraud and anti-corruption, and were held in Emalahleni, Emakhazeni, Victor Khanye, Dr JS Moroka, Albert Luthuli, Msukaligwa and Govan Mbeki Municipalities, as well as during Women's Month for the benefit of women from Victor Khanye Local Municipality.

Outcome 2: Effective control

This refers to the ability of the OTP to put adequate and effective measures in place that will enable it and the MPG to achieve good governance. Effective control would contribute to reducing corruption, improving Audit Outcomes as well as better service delivery. To strengthen governance and compliance management across the MPG, special focus will be placed on improving Audit outcomes as well as the clearing of irregular expenditure. During the year under review, Provincial performance outcomes on the five-year targets (2020-2025) were as follows:

- 12 Departments with unqualified audit outcomes. The Report of the AGSA shows that 11 Departments in the MPG obtained unqualified Audit outcomes for the Financial Year ended 31 March 2024. The Province therefore improved by one compared to the 10 realized in the previous Financial Year (i.e. the year ended on 31 March 2023);
- Reduction of security breaches from 100 to <50, as at 31 March 2025. The security breaches in the MPG decreased from 100 to 54 for the period 2020-2025, although when comparing 2023/24 against 2024/25, the security breaches increased from 46 to 54; and
- Reduction of unauthorized, irregular and fruitless and wasteful expenditure by 10% in rand value by 2025. The financial results for the period under review reflect that no irregular and unauthorized expenditure were incurred. The fruitless and wasteful expenditure incurred in the Financial Year 2024/25 amounted to R1 183 348 due to cancellation on booked accommodation as a result of cancelled events and salaries paid to the former DG.

Outcome 3: Good performance

This refers to the ability of the OTP to coordinate the MPG to meet customers' expectations in respect of service delivery and should also lead to the desired developmental impact. During the year under review, Provincial performance outcomes on the five-year targets (2020-2025) were as follows:

- Reduction of the poverty rate from 46% to 35%. STATS-SA through Census 2022 released in October 2023 indicated that the Provincial poverty rate was at 51,7%;
- Reduction of the unemployment rate from 33% to 25%. The Quarterly Labour Force Survey 2024, Q4 statistics indicated that the unemployment rate had slightly risen to 34,7%;
- Increase the percentage of households with internet access from 56% to 80%. The current statistics indicate that 78% of households have access to the internet (Census, 2022);
- Increase of the real GDP per head from R58 243.00 to R60 000.00. As at July 2024, STATS-SA indicated that the GDP per head increased to R64 939 estimate, which surpassed the 2025 target;
- Reduction of the percentage of unemployed women from 50,5% to 42,5%. As at Quarter 4 of 2024, the Labour Force Survey indicated the unemployment rate of women to be at 37,0%, (reached the 2025 target);
- Reduction of the percentage of unemployed youth (15-34 age cohort) from 66,5% to 51,5%. As at Quarter 4 of 2024, the Labour Force Survey indicate the youth unemployment to be at 48.9% (reached the 2025 target); and

- Increase of the total FDI from R600 million to R1 billion. According to the MEGA 2024/25 Draft Annual Report, the Province received FDI amounting to R7,3 billion.

Outcome 4: Improved trust

This refers to the ability of the OTP to demonstrate integrity in its dealings with the public, promote honesty, and build trust through positive and accurate communication or messaging. As part of stakeholder engagements towards achieving the outcome, the OTP implemented the Integrated Provincial Communication Strategy and continuously monitored its implementation through the 12 Provincial Departments and Municipalities. The OTP informed the public on government services through multi-media platforms (e.g. social media, newsletters, radio slots, etc.), and also coordinated four Public participation programmes at Bushbuckridge, Thembisile Hani, Mkhondo and Nkangala Municipalities. This is a Governmental and societal approach, which enables integrated and responsive planning, budgeting, implementation, as well as monitoring and evaluation through the DDM. This approach is central to building an accountable, ethical, capable, and developmental State that delivers on its mandate. The Executive and relevant MPG officials met with the people to strengthen intergovernmental relations and to improve the capacity of government in implementing integrated service delivery programmes.

In an effort to attract business enterprises owned by People with Disabilities, the Office engaged disability formations to map a way forward on how People with Disabilities can benefit from its budget spent. Furthermore, the Office conducted roadshows targeting People with Disabilities for this course.

4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

4.1 Programme 1: Administration

Purpose of the programme

The Programme is responsible for the appropriate and effective coordination and monitoring of administrative and strategic matters, both within the OTP and the Province. The Programme comprises of the following sub-programmes, being Premier Support, Director-General Support, Executive Council Support and Financial Management.

4.1.1 Sub-programme: Premier Support

This sub-programme provides programme management and coordination support to the Premier in executing her constitutional mandate. These include delivering the Annual State of the Province Address as well as the annual Policy and Budget Speech for the OTP.

4.1.2 Sub-programme: Director-General Support

The sub-programme provides administrative leadership and directives through planning, reporting, auditing, security, integrity and forensic services. The Office of the Director-General is also required to provide internal and external support to sections within the OTP and Departments in the Provincial Government.

This sub-programme comprises the Office of the Director-General, Planning and Programme Management, Integrity Management and Forensic Audit, Internal Audit and Security Management.

Strategic leadership and direction is delivered by providing support to other intergovernmental structures such as the PCF, EXCO and Makgotla, the Budget and Finance Committee, Premier's Advisory Committees, the PMC and Cluster Committees.

Section 38(1)(a)(ii) of the PFMA, 1999 stipulates that each Department must have and maintain an Internal Audit Unit under the control and direction of an Audit Committee. The sub-programme, through the Internal Audit Unit, provides audit assurance, performance and computer audit services. The OTP also provides these services to four other cluster departments namely, CoGTA, DHS, DCSR, and DCSSL.

4.1.3 Sub-programme: Executive Council Support

The sub-programme is responsible for providing effective and efficient secretarial and administrative support services to the Executive Council, EXCO sub-committees and intergovernmental structures. The service provided by the support includes the overall management of EXCO resolutions.

4.1.4 Sub-Programme: Financial Management

The sub-programme provides financial management support and advisory services to ensure compliance with the PFMA and Treasury Regulations. It is responsible for the coordination and facilitation of the Audit Remedial Action Plan and financial delegations. The Supply Chain Management Unit manages payroll, assets and logistics support. Risk and Ethics Management also resides within the Financial Management sub-programme. Furthermore, this unit is responsible for

coordinating the Ethics and Risk Management Committee and the development of the Departmental risk registers (strategic and operational). It reports to the Director-General on the progress made by the various units as per the risks identified by the Office as contained in the different Risk Registers.

The Programme contributes towards achieving the following outcomes as per the APP:

- Improved Ethical Culture;
- Effective Control; and
- Good Performance.

Outcomes, Outputs, Output Indicators, Targets and Actual Achievements

Programme: Administration								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Sub Programme: Director General Support: Security Management								
Effective control	Departments monitored for compliance with MISS	Number of Departments monitored for compliance with MISS	12	12	12	12	0	None
Sub-Programme: Director-General Support: Integrity Management								
Improved ethical culture	Anti-fraud and corruption awareness sessions /engagements facilitated	Number of anti-fraud and corruption awareness sessions facilitated	New	12	36	42	(6)	6 additional requests were attended to and resulted in exceeding the set target
Sub-Programme: Director-General Support: Forensic Audit Service								
Improved ethical culture	Conduct forensic investigations on allegations	Number of forensic investigations finalised	31	19	12	16	(4)	4 additional investigations finalised timely due to availability of documentation and witnesses
	Recommendations made in forensic reports	Number of Forensic	New	New	15	17	(2)	Overachievement is due to an additional responsibility given to monitor the

Programme: Administration								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
		recommendations followed-up						implementation of recommendations from finalised Public Protector investigations across all 12 departments
Sub-Programme: Director-General Support: Executive Council Support								
Good Performance	Provincial Executive Council Makgotla report	Number of reports on Provincial Executive Council Makgotla	New	2	2	2	0	None
	PCF with local government report produced	Number of reports on Premier's Coordinating Forum (PCF) with local government	New	2	2	2	0	None
Sub-Programme: Financial Management								
Effective Control	Suppliers/Service Providers paid timeously for services rendered	Percentage of valid invoices paid within 30	100%	100%	100%	100%	0	None

Programme: Administration								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
		days from date of receipt						
	Targeted groups business enterprises economically supported	Percentage of OTP preferential procurement spent on women business enterprises	New	New	40%	32,4%	7,6%	Inadequate number of responses to RFQs received from Women and Youth business enterprises on the services required by the Office
		Percentage of OTP preferential procurement spent on youth business enterprises	New	New	30%	28,3%	1,7%	
		Percentage of OTP preferential procurement spent on persons with disabilities business enterprises	New	New	7%	0%	7%	Could not find registered businesses of persons with disabilities from the CSD

Linking performance with budgets

The programme's budget was effectively used in coordinating and monitoring of administrative and strategic matters in supporting the Premier and the DG to articulate their mandate both within the OTP and the entire MPG. The budget further ensured that Departments are monitored on their compliance with the MISS. Promoting and equipping members of the public and officials on ethical conduct in line with the National Anti-Corruption Strategy. Investments in forensic services investigations assist the MPG to investigate allegations of corruption and maladministration cases thereby increasing the reliability and efficiency of government overall. Moreover, the budget made provision to enhance the participation of Historically Disadvantaged Individuals and SMMEs in the OTP business opportunities.

Sub-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
Premier Support	31 992	31 991	1	37 471	37 469	2
Executive Council Support	7 786	7 784	2	8 187	8 186	1
Director-General Support	63 257	63 212	45	66 734	66 725	9
Financial Management	77 443	77 438	5	63 004	62 941	63
Total	180 478	180 425	53	175 396	175 321	75

Strategy to overcome areas of under performance

- Hold Bi-annual Provincial meetings of the Forum were held with target groups (women, youth and persons with disabilities) where issues such as opportunities on inclusive economic empowerment are discussed.
- More advocacy to be coordinated in support of target groups' businesses for beneficiation in the OTP's business opportunities; and
- MPG will consider the development of a broad based strategy in partnership with Disability formations in the Country as well as the CSD, in order for persons with disabilities to benefit in the OTP business opportunities.

Performance in relation to Outputs and Output Indicators

The OTP through the Security Management Unit monitored all 12 Departments for compliance with MISS. This assisted in minimising security breaches within MPG and contributed towards the attainment of an effective control outcome. During the year under review, 54 security breaches have been recorded within the 12 Provincial Departments.

MPG conducted 42 awareness sessions in respect of the National Anti-Corruption Strategy targeting Provincial and Municipal employees as well as members of the public, with the aim to promote a zero tolerance culture towards fraud, theft and corruption. The awareness sessions' outcome is designed to instil a change of behaviour, values and ethical habits that will eventually result in an improved ethical culture for the MPG. The capacitated officials and communities were informed on detecting and reporting fraud, maladministration and corruption to enhance public trust.

In an effort to restore public confidence in the MPG, the OTP investigated and finalised a total of 16 cases of fraud, corruption and maladministration against a target of 12. The overachievement is as a result of finalising old cases, timely availability of documents and officials to interview from departments. Moreover, the OTP monitored the implementation of the 17 forensic audit recommendations made regarding the course of action taken to eradicate fraud and corruption within the MPG. The set target was to monitor 12 recommendations. The over-achievement is as a result of the new mandate to incorporate the Public Protector's recommendations on investigations made affecting the Province. The recommendations implemented assisted in improved corporate governance and an enhanced control environment through zero tolerance of fraud and corruption.

The OTP resuscitated and strengthened the functionality of IGR structures such as the PCF and Makgotla. During the year under review, two PCF and two Makgotla meetings were coordinated, reports produced, and their resolutions were tracked accordingly. The functionality of the PCF is to promote and facilitate intergovernmental relations and cooperative governance between Provincial government and Municipalities, and to ensure integrated, effective and efficient service delivery.

Payment of invoices within stipulated timeframes contributes to effective control as well as improving sustainability of service providers, which in turn will contribute towards increasing entrepreneurship and employment creation while mitigating against the triple challenges of poverty, unemployment and inequality. The OTP processed a total of 3505 invoices within 30 working days during the year under review. Prioritisation of women, youth and persons with disabilities when procuring products and services in line with the Framework on GRPBMEA is paramount, though the target for the year in line with the GRPBMEA framework was not met. This is because inadequate responses were received timeously from women and youth business enterprises to the RFQs in respect of the services required by the OTP.

Overall, the planned performance and achievement of activities and targets during the year under review contributed effectively and efficiently towards enhanced and improved functioning of the MPG, both administratively and politically.

4.2 Programme 2: Institutional Development

Purpose of the Programme

To provide institutional development services, advice, strategic support, coordination and development of policies to ensure operational efficiency, alignment and corporate compliance in order to improve the capacity of the Mpumalanga Provincial Government to deliver effective and efficient services. The Programme is composed of Strategic Human Resources, Legal Advisory Services, Government Communications and Information Services, Provincial Government Information Technology Officer.

4.2.1. Sub-programme: Strategic Human Resources

The sub-programme is responsible for coordinating and monitoring the implementation of human resource practices and strategies by Departments in the Provincial Government. This sub-programme ensures that the Mpumalanga Provincial Government and the OTP's Human Resource Management practices are performed within the applicable legal frameworks and prescripts.

4.2.2 Sub-programme: Legal Advisory Services

To provide Legal Advisory Services to the Mpumalanga Provincial Government and the Office of the Premier.

4.2.3 Sub-programme: Government Communication and Information Services

To coordinate government communication and information services for the provincial government and the Office of the Premier.

4.2.4 Sub-programme: The Provincial Government Information Technology Officer

To provide ICT support function across all Provincial Departments and the OTP, and promote the effective management of information and communication technology as a service delivery enabler and a strategic resource.

4.2.5 Sub-programme: Public Service Transformation and Service Delivery Improvement

To coordinate and monitor the implementation of Batho Pele programmes in the Office of the Premier and Provincial Departments.

The Programme contributes towards achieving three outcomes as per the APP, namely:

- Improved ethical culture;
- Improved trust; and
- Good performance.

Outcome, Outputs, Outputs Indicators, Targets and Actual Achievements

Programme: Institutional Development								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Sub-Programme: Strategic Human Resource – Internal Human Resources Management and Development								
Good performance	Workplace Skills Plan programmes implemented	Number of Workplace Skills Plan programmes implemented	10	11	10	14	(4)	Overachievement is due to the additional request received from Department of Education for training needs, two port system, roll-over of management development programme, and as well as the standards on internal auditors
Sub-Programme: Strategic Human Resource – Transversal Human Resource Services								
Good performance	Provincial Human Resources Management policy frameworks reviewed	Number of Provincial Human Resources Management policy frameworks reviewed	5	4	4	4	0	None

Programme: Institutional Development								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Sub-Programme: Strategic Human Resource – Labour Relations								
Good Performance	Disputes duly attended to within 90 days of receipt in the 11 Departments as well as the Office of the Premier	Percentage of disputes duly attended to within 90 days	No dispute received	100%	100%	No disputes received	0%	None, as no disputes received during the year under review.
	Departments monitored on the implementation of the labour summit resolutions	Number of departments monitored on the implementation of the labour summit resolutions	New	12	12	12	0	None
Sub-Programme: Strategic Human Resource – Organisational Design and Job Evaluation								
Good performance	Organisational Structures reviewed	Percentage of organisational structures reviewed within 6 months upon receiving requests	100%	100%	100%	100%	0	None

Programme: Institutional Development								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Sub-Programme: Legal Advisory Services								
Good performance	Legal advisory services provided	Percentage of requests for Legal Advisory Services received via the Office of the Director-General completed within 30 working days	100%	100%	100%	100%	0%	None
Sub-Programme: Public Service Transformation and Service Delivery Improvement (PST & SDI)								
Good performance	Batho Pele Programmes coordinated	Number of Batho Pele Programmes Coordinated	4	4	4	4	0	None
Sub-Programme: Government Communication and Information Services								
Improved trust	Departments monitored for compliance with Integrated Provincial Communication Plan (IPCP)	Number of reports produced on monitoring departments for compliance in the implementation of the IPCP	4	12	4	4	0	None

Programme: Institutional Development

Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
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	Outreach programmes coordinated	Number of outreach programmes coordinated	4	4	4	4	0	None
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Sub-Programme: The Provincial Government Information Technology Officer

Good performance	National 3-year Broadband rollout coordinated in the Province	Percentage of activities implemented towards coordination of the National 3-year Broadband rollout in the Province	100%	100%	100%	100%	0	None
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Linking performance with budgets

The Programme's budget was effectively utilised to attain 100% of the planned output indicators and targets within the Institutional Development Programme. Funding for skills development within the workplace assisted the OTP to promote productivity. It also assisted the workforce in social inclusion by helping them to develop skills. The Programme also conducted the review of organisational structures of three departments (OTP, COGHSTA and DCSSL). The reviews included, amongst others, assessing the Strategic Plans, departmental mandates, gap analysis, staff ratios (including management to staff and operational versus support staff) as well as management levels and spans of control.

The budget further made provision for the implementation of four Batho Pele Programmes within the MPG. This provision enhanced the Municipalities and Departments in improving decision-making processes for delivering public services to the many inhabitants of the Province, who do not currently have access to such services. The Programme also monitored departments in the implementation of Integrated Provincial Communication Plan. Furthermore, the Programme enhanced Community Outreach Programme's role in enhancing the efficacy and breadth of the MPG service delivery machinery. One of the primary benefits of community Outreach Programmes is their ability to bridge the gap between case workers and under-served population.

The investment in Legal Advisory Services supported the operations of MPG to ensure departments' operations are compliant with all the relevant laws and regulations. Moreover, this Programme also supported the Province in its pursuance of digitalisation whilst the budget supported the broadband rollout in reshaping how we communicate, share information, and conduct business.

Sub-programme expenditure

Sub- Programme Name	2024/25			2023/24		
	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
Strategic Human Resource	49 685	49 683	2	54 593	54 586	7
Information Communication Technology	3 288	3 287	1	3 293	3 288	5
Legal Services	3 308	3 308	-	3 202	3 201	1
Communication Services	46 644	46 642	2	32 425	32 419	6
Programme Support	4 187	4 187	-	5 075	5 075	-
Total	107 112	107 107	5	98 588	98 569	19

Strategy to overcome areas of under performance

None. The programme has achieved all its planned targets for the year under review.

Performance in relation to Outputs and Output Indicators

Skills Programmes provide a platform for the skilling and re-skilling of employees, which is important towards enabling the workforce to adapt to different work environments as well as improving productivity and their opportunities for career-building. The OTP implemented 14 Workplace Skills Programmes against the set target of 10. The skills programmes implemented are as follows: Management Development Programme; Conducting Internal Audit from cradle to grave; Executive Development Programme; Re-Orientation Programme; Occupational Health and Safety Training; Women Empowerment Conference; Induction Programme; Two Pot Retirement system and its implications; Men's Seminar; CIP, Coaching for Leadership Development Programme; Performing an Effective Quality Assessment, Customer Care Workshop; and Supply Chain Management for the Public Service. The overachievement recorded is due to the additional requests in respect of training received from DoE as well as Internal Audit. This enabled the OTP to operate within the applicable legal frameworks and prescripts, in line with good performance outcome and to deliver on the mandate of the OTP. The OTP was deliberate in targeting women, youth and persons with disabilities to benefit from the skills programmes.

Resolution of disputes positively influence change of behaviour, embed values and ethics, thus ensuring that the OTP and the MPG at large, have capable and credible human resources with integrity, that adhere to applicable legal frameworks and prescripts. There was no disputes recorded during the year under review. The implementation of the Labour Summit resolutions was monitored in all 12 Departments through the Chamber and reported on accordingly to all stakeholders. Implementation of these resolutions results in an improved relationship between the employer, organised labour and employees in particular.

The OTP through the OD and JE Directorate reviewed 100% of organisational structures in line with strategic plans and mandates of the OTP and provincial departments, as well as the integrated development plans of local municipalities within six months upon receiving the requests. Approved organizational structures were developed for the following Departments: COGHSTA, OTP and DCSSL. This assisted the client departments by ensuring that there is adequate human resource capacity to carry out related activities to achieve outputs and contribute towards good performance outcomes.

The provision of legal advice, guidance, assistance and support to all clients contribute towards the achievement of the outcomes by ensuring implementation within a Constitutional and legally sound framework. During the year under review a total of 114 legal services requests were received and processed within 30 working days after receiving all the necessary supporting documents.

Coordinated and monitored the implementation of four Batho Pele programmes and enhanced transformation and service delivery of government services with care, thus contributing towards good performance of the MPG.

Monitored the implementation of the IPCP in all 12 Departments. The objectives are to streamline overall Government Communication to improve public trust.

The Programme coordinated four Outreach programmes, the Executive and relevant MPG officials met the people to strengthen intergovernmental relations and to improve the capacity of government in implementing integrated service delivery programmes.

The SA Connect Broadband Rollout was monitored through quarterly meetings and the creation of a remedial action plan was reported on quarterly. The inadequate funding of the SA Connect project has hampered the rollout, despite the Province identifying the required sites to be connected with Broadband connectivity. The coordination of the 3-year broadband rollout aims to enhance the provision of broadband connectivity across the Province. The expansion of broadband infrastructure to connect schools, hospitals, libraries, government offices and communities to high-speed broadband services is of paramount importance to promote economic growth and improve socio-economic conditions, specifically aimed at women, youth and persons with disabilities.

4.3 Programme 3: Policy and Governance

4.3.1 Purpose of the Programme

To provide effective macro policy advice, coordination and monitoring in the following key focus areas:

- Provincial Planning;
- Monitoring the Implementation of Provincial Programmes;
- Mainstreaming of gender, youth, persons with disabilities and older persons' issues;
- Regional and International cooperation;
- Research and Information management;
- Advisory services to the Premier, EXCO, EXCO Committees and MPAC; and
- Coordinate key strategic interventions to improve Departmental performance.

4.3.1.1 Sub-programme: International Relations

This sub-programme facilitates the development and implementation of the Provincial International Relations Programme of Action and monitors the progress thereof. The sub-programme is also responsible for facilitating International Relations partnerships and signing of MOUs to support Socio-Economic Development in the Province.

4.3.1.2 Sub-programme: Provincial Policy Management

The sub-programme consists of the following Units:

- Macro Planning;
- Monitoring and Evaluation;
- Research and Strategic Information Management;
- Governance, State Capacity, Security, Crime Prevention and Institutional Development Cluster;
- Social Protection, Community and Human Development Cluster;
- Economy Sector, Investment, Employment and Infrastructure Development Cluster; and
- Mpumalanga Province AIDS Council.

The purpose of the sub-programme is to enhance EXCO's evidence-based decision-making processes by providing integrated research, coordination, planning, monitoring and evaluation within the Province. The sub-programme also conducts macro policy analysis and develops baseline indicators for the Mpumalanga Province (Provincial 5-year Plan). The following are the key deliverables:

- Developing Provincial priorities in line with the revised 2019 – 2024 PMTSF for 2024/25 and monitoring the implementation thereof through the cluster system PPOA, and Developing the Provincial Development Plan for MTSP period 2024-29;
- Guiding Provincial Departments on the development of priorities for the 7th Administration and transition;

- Implementing the Provincial Evaluation Plan (PEP) and coordinating the evaluation of identified programmes;
- Guiding the development of Departments' Plans (SPs, APPs, AOPs) and monitoring the implementation thereof, through the eQPR system and publications;
- Guiding the development or review of Provincial Sector Development Plans by Provincial Departments i.e. Provincial Infrastructure Master Plan (MIMP) by the DPWRT and the Provincial Food Nutrition and Security Plan (PFNSP) by DSD;
- Implementing and monitoring the Provincial Research Agenda, and facilitating the establishment of the Mpumalanga Research and Institute (MRI). Establishing Partnerships with institutions of higher learning and research institutions;
- Developing the 2023-2028 Provincial Plan and Monitoring the implementation of the Plan on HIV, STIs and TB through MPAC sittings;
- Developing the Provincial Just Transition plan.

4.3.1.3 Sub-programme: Special Programmes

The purpose of this sub-programme is to mainstream the target groups programmes in line with the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework. The following are the key deliverables:

- Coordinating the implementation of the Premier Youth Development Fund (PYDF);
- Facilitating the implementation of Youth Empowerment Programmes in the Province;
- Coordinating and monitoring the mainstreaming of target groups (women, youth, older persons and persons with disabilities and LGBTQIA+);
- Monitoring the implementation of the Provincial Strategic Plan on Gender Based Violence and Femicide (GBVF); and
- Establishment of Provincial data management repository;

Outcomes, Outputs, Outputs Indicators, Targets and Actual Achievements

Table 2.4.4.1:

Programme: Policy and Governance									
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	*Actual Achievement 2024/25 until date of re-tabling	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations	Reasons for revisions to the Outputs / Output indicators / Annual Targets
Sub-programme: Provincial Policy Management - Monitoring and Evaluation									
Good performance	MTSF report 2019-2024	Number of Assessment Report Produced on the 2019-2024 MTSF	New	New	1	0	1	The MTSF report not produced due to the OTP realising that it could achieve cost efficiencies from the budget by incorporating the MTSF report into the 30-year review report.	The MTSF report discontinued due to the OTP realising that it could achieve cost efficiencies from the budget by incorporating the MTSF report into the 30-year review report.
Good Performance	Institutionalisation of Just Transition Framework	Number of initiatives implemented for the institutionalisation of Just Transition Framework	New	New	3	3	0	None	The revision of the indicator was a results of function shift. Just Transition implementation project was transferred to Mpumalanga Green

								Cluster Agency within DEDT.
Sub-Programme: Provincial Policy Management - Research Services								
	Research studies commissioned	Number of research studies commissioned	Not achieved	0	2	0	2	The studies were not commissioned due to budgetary constraints as well as to avoid duplication as a similar study has already been commissioned by the Department of Health. The studies were discontinued due to the following reasons: • One study was not commissioned due to budgetary constraints; and • The other is to avoid duplication as a similar study has already been commissioned by the Department of Health.

*Actual achievement is reported in relation to the performance information reflected in the originally tabled Annual Performance Plan until date of re-tabling.

Table 2.4.4.2:

Programme: Policy and Governance								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	**Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Sub-Programme: Office of the Deputy Director General: Macro-Policy and Governance								
Good Performance	Project Management Office Organisational Structure developed	Organisational Structure for the Project Management Office developed	New	New	1	1	0	None
	Programme of Action for the Military Veterans	Programme of Action for the Military Veterans developed	New	New	1	1	0	None
	Rationalisation of the Public Entities for Mpumalanga Province	A report on the review of Mpumalanga Public Entities compiled	New	New	1	1	0	None
	Provincial Just Transition Monitoring and Evaluation framework	Provincial Just Transition Monitoring and Evaluation framework developed	New	New	1	1	0	None

Programme: Policy and Governance								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	**Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Sub-programme: International Relations								
Good Performance	International Partnerships coordinated	Number of International Partnerships coordinated	3	6	2	3	(1)	G20 was not part of the plan and it was accommodated as part of DIRCO mandate
	International Relations' missions coordinated	Number of International Relations' missions coordinated	1	3	2	3	(1)	Inbound mission for G20 was part of the mandate from DIRCO
Sub-Programme: Provincial Policy Management - Macro planning								
Good Performance	Departmental Annual performance Plans quality assured	Number of Departmental Annual Performance Plans quality assured	12	12	12	11	1	Deviation is due to merger of COGTA and DHS
	Provincial MTDP developed	Provincial MTDP developed	New	New	Provincial MTDP developed	Provincial MTDP developed	0	None

Programme: Policy and Governance

Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	**Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
	Municipal IDPs quality assured	Number of Municipal IDPs quality assured	New	New	20	20	0	None
	District One Plan quality assured	Number of District One Plan quality assured	New	New	3	3	0	None
	MECs Service Delivery Agreements signed	Number Service Delivery Agreements signed	New	New	10	10	0	None
Sub-Programme: Provincial Policy Management - Research Services								
Good Performance	Status reports on the implementation of the Provincial Research Agenda compiled	Number of status reports on the implementation of the Provincial Research Agenda compiled	4	4	4	4	0	None
	Service delivery assessment report produced	Number of service delivery assessment reports produced	New	5	4	4	0	None
	Monitoring reports on the implementation of Knowledge Management in the Province	Number of monitoring reports produced on the implementation of Provincial Knowledge Management Plan	New	4	4	4	0	None

Programme: Policy and Governance

Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	**Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
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Sub-Programme: Provincial Policy Management - Mpumalanga Provincial AIDS Council

Good Performance	2023/28 Provincial implementation plan on HIV, TB & STI monitored	Number of monitoring reports produced on the implementation of 2023/28 Provincial implementation plan on HIV, TB & STI	4	4	4	4	0	None
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Sub-programme: Provincial Policy Management - Cluster Management

Good Performance	Analysis reports on governance cluster priorities	Number of analysis reports compiled on governance cluster priorities (Governance, State Capacity, Security, Crime Prevention and Institutional Development Cluster)	4	4	4	4	0	None
	Analysis reports on social cluster priorities	Number of analysis reports compiled on social cluster priorities (Social Protection, Community and	4	4	4	4	0	None

Programme: Policy and Governance								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	**Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
		Human Development Cluster)						
	Analysis reports on economic cluster priorities	Number of analysis reports compiled on economic cluster priorities (Economy Sector, investment, Employment and Infrastructure Development Cluster)	4	4	4	4	0	None
Sub-programme: Provincial Policy Management - Monitoring and Evaluation								
Good Performance	Programmes commissioned for evaluation studies	Number of programmes commissioned for evaluation studies	1	3	11	11	0	None
	eQPRS reports published	Number of eQPRS reports published	4	4	4	4	0	None
	30-year Performance review report	Percentage progress on the completion of 30-year Performance review report	New	33%	100%	100%	0	None

Programme: Policy and Governance								
Outcome	Output	Output Indicator	Audited Actual Performance 2022/23	Audited Actual Performance 2023/24	Planned Annual Target 2024/25	**Actual Achievement 2024/25	Deviation from planned target to Actual Achievement 2024/25	Reasons for deviations
Sub-programme: Special Programmes								
Good Performance	Integrated PPOA on mainstreaming of women empowerment and gender equality, youth development, persons with disabilities and older persons' rights into provincial government programmes	Number of analysis reports on the institutionalization of Gender Responsive, Planning, Budgeting, Monitoring, Evaluation and Auditing Framework for target groups (Women, Youth, Persons with Disabilities, older person) produced	3	3	4	4	0	None
		Percentage of youth enterprises approved through the Premier's Youth Development Fund	86%	84.14%	100%	100%	0	None

**Actual achievement must be reported in relation to the performance information reflected in the originally tabled Annual Performance Plan (In the instance where a department did not re-table the Annual Performance Plan in the financial year under review) OR in relation to the performance information reflected in the re-tabled Annual Performance Plan.

Linking performance with budgets

The Programme's budget was effectively utilised to coordinate and monitor service delivery machinery for the MPG. This assisted in coordination of three international partnerships and three international missions with two Countries (one outbound to China and one inbound from Mozambique) and one with International Economic Cooperation (inbound from G20 countries). The budget further assisted in the development of the Project Planning, Monitoring and Evaluation Unit, development of the Military Veterans Programme of Action, review of the four Provincial Public Entities and development of the Just Transition Monitoring and Evaluation Framework. Further, it was utilised in the assessment and quality assurance of departmental plans, Municipal IDPs, District Municipalities' One Plans and developing and signing of MECs Performance Agreements to delivery of public value and accountability within the system. MPAC sittings were coordinated and held, implementation of the Research Agenda, and service delivery assessment reports were produced to track progress in implementing Outreach Programmes commitments and provided feedback to the EXCO.

Moreover, the programme catalysed service delivery improvements and highlighted the importance of monitoring to sector departments so that improvements in the quality of service delivery is realised, with an overall aim of advancing planning, accountability, responsibility and reporting through monitoring. Furthermore, the budget assisted to fund 66 youth enterprises through the PYDF, monitoring implementation of the GRPBMEA framework and commissioning of evaluation studies.

Sub-programme expenditure

Sub- Programme Name	2024/25			2023/24		
	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
Special Programmes	1 14 425	114 422	3	133 981	132 232	1 749
Intergovernmental Relations	10 077	10 077	-	9 119	9 118	1
Provincial and Policy Management	38 549	37 908	641	42 476	39 727	2 749
Programme Support	16 261	9 761	6 500	38 572	19 568	19 004
Total	179 312	172 168	7 144	224 148	200 645	23 503

Strategy to overcome areas of under performance

None. The programme has achieved all its planned targets for the year under review.

Performance in relation to Output and Output Indicators

The review of the Mpumalanga Public Entities was realised during the year 2024/25. The report for the review of public entities outlines findings, lessons learned, and areas of improvement including recommendations that must be implemented by Mpumalanga entities and parents departments. The strategic focus areas for the review focused largely on corporate governance, corporate strategy, financial management, project management, performance and business reporting amongst others. Moving forward, the role of the Office will be to monitor the implementation of the findings and recommendations through regular reports from parent Departments and Mpumalanga Entities.

The Programme also coordinated partnerships with two countries and one international body during the year under review. The partnerships will empower youth, women and people with disabilities through technical skills exchange programmes as well as participation in international forums to advanced socio-economic opportunities. The Province together with DIRCO hosted a Joint South African and Mozambican Ministerial meeting to find solutions to the Mozambican post-election protests and the impact on the movement of goods and people at the Lebombo Border Gate. Moreover, the Province hosted the Minister of DIRCO and the Ambassadors of G20 countries. The two-legged event comprised of the Minister's Outreach Programme and Reception Dinner held at Bushbuckridge and Hazyview respectively. It provided a platform for showcasing the Provincial potential and prospect for new partnerships. There was also an outbound mission to the People's Republic of China in collaboration with DARDLEA. The envisaged impact will be an increase in trade, foreign direct investments as well as opportunities in Provincial priority sectors.

The Province developed the 2024-2029 PMTDP in line with the National 2024-2029 MTDP that was approved by EXCO in the 4th quarter of the year under review. The PMTDP will guide Provincial departments on key priorities that should be achieved during the 2024-29 period and inform the development of the PPOA which will be the annual implementation of the PMTDP. In driving co-ordination of Provincial and Municipal development planning to facilitate coherent planning in the Province, the OTP managed to quality assure APPs of 11 Departments against the set target of 12 Departments. The inability to quality assure 12 Departments is that during the year under review, the DHS was merged with COGTA into one Department. The Programme also quality-assured the IDPs of 17 Local Municipalities and three District Municipalities and furthermore also quality-assured the One Plan for three District Municipalities.

The OTP reviewed and developed the 30-year report for the Province. The performance outcomes as well as lessons learned were considered and informed the development of the 2024-2029 PMTDP. In measuring and assessing effectiveness and efficiency through informed decision-making, the OTP prioritized and commissioned 11 evaluation studies in various Provincial departments during the year under review. As standard practice, the findings and recommendations of these studies will be shared with the public through the OTP's website once the reports are handed over to the respective Accounting Officers of the affected Departments.

The PYDF enhanced the growth and sustainability of Youth Enterprises, thereby contributing to the Provincial economic growth and economic development through realisation of job opportunities created. Since its inception, the PYDF through the funding of Youth Enterprises has supported and created in excess of 800 new jobs. These jobs were created in various economic sectors such as manufacturing, mining, green economy, tourism and agriculture, amongst others. To date, a total of 242 Youth

Enterprises have benefited from the Programme, whilst 66 Youth Enterprises were funded during the year under review.

In the year under review, the OTP managed to monitor and produce four reports on the institutionalization of GRPBMEA Framework for target groups. As part of tackling GBVF, the OTP has established the RRT on GBVF in all 20 municipalities, which are chaired by the Executive Mayors of each municipality. The purpose of the RRTs-GBVF is to provide swift multi-sectoral responses on GBVF related matters at a local level. In addition, the OTP launched the Mpumalanga Provincial Council on GBVF, which will be chaired by the Premier and will function with the assistance of the co-chair from the Civil Society Forum.

The MPAC managed to coordinate four sittings of the Provincial AIDS Council. These sittings reviewed and processed the decisions of the Council, which includes the budget for coordination of HIV, TB and STIs activities in municipalities that was increased as per the resolution of the Council. The Provincial Implementation Plan for HIV, STIs and TB for 2023-2028 was developed in line with the National Strategic Plan for HIV, STIs and TB. MPAC also monitored the plan through the quarterly performance review sessions and reports were produced across all the four quarters.

5. TRANSFER PAYMENTS

5.1 Transfer payments to public entities

The OTP does not have any public entities for which it is responsible, and thus it did not transfer funds to any Provincial Public Entities to contribute in articulation of its mandate and planned outcomes and outputs.

Name of Public Entity	Key Outputs of the public entity	Amount transferred to the public entity	Amount spent by the public entity	Achievements of the public entity
None	N/A	N/A	N/A	N/A

5.2 Transfer payments to all organisations other than public entities

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

Name of transferee	Type of organisation	Purpose for which funds were used	Did the dept. comply with s 38 (1) (j) of the PFMA	Amount transferred (R'000)	Amount spent by the entity (R'000)	Reasons for the funds unspent by the entity
Mbombela Municipality	Municipality	Licenses	yes	18	18	None
Institutions of Higher Learning	Institution of Higher Learning	Premier discretionary bursary	yes	2 561	2 561	None
Employees	Employees	Injury on duty	yes	41	41	None
Ex-employees	Ex-employees	Leave Gratuity	yes	1 374	1 374	None
Ex-employees	Ex-employees	Severance Package	yes	19	19	None
Ex-employees	Ex-employees	Claim for damages	yes	1 891	1 891	None
Private enterprises	Private enterprises	PYDF Grant beneficiaries	yes	90 790	90 790	None

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

Name of transferee	Purpose for which the funds were to be used	Amount budgeted for (R'000)	Amount transferred (R'000)	Reasons why funds were not transferred
None	N/A	N/A	N/A	N/A

6. CONDITIONAL GRANTS

6.1 Conditional grants and earmarked funds paid

The OTP did not pay any conditional grants.

6.2 Conditional grants and earmarked funds received

The OTP did not receive any conditional grants and earmarked funds during the year under review.

7. DONOR FUNDS

7.1 Donor Funds Received

The OTP did not receive any donor funding during the year under review.

8. CAPITAL INVESTMENT

8.1 Capital investment, maintenance and asset management plan

Infrastructure projects	2024/25			2023/24		
	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000	Final Appropriation R'000	Actual Expenditure R'000	(Over)/Under Expenditure R'000
New and replacement assets	17 990	11 490	6 500	3 984	3 923	61
Existing infrastructure assets	-	-	-	-	-	-
- Upgrades and additions	-	-	-	-	-	-
- Rehabilitation, renovations and refurbishments	-	-	-	-	-	-
- Maintenance and repairs	-	-	-	-	-	-
Infrastructure transfer	-	-	-	-	-	-
- Current	-	-	-	-	-	-
- Capital	-	-	-	-	-	-
Total	17 990	11 490	6 500	3 984	3 923	61



PART C: GOVERNANCE

1. INTRODUCTION

During the year under review, the OTP enhanced and further capacitated internal governance structures, amongst others, the Audit Committee, Risk Management Committee, Executive Management Committee and MANCOM. These committees assist with the assessment and review of the financial and non-financial performance information, as well as tracking the implementation of action plans. Furthermore, these committees assist the OTP to ensure compliance with relevant prescripts, thus strengthening the internal control environment. The OTP reported to the Mpumalanga Provincial Legislature through the relevant Oversight Committee as well as SCOPA, which held the OTP accountable through tabled reports and oversight meetings.

2. RISK MANAGEMENT

The OTP understands that risk management is a strategic imperative within high performing organisations. During 2009, a Risk Management Unit was established in terms of section 38(1) of the PFMA and it is under the custodianship of the Office of the Chief Financial Officer.

The OTP has a Risk Management Policy and Strategy developed in terms of the Public Sector Risk Management Framework. The Policy and Strategy communicates the OTP's risk management philosophy and it is reviewed annually.

The OTP conducts risk assessments and reviews annually in accordance with Treasury Regulation 3.2.1. This helps the OTP to direct its Internal Audit effort and prioritize the allocation of resources.

The Risk Management Committee is chaired by an external member, who is appointed by the Accounting Officer to assist in discharging her risk management responsibility. The Committee meets on a quarterly basis to evaluate the effectiveness of mitigating strategies to address the material risks and report to the Accounting Officer any material changes to the risk profile of the OTP.

The Committee also provides oversight on ethics management in the OTP. An Ethics Management Strategy informed by the ethical risks has been developed and reviewed in the period under review. On a quarterly basis the Committee discusses the progress regarding the implementation of the Strategy by management.

The Audit Committee provides oversight of the risk management function in the OTP and as such, risk management is a standing item on the quarterly meetings of the Audit Committee.

To improve the implementation of the action plans and ensure alignment of risk management strategies with the plans and budget of the OTP, management has reviewed the composition of the Risk Management Committee and as such the Risk Management Committee Charter was also reviewed.

3. FRAUD AND CORRUPTION

The OTP has, in terms of Treasury Regulation 3.2.1, an approved Fraud Prevention Plan in place to implement the Fraud Prevention Policy. Fraud Risk Assessments conducted shows that the OTP has a minimum exposure to fraud risks and management has put measures in place to ensure that these risks do not materialise.

Nevertheless, management accepts fraud and corruption as a business risk. Acceptance however, does not mean it condones fraud and it therefore commits itself to actively fight fraud and corruption including all other acts of dishonesty with perseverance and vigour. There are measures in place to ensure that fraudulent activities are reported, investigated and resolved within a specified period. Employees and the public are encouraged through awareness programmes and initiatives to report any suspected fraud and corruption activities. There is NACH, and the Presidential Hotline which employees and the public can use to report allegations of fraud. Reporting can be made either anonymously or through walk-ins, to the General Manager: IMU. The Office has a Whistle-Blowing Policy or Protected Disclosure Policy which provides assurance to ensure protection to all reporters of unethical conduct.

All incidences of fraud and corruption detected, are dealt forthwith. The OTP has a responsibility to investigate all cases for the Provincial Government. During the period under review, the OTP investigated and finalised 16 allegation of fraud and corruption (of which, two cases were for OTP and one case has been resolved).

4. MINIMISING CONFLICT OF INTEREST

In terms of the OTP Fraud Prevention Policy and Strategy, Conflicts of Interest refers to “any financial or other private interest or undertaking that could directly or indirectly compromise the performance of the public servant’s duties or the reputation of a public servant’s department in its relationship with its stakeholders”; or “a situation in which a public official has a private interest which influences, or appears to influence a public decision.”

In order to manage conflict of interest, management has put in place the following measures:

- Declaration of financial interests by SMS, MMS, Ethics Officers, Supply Chain and Financial Management Officials.
- Declaration of interest forms which are completed during Committee meetings for attendees to declare any conflict of interest.
- The OTP requires potential service providers to declare on Standard Bidding Document forms if they are connected to any person employed by the State.
- Employees in the OTP are prohibited from conducting business with an organ of state.
- Employees are required to make a formal application for approval to perform any remunerative work outside their employment in the Public Service.
- There is a Gift Register where employees are required to declare gifts received in the scope and course of employment.

During the year under review, there were no cases of conflict of interest detected or reported.

5. CODE OF CONDUCT

The Public Service Code of Conduct guides employees on what is expected of them from an ethical point of view, in their individual conduct, relationship with others and the State as the Employer. Compliance with the Code of Conduct enhances professionalism and ensures confidence in the Public Service and the promotion of exemplary conduct. It is a requirement that employees who contravene the code of conduct be dealt with in accordance with PSCBC Resolution 1 of 2003 (applicable to employees on salary

levels 1 to 12 and the SMS Handbook (applicable to employees on salary levels 13 to 16) if they contravene any provisions of the Code. There were no cases reported during the year under review.

Awareness workshops are conducted annually for new and existing employees in the Office on the Code of Conduct. All employees are expected to understand and abide by the Code of Conduct.

6. HEALTH, SAFETY AND ENVIRONMENTAL ISSUES

The OTP has a legal obligation in accordance with section 8 of the OHSA where reasonably practicable, to provide and maintain a safe, healthy work environment that is without risk to employees.

The OTP has an Internal EHW Unit that coordinates the implementation of OHSA, which has four Pillars. The OTP is currently only implementing Pillars 3 and 4, due to capacity constraints.

In terms of Pillar 3: Occupational Health and Safety Management, the OTP coordinated and conducted a risk assessment in the workplace, through an Occupational Health Risk Specialist. The OTP also managed to co-ordinate and convene Occupational Health and Safety sessions on a quarterly basis.

In terms of Pillar 4: Health and Wellness Management, the OTP coordinated and conducted three Physical Fitness Sessions and Health screening of participating employees in collaboration with GEMS. The OTP also coordinated and conducted one Financial Management workshop, as well as one session on how to cope when dealing with grief and loss of a loved one. Furthermore, the OTP coordinated and implemented several bereavement programmes to honour the departed officials, as well as to support officials affected by bereavements in their private lives.

The OTP has a Transversal Human Resource Management Services Unit, which is entrusted with the responsibility of coordinating and monitoring the implementation of the EHW Programmes, including OHS Programmes, across the MPG.

7. PORTFOLIO COMMITTEES

The table below indicates the matters raised by the Oversight Committee and how they were addressed.

Date	Subject	Action taken to address issue	Progress
25 July 2024	Consideration of the 2024/25 Budget and Annual Performance Plan of the OTP (Vote 1)	The Office noted the matters raised by the Committee	The Office responded to the matters raised by the Committee
12 August 2024	Consolidation of the Mpumalanga Appropriation Bill, 2024		
22 August 2024	Consideration of the 2023/24 4 th Quarter Performance Report		

Date	Subject	Action taken to address issue	Progress
10 October 2024	Consideration of the 2024/25 1 st Quarter Performance Report		
28 November 2024	Consideration of the 2023/24 Annual Report, 2024/25 Second Quarter Performance Report, Updated Progress report on the 2022/23 Annual Report House Resolutions, Updated Progress report on the 2023/24 4 th Quarter House Resolutions, Updated Progress Report on the 2024/25 1 st Quarter House Resolutions and Written responses to the Analysis Questions on the 2023/24 Annual Report		
04 March 2025	Consideration of the 2024/25 3 rd quarter performance report, 2 nd quarter progress on the House Resolution and consideration of the 2024/25 adjusted Annual Performance Plan for the Office of the Premier		

8. SCOPA RESOLUTIONS

The table below indicates the matters raised by the SCOPA and how they were addressed.

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
	Progress on previous House Resolutions	The Accounting Officer must ensure that all outstanding 2021/22 House Resolutions (with ongoing status) are closed and an updated progress report must be submitted to the Committee by 28 June 2024.	The OTP has put controls in place to fast track the implementation of the 2021/22 House Resolutions. However, the Office also notes that the slow progress is as a result of the impending Court case with CAJV.	Yes
	Implementation of the Remedial Action Plan	The Accounting Officer must ensure that the 2021/22 and 2022/23 Remedial Audit Action Plans are 100% implemented and that the updated plans are submitted to the Committee by 28 June 2024.	The OTP has submitted the Remedial Audit Action Plans and the Progress Reports for 2021/22 and 2022/23 to SCOPA.	Yes
	Basis for the Audit Opinion	The Accounting Officer must prioritise the conclusion of the long-standing CAJV arbitration case and ensure that proper disclosures are done for the identified material irregularity, in consultation with Provincial Treasury and the Auditor-General.	The High Court case with CAJV scheduled for hearing on the 4th and 5th of March 2025. The Office will facilitate consultation with Provincial Treasury and the Auditor-General as recommended.	No

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
		The Accounting Officer must ensure that Management complies timeously with the advice of the AG during audits and submit error-free annual financial statements for auditing.	The OTP has requested a debrief from the AG and Provincial Treasury on the contentious issues that led to material adjustments in the Annual Financial Statements which will take place during the month of December 2024 in an effort to prevent a re-occurrence of the findings. The OTP will further intensify the review process of the Annual Financial Statements by coming up with decision trees that is informed by the applicable standards regarding areas of contention with AG.	No
	Annual Financial Statements (AFS)	The Accounting Officer must finalise the filling of all critical vacant posts in the Office of the CFO to ensure quality annual financial statements going forward. Furthermore, all staff responsible for the annual financial statements must be adequately trained.	The OTP affords officials the opportunity to attend training provided by National/Provincial Treasury on an annual basis. Furthermore, the Case Ware team is always available to provide assistance on technical issues at the Office's request. The OTP will finalize the filling of all vacant posts before the end of the current financial year.	No
		The Accounting Officer must prioritise and fast track the filling of the vacant DCSSL and DEDT HOD posts by 30 June 2024	The HODs for DEDT and DCSSL have since been appointed with effect from 01 November 2024	Yes
	Procurement and Contract Management	The Accounting Officer must ensure that the Finance Committee has adequate capacity to fulfil its mandate of overseeing the department's procurement processes.	The OTP will review the composition of the finance committee to ensure that it has all the necessary skills and expertise that will be required from time to time.	Yes
	Consequence Management	The Accounting Officer must eliminate year on year findings on consequence management and finalise all ongoing investigations and litigations from prior years	The OTP embarked on a rigorous process of conducting investigations and submitted a request for condonation to	No

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
			Provincial Treasury when the requirements are met. As a result, such approach was recognized and commended by AG in the Audit Report and Management Report for the financial year 2023/24. The OTP will ensure that any outstanding investigations will be finalized by 31st December 2024.	
		The Accounting Officer must ensure that the working relationship with the Public Service Commission (PSC) is strengthened and that the concerns raised by the PSC on consequence management and the Fraud and Anti-Corruption Hotline are effectively addressed in the spirit of co-operative governance.	The OTP has already had a meeting with the PSC in an effort to enhance working relations and to address issues raised, during which meeting it was agreed that both institutions will meet on a quarterly basis to discuss issues such as, amongst others, consequence management and fraud and Anti-Corruption Hotline matters.	Yes
	Unauthorised Expenditure	The Accounting Officer must ensure that the prior years unauthorized expenditure is finalised in line with the PFMA and other prescripts and submit a progress report.	All prior unauthorized expenditures were finalized and the Office has implemented the guidance provided by Provincial Treasury.	Yes
	Irregular Expenditure	The Accounting Officer must take appropriate disciplinary action against officials that incurred the R82 000.00 irregular expenditure as at 31 March 2023.	The OTP conducted an investigation into the irregular expenditure mentioned above and the recommendations of the investigation report were implemented accordingly, which includes subjecting the official concerned to a corrective training session due to the nature of the contravention.	Yes
		The Accounting Officer must also finalise the condonation processes for the irregular expenditure register by 31 March	The OTP managed to submit a request for condonation to Provincial Treasury and is still	No

Resolution No.	Subject	Details	Response by the department	Resolved (Yes/No)
			subjected to review by the Internal Audit Unit.	
		The Accounting Officer must ensure that Management monitors the effectiveness of the Department's internal control mechanisms on a monthly basis and improves its responsiveness to the identified deficiencies as early as possible.	The Remedial Audit Action plans developed were subjected to internal review by the Executive Management Committee and will be monitored accordingly on a regular basis.	Yes
	Progress towards achieving a Clean Audit Opinion	The Accounting Officer must ensure that the Office, as the monitoring and coordinating department for the Province, improves to a clean audit outcome in the 2023/24 financial year by addressing, amongst others, the issues in the 2022/23 Remedial Action Plan, which must be submitted to the Committee.	The Provincial Clean Audit Committee has been discontinued by the month of June 2024 as the monitoring of the implementation of the Remedial Action Plans has been made a standing item on the PMC's agenda in order to ensure that all Remedial Action Plans are fully implemented by Departments. Furthermore, Remedial Action Plans are subjected to review by the Internal Audit Unit.	No
		The Accounting Officer must submit appropriate evidence to the Committee to confirm the activities of the Provincial Clean Audit Committee as at 31 March 2023 and to date.	The OTP submitted activities of the Provincial Clean Audit Committee to SCOPA.	Yes
		The Accounting Officer must ensure that the Remedial Audit Plans of the departments and entities that are struggling to attain a clean audit are monitored regularly and duly reviewed in consultation with them.	The monitoring of the implementation of the Remedial Audit Action Plans have been made a standing item on the PMC's agenda in order to ensure that all Remedial Action Plans are fully implemented by Departments. Furthermore, Remedial Action Plans are subjected to review by the Internal Audit Unit.	No
	Precautions suspensions in the Mpumalanga Provincial Government	The OTP presented a report on Provincial Precautionary Suspension on 27 March 2025.	Progress report on the implementation of resolutions emanating from the engagement with SCOPA will be provided in the next financial year.	No

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing / resolving the matter
None	NA	N/A

10. INTERNAL CONTROL UNIT

The OTP does not have an Internal Control Unit.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

11.1 Internal Audit

In accordance with the provisions of Section 38(1)(a)(ii) and 76(4)(e) of the PFMA read together with Treasury Regulation 3.2.2 issued in terms of the PFMA, the OTP established an Internal Audit function under the control and direction of the Audit Committee. Pursuant to a previously made determination, the Internal Audit function and the Audit Committee located within the OTP is a shared service responsible for the following five cluster Departments:

- a) Office of the Premier;
- b) Department of Community Safety, Security and Liaison;
- c) Department of Co-operative Governance and Traditional Affairs;
- d) Department of Culture, Sport and Recreation; and
- e) Department of Human Settlements.

In line with the definition of internal auditing as per the Institute of Internal Auditors, the primary mandate of the shared Internal Audit function is to provide an independent, objective assurance and advisory service designed to add value and improve the OTP's operations. It helps the OTP accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.

While the primary mandate and function of shared Internal Audit function is to strengthen governance, risk management, and control processes, its effects extend beyond the OTP as it contributes to the OTP's overall stability and sustainability by providing assurance on its operational efficiency, reliability of reporting, compliance with laws and/or regulations, safeguarding of assets, and ethical culture. This, in turn, fosters public trust and confidence in the OTP and the broader systems of which it is a part.

In keeping with its primary mandate, the shared Internal Audit supports the Accounting Officer, being the HOD and her Executive Management team through evaluating and contributing to improving the effectiveness of risk management, control and governance processes. In addition, it also facilitates the functioning of the shared Audit Committee.

The shared Internal Audit function operated within an approved Internal Audit Charter and in accordance with the requirements of the PFMA, Treasury Regulations and the new Global Internal Audit set by the

Institute of Internal Auditors. The Internal Audit Charter set out the mandate, purpose, organizational positioning, reporting relationship, authority and responsibility, scope of work, types of services provided, and other specifications.

During the year under review, the organisational independence and reporting relationship was maintained, as the Chief Audit Executive (CAE) was not responsible for managing any functions beyond the Internal Audit. The CAE reports administratively to the Accounting Officer, being the Director-General, and functionally to the Shared Audit Committee for audit-related matters. Further, there have been no impairments of independence or objectivity of the Shared Internal Audit function.

Treasury Regulation 3.2.6, requires that Internal Audit must be in accordance with the required Standards. The Shared Internal Audit function has accordingly adopted the new Global Internal Audit Standards, which came into effect on 9 January 2025. Internal Audit during the year under review, developed a Conformance/Readiness Assessment & Catch-up Plan to ensure that the Internal Audit function is in conformance with and the operations of the Shared Internal Audit function were aligned with the new standards. The said plan was presented and accordingly adopted by the Audit Committee.

In addition, Internal Audit developed a Quality Assurance Improvement Action Plan with a view to strengthen the weaknesses identified during the External Quality Assessment Review (EQAR) process, which was undertaken during the 2023/24 financial year. The results of the assessment revealed then that the Internal Audit has obtained a **“Generally Conformance”** status, which means that one or more discrepancies or gaps have been noted within the Internal Audit function, but the intent and purpose of the standards or principles was met. The Shared Internal Audit function is implementing the Quality Assurance Improvement Plan and it is regularly reviewed; updated and progress made in addressing the weaknesses identified is reported on quarterly basis to the Audit Committee.

Further, the Shared Internal Audit function developed a rolling three-year Strategic Internal Audit Plan and an Annual Internal Audit Coverage/Operational Plan based on the results of the annual risk assessment. In consultation with Management, the Accounting Officer supported the Internal Audit Plans and the Audit Committee subsequently approved the plans in March 2024.

The Annual Internal Audit Coverage/Operational Plan identified different audit engagements and the Shared Internal Audit function fully executed the approved plans. The respective reports were issued to Management communicating identified control weaknesses, recommendations for improvement(s), and also incorporated agreed management action plans to implement corrective action.

In addition, as required in terms of the PFMA and the approved Internal Audit Charter, the Shared Internal Audit function communicated to Management all the identified control weaknesses and also reported and tabled such in the meetings of the Audit Committee to allow for effective monitoring and oversight. The following is the summary of the audit work done by the Shared Internal Audit function during the year under review as per the approved plans:

Summary of Audit Work Done

a) Assurance services

- Regular monitoring and tracking of previously reported audit findings (AGSA & Internal Audit) to evaluate progress made by Management in implementing agreed Audit Action Plans.
- Follow-up audit reviews (AGSA and Internal Audit findings) to evaluate the effectiveness and improvements to the internal control environment;

- Review of the Departmental Mid-term Performance Information;
- Review of the Draft Annual Report inclusive of Annual Financial Statements for 2023/24 financial year;
- Review of Interim Financial Statements for the period ended 30 September 2024;
- Monitoring and Evaluation;
- Supply Chain Management (Quotations);
- Asset Management;
- Contract Management;
- Transfer Payments; and
- ICT General and Application Controls Review.

b) *Advisory & Consulting services*

- Providing advisory and consulting services through routine activities including participating in Standing Management Committee meetings, and the provision of advice, as and when invited and required.

There were no direct restrictions, which were imposed upon the activities of the audit practitioners with regard to access to all functions, records, property, systems, and personnel as per the approved Internal Audit Charter.

11.2 Audit Committee

The Shared Audit Committee serves as an independent governance structure whose primary function is to provide an oversight over the OTP's financial reporting, risk management, control and governance processes. The Shared Audit Committee assists the Accounting Officer in the effective execution of her responsibilities.

The Shared Audit Committee is constituted to ensure its independence and comprises of external non-official members (appointed from outside the Public Service). It operates in terms of a formally documented and approved terms of reference referred to as the Audit Committee Charter, which deals with matters such as its membership, authority and responsibilities. The said "terms of reference" is reviewed annually, and in accordance with the requirements set by the PFMA and its Treasury Regulations. Further, it has direct and unobstructed lines of communication to the Accounting Officer, Senior Management, the Provincial Treasury, Shared Internal Audit Function and AGSA.

Attendance of Audit Committee meetings by the Audit Committee Members

However, as per the approved Audit Committee Terms of Reference (Audit Committee Charter), the Shared Audit Committee shall meet at least four times a year, with authority to convene additional meetings as deemed necessary.

The Director-General and Executive Management were always represented in the meetings. The AGSA was always invited to attend the meetings of the Shared Audit Committee, thus ensuring that meetings are as effective and transparent as possible.

The Audit Committee meetings held were attended as follows:

Name	Qualifications	Professional Affiliation	Appointment: Term of Office		No of meetings attended	Has the AC Member declared private and business interest 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					
Ms. TH Mbatha Chairperson	Master's Degree in Business Leadership (UNISA) BCompt. Honours Accounting (UNISA) BComm Accounting (UNISA) CA(SA)	SAICA IODSA	01/07/2021	31/10/2025	06	Yes	Yes	1	-
Mr. M Sebeelo	B-Tech Internal Auditing (UNISA) Nat Diploma Internal Auditing (TUT) Advance Programme Project Management (UNISA)	IRMSA	01/07/2021	31/10/2025	07	Yes	No	-	-
Dr. C Motau	BComm (VISTA) Higher Diploma in Computer Auditing (WITS) Certificate in Executive Leadership (Regenesys Business School) Certificate in Human Resource Management (Regenesys Business School) Certificate in Digital Transformation Strategy Master's Degree Business Leadership (UNISA) Master's Degree in Information Technology (UP)	ISACA IRMSA CBCI	01/07/2021	31/10/2025	07	Yes	No	3	4

Name	Qualifications	Professional Affiliation	Appointment: Term of Office		No of meetings attended	Has the AC Member declared private and business interest 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					
	Doctorate in Computer Science								
Mr. HK Masango	Master's Degree in Public Management (Regenesys) Postgraduate Diploma in Public Management (Regenesys) Bachelor Degree in Commerce (STADIO) Certificate in Public Management (Regenesys) Certificate Programme in Management Development for Municipal Finance (Univ. Witwatersrand Business School)	ILBM	01/11/2021	31/10/2025	07	Yes	No	-	-
Ms. SS Tshitlho	BTech - Internal Auditing (Cape Peninsula Univ) National Diploma - Internal Auditing (Cape Peninsula University) Certificate in Fraud & Forensic Investigation Audit (UNISA) Financial Management Certificate (Cape College)	IIA	01/11/2021	31/10/2025	07	Yes	Yes	-	-

OFFICE OF THE PREMIER

12. AUDIT COMMITTEE REPORT

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

Part 1: Audit Committee Responsibility

The Audit Committee reports that it has complied with its responsibilities arising from section 38(1)(a)(ii) of the PFMA and Treasury Regulation 3.1.

The Audit Committee also reports that it has adopted appropriate formal terms of reference as its Audit Committee Charter, has regulated its affairs in compliance with this charter and has discharged all its responsibilities as contained therein, except that we have not reviewed the changes in accounting policies as these changes are as per the National Treasury instruction.

Part 2: Audit Committee Composition and Meeting Attendance

The shared Audit Committee consists of five (5) members. The committee is properly constituted, with a balanced representation of independent members with a diverse and appropriate mix of qualifications, skills, and experience. The committee convened seven (7) times during the year with four (4) being ordinary meetings and the remainder special meetings.

The Audit Committee meetings held were attended as follows:

Name	Qualifications	Is the AC Member an employee of an organ of State? (Yes / No)	Number of ordinary meetings attended	Number of special meetings attended
Ms. TH Mbatha CA(SA) Chairperson	Master's Degree in Business Leadership (UNISA) BCompt. Honours Accounting (UNISA) BComm Accounting (UNISA) Chartered Accountant (South Africa)	No	03	03
Mr. M Sebeelo	B-Tech Internal Auditing (UNISA) Nat Diploma Internal Auditing (TUT) Advance Programme Project Management (UNISA)	No	04	03
Dr. C Motau	BComm (VISTA) Higher Diploma in Computer Auditing (WITS) Certificate in Executive Leadership (Regenesys Business School) Certificate in Human Resource Management (Regenesys Business School) Certificate in Digital Transformation Strategy (UCT) Master's Degree Business Leadership (UNISA) Master's Degree in Information Technology (UP) Doctorate Technologiae Computer Science	No	04	03

Name	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. HK Masango	Master's Degree in Public Management (Regenesys) Postgraduate Diploma in Public Management (Regenesys) Bachelor Degree in Commerce (STADIO) Certificate in Public Management (Regenesys) Certificate Programme in Management Development for Municipal Finance (Univ. Witwatersrand Business School)	No	04	03
Ms. SS Tshitlho	BTech - Internal Auditing (Cape Peninsula Univ) National Diploma - Internal Auditing (Cape Peninsula University) Certificate in Fraud & Forensic Investigation Audit (UNISA) Financial Management Certificate (Cape College)	Yes	04	03

Part 3: Audit Committee Focus Areas

The effectiveness of internal control systems

In line with the PFMA, Internal Audit assures the Audit Committee and Management that the internal controls are appropriate and effective. This is achieved by evaluating internal controls to determine their effectiveness and efficiency and developing recommendations for enhancement or improvement. The Accounting Officer is responsible for implementing such recommendations per Treasury Regulation 3.1.12.

From the various reports of Internal Auditors and the AGSA, it was noted that matters were reported indicating deficiencies in the system of internal controls in areas pertaining to Annual Financial Statements, reporting on pre-determined objectives and compliance with laws and regulations.

The work performed by Internal Audit throughout the year was monitored and reviewed by the Audit Committee.

The analysis of audit reports and engagement with the OTP shows that the system on internal controls for the period under review was not entirely adequate and effective.

Based on the interaction with the OTP, it was concluded that the OTP does have an adequate but not fully effective action plan management system to address Internal Audit and AGSA findings.

Effectiveness of the Internal Audit Function

The Audit Committee is reasonably satisfied that the Internal Audit function operated effectively and had addressed the risks pertinent to the OTP in its audits during the year under review.

The Audit Committee has regularly enquired and reviewed the work performed by the Internal Audit function and has seen an improvement in the quality of the internal audit reports; the actions initiated

The Audit Committee has regularly enquired and reviewed the work performed by the Internal Audit function and has seen an improvement in the quality of the internal audit reports; the actions initiated by the Internal Audit function to bring the reported weaknesses to the attention of Senior Management and the process of ensuring action to address such deficiencies. However, there is still room for improvement in areas such:

- as flexibility of the planning process to adapt to emerging risks and changing risk profile of the Office;
- the timing and execution of internal audit engagements;
- influence and persuasion by Internal Audit of Management to effect the necessary changes; and
- improvement of the maturity of governance, risk management and internal control systems.

The Audit Committee notes the decision of the Office to decentralise the shared internal audit function and transfer the function to the respective cluster department in line with its efforts to align the Office's organizational structure with the DPSA approved generic functional organizational structure for Offices of the Premier. In addition, the Audit Committee further noted with concern that some positions within the Internal Audit function remained vacant even after the resolution by the EXCO to lift the moratorium on filling of vacant positions.

The Audit Committee further appreciates the support provided by the Chief Audit Executive his and team by assisting the Committee in discharging its responsibilities.

Activities of the Internal Audit Function

The following Internal Audit work was completed during the year under review:

Assurance services

- Regular monitoring and tracking of previously reported audit findings (AGSA & Internal Audit) to evaluate progress made by Management in implementing agreed Audit Action Plan;
- Follow-up audit reviews (AGSA and Internal Audit findings) to evaluate the effectiveness and improvements to the internal control environment;
- Review of the Departmental Mid-term Performance Information;
- Review of the Annual Report inclusive of Annual Financial Statements for 2023/24 financial year;
- Review of Interim Financial Statements for the period ended 30 September 2024;
- Monitoring and Evaluation;
- Supply Chain Management (Quotations);
- Asset Management;
- Contract Management;
- Transfer Payments; and
- ICT General and Application Controls Review.

Quality of In-Year Management and Monthly Quarterly Report

The OTP has confirmed that they have reported to the Treasury as the PFMA requires.

Combined Assurance

While the Office has not formally adopted a Combined Assurance Plan, however, the Committee adopted and followed the principles of Combined Assurance in executing its responsibilities. The Committee received various levels of assurance from all the respective internal and external assurance providers.

Evaluation of Annual Financial Statements

The Audit Committee has reviewed the draft Annual Financial Statements prepared by the Office and has advised the Accounting Officer to ensure that all the review notes and comments of the Internal Audit and the Audit Committee are fully addressed prior to submission of the Annual Financial Statements to the AGSA.

Subsequently the material misstatements identified during the external audit process were also reviewed when the management report of the AGSA was discussed with the Audit Committee.

External Audit

We have reviewed the Office's Implementation Plan for audit issues raised in the previous year and we are not entirely satisfied that all the matters have been adequately resolved.

The Audit Committee is unaware of any unresolved issues with respect to the current audit.

Auditor-General's Report

The Audit Committee concurs and accepts the conclusions of the AGSA on the Annual Financial Statements and is of the opinion that the audited Annual Financial Statements be accepted and read together with the report of the AGSA.

Conclusion

The Audit Committee congratulates the OTP on the current years audit outcomes in achieving a clean administration and recommends that the OTP ensure adequate and effective implementation and frequent monitoring of the Audit Action Plans for internal and external audits with a view to improve and sustain clean administration.

The Audit Committee wishes to thank the Executive Authority, the Accounting Officer, Management, Internal Audit and AGSA for their tireless efforts, commitment and support throughout the year.

Signed on behalf of the Audit Committee by:



Ms. TH Mbatia CA(SA)
Chairperson of the Audit Committee
Office of the Premier of Mpumalanga

Date: 31 July 2025

13. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

The following table has been completed in accordance with the compliance to the BBEE requirements of the BBEE 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?	N/A	N/A
Developing and implementing a preferential procurement policy?	Yes	The Office has adopted and continues to implement the National Treasury Preferential Procurement Policy
Determining qualification criteria for the sale of state-owned enterprises?	N/A	N/A
Developing criteria for entering into partnerships with the private sector?	N/A	N/A
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	N/A	N/A



PART D: HUMAN RESOURCE MANAGEMENT

1. INTRODUCTION

The information contained in this part of the Annual Report has been prescribed by the Minister for the Public Service and Administration for all Departments in the Public Service.

2. OVERVIEW OF HUMAN RESOURCES

Globally, Public Services are faced with the challenges of professionalism and the professionalisation of their employees and operations. The OTP is no exception in this regard, with various initiatives being undertaken to uphold values and principles as outlined in the Office's Strategic Plan. The Directive on Human Resources Management and Development for Public Service Professionalisation Volume 1, that was issued in February 2024 by the MPSA is significant and a necessary step in the right direction that requires that the OTP takes a closer look into its policy frameworks to determine whether they still add value or not. Policy frameworks should be thoroughly examined and evaluated to determine whether they are still relevant in terms of addressing the objectives that they were designed for.

The application of policy frameworks solely for the sake of compliance would be a greater injustice in government operations, with specific reference to the human resource management fraternity, than not having any policies at all. The Directive on Human Resources Management and Development for Public Service Professionalisation guides Provincial and National Departments in implementing the National Framework towards the professionalisation of the Public Sector. It institutionalises the Framework as part of measures to improve Public Sector service delivery. It also considers the aims and objectives of the 2019-2024 Medium Term Strategic Framework, which was recently replaced with the Medium Term Development Plan.

Furthermore, the Directive aims to create an agile, public-oriented professional Public Service, underpinned by a steadfast dedication to public welfare. This is done through repealing and consolidating existing directives to ensure an integrated approach towards cultivating an environment of perpetual growth, focusing on proficient human resources across Public Service echelons. The consolidation ensures a streamlined report process as introduced by reducing red tape. The Directive also seeks to advance meritocratic selection procedures and criteria, with the aim to instil best practices and enable the management of the whole Human Resource Management and Development value chain grounded in professionalism, capability, impartiality, and fairness, contributing to a competent and ethical state. The Directive further explains and clarifies the recruitment and selection processes aligned with the objectives of the Framework, through embedding statutory requirements for integrity, ethical norms, and standards in the recruitment and selection procedures.

The OTP has continued to embrace the evolving technological imperatives that fundamentally require that there be change and adaptation to new ways of carrying out its work. Given the 4th Industrial Revolution's rapid pace of change and broad impact on legislators and regulators, National and Provincial Departments, including the OTP remained challenged to an unprecedented degree. The OTP had therefore continued to streamline its Workplace Skills Plan based on the latest technological developments and innovations, to remain relevant. Several meetings, workshops and sessions, including Management Committee sessions, Provincial Human Resource Fora, Employee Health and Wellness, Occupational Health and Safety Committee meetings, etc. were conducted virtually to keep up with the technological pace.

In addition, the OTP kept positioning itself accordingly and consistently worked towards emphasizing the importance of keeping up with the latest human resource trends, aimed at improving effectiveness and efficiency within its ranks. The Chief Directorate: Strategic Human Resources played a pivotal role in providing support to all the line Units with the purpose of facilitating the achievements of the OTP's outcomes and outputs as outlined in the APP.

The OTP has a legal obligation in accordance with section 8 of the OHSA, where reasonably practicable, provide and maintain a safe, healthy work environment that is without risk to employees. Thus, the Transversal Human Resource Management Services Unit was entrusted with the responsibility of monitoring the implementation of the EHW Programmes, including OHS Programmes, across the MPG. Furthermore, the OTP had an Internal EHW Units.

The OTP convened four quarterly meetings of the Occupational Health and Safety Committee and discussed matters of Safety, Health and Environment. Only one IOD case was reported during the year under review. The OTP further processed payments of medical costs for treatment by doctors and travelling expenses of officials registered for IOD.

Furthermore, the OTP had as and when required co-ordinated several bereavement programmes to honour officials who have passed on, as well as to support officials affected by bereavements in their private lives.

Human resource priorities for the year under review and the impact of these

The recruitment processes in the OTP was informed by legal prescripts such as the selection and Recruitment Policies, and the Code of Remuneration that must guide the process of identifying and acquiring relevant skills. In addition, the OTP was required to conduct competency assessments prior to filling posts of Deputy Directors and those within the Senior Management Services.

The OTP has identified critical vacant funded posts that needed to be filled as a matter of priority. During the year under review, the OTP has advertised and filled six critical vacant funded SMS members (Director-General, Chief Financial Officer, Chief Director: Strategic Human Resource Services, Chief Director: Policy Analysis & Research, Chief Director: Performance Monitoring & Evaluation and Chief Director: Integrity Management, Forensic Investigations & Security Management through transfer. One post on SL 5 was filled through a horizontal transfer.

Furthermore, the OTP has identified and advertised 40 critical vacant funded posts. It is envisaged that the recruitment process will be finalised by the end of the third quarter of the 2025/2026 financial year. It should be noted that during the year under review, three Graduate Interns were still serving in various programmes, on a 24 months' Internship Contract. The remaining three Graduate Interns are part of the initial group of 19 Graduate Interns that were appointed during the 2022/2023 financial year. The contracts of the other 16 Graduate Interns expired during the course of the year under review.

In terms of the Learnership Programme, the Office received 33 Student Interns (Learners) from the DoE's TVET Colleges for experiential learning as part of the said Learnership Programme in 2024/2025, which was aimed at providing work environment exposure to the Student Interns and

subsequently promote accelerated development and utilisation of available skills and qualified people for service delivery in the Public Service.

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

The OTP has an approved Human Resource Plan that had to be adjusted slightly to incorporate the provisions and requirements of the cost containment measures on the filling of posts. The HR Plan was reviewed and submitted to the DPSSA as per the applicable requirements. It outlines clearly the need and strategies to attract and recruit a skilled workforce. It also outlined the need to reduce the period taken to fill vacant posts to at most six months and decrease the vacancy rate below the national norm of 10%. It further emphasized the need to meet all employment equity targets as reflected in the approved Employment Equity Plan of the Office.

The OTP acknowledged that there was still a long way to go before all employment equity goals are realised, especially concerning the representation of women in the SMS level, which currently stands at 31.4%, i.e. 11 women out of 35 SMS members, excluding the Premier. However, the Office will keep developing and implementing strategies aimed at achieving this crucial goal. To achieve ultimate equity in the OTP, additional measures such as policies, programmes and plans will be integrated and implemented in harmony. These policies, programmes and plans will be developed in an interactive, participative, consultative and transparent manner. The Employment Equity Act, 1998 and the OTP Employment Equity Policy placed an obligation upon the Office to develop, implement and monitor an employment equity plan.

The OTP has however, done well in terms of the representation of people with disabilities within its ranks, (i.e. 08 out of 225) staff members, which is 3.5%. The status of female representation in the various lower categories is as follows: 42.8% women representation in the MMS levels, (i.e. 21 females out of 49); 67.5% women representation in the JM levels, (i.e. 27 females out of 40); and 72.3% women representation on post levels 2 to 8, (i.e. 73 out of 101); and Overall, the OTP has 58.6% representation of females within its ranks, (i.e. 132 out of 225) employees. The representation of the youth in the OTP stands at (24 out of 225) officials, which constitutes 10.6%, including the Premier.

According to the Oversight Report, the OTP's occupancy rate stands at 75.2%, while the vacancy rate stands at 24.8% on the PERSAL establishment. These figures are informed by the fact that most of those vacant unfunded posts were abolished, subject to them being resuscitated for filling, after concluding with the recruitment and selection processes.

The vacant funded posts, in which appointed officials are acting, were kept on the PERSAL establishment in order to facilitate the payment of their acting allowances. It must be noted though that the vacancy rate based on the approved Organisational Structure has remained high throughout the Financial Year. The approved Organisational Structure has 384 posts, of which 225 (58.6%) are filled, which includes the Premier and 159 (41.4%) are vacant.

It should however be noted that there is an Organisational Structure that was approved in August 2024, and is implemented in phases.

Employee performance management

The OTP has shown a slight increase in relation to the implementation of the PMDS in terms of the approved PMDP, for officials on salary levels 2-12, i.e. 171 out of 191 (89.5%) compliance in terms of signing of Performance Undertakings. The signing of Performance Agreements by SMS members on or before the deadline as per Chapter 4 of the SMS Handbook has been recorded at 88% compliance rate (30 SMS members out of 34), which is an increase of 6.2% in comparison to the previous Financial Year. There has been an increase in the assessment of SMS members in this regard. It must also be noted that the OTP has dealt with the outstanding assessments for some SMS members.

Employee Wellness Programmes

The OTP has a Transversal Human Resource Management Services Unit, which is entrusted with the responsibility of monitoring the implementation of the EHW Programmes across the MPG. Furthermore, the OTP has an Internal EHW Division within its ranks. The Office has continued to implement most of the activities, contained in the employee health and wellness operational plan.

The OTP has an Internal EHW Unit that coordinates the implementation of OHSA, which has four Pillars. The OTP is currently only implementing Pillars 3 and 4, due to capacity constraints.

In terms of Pillar 3: Occupational Health and Safety Management, the OTP coordinated and conducted a risk assessment in the workplace, through an Occupational Health Risk Specialist. The OTP also managed to co-ordinate and convene Occupational Health and Safety sessions on a quarterly basis.

In terms of Pillar 4: Health and Wellness Management, the OTP coordinated and conducted three Physical Fitness Sessions and Health screening of participating employees in collaboration with GEMS. The OTP also coordinated and conducted one Financial Management workshop, as well as one session on how to cope when dealing with grief and loss of a loved one. Furthermore, the OTP coordinated and implemented several bereavement programmes to honour the departed officials, as well as to support officials affected by bereavements in their private lives.

Achievements and challenges faced by the OTP, as well as future human resource plans/goals

The following human resource achievements were recorded during the period under review:

- Availability of an approved comprehensive Human Resource Plan, which was submitted to the DPSA;
- Filling of six critical vacant funded SMS posts, as per the EXCO approval;
- Availability of an approved comprehensive Human Resource Planning Implementation Report, which was submitted to DPSA;
- Availability of an approved Employment Equity Plan and Report, which were submitted to the DPSA and the Department of Employment and Labour;
- Finalisation and approval of the proposed Organisational Structure;
- Representation of People with Disabilities, i.e. 3.5% (8 out 225) employees, excluding the Premier;
- Availability of approved human resource policies and frameworks, including Employee Health and Wellness policies;

- Availability of a fully functional Occupational Health and Safety Committee, as well as Human Resource Forum;
- Improved employer-employee relations;
- Availability of an approved Occupational Health and Safety Policy; and
- Advertised 40 identified critical vacant funded posts. i.e. (39 posts on SL 2-12) and (1 post at SMS Level).

Challenges

The following human resource challenges were experienced during the period under review:

- Non-achievement of 50% target on women representation at SMS level, i.e. 31.4% (11 out of 35), excluding the Premier;
- Low representation of youth in the OTP, i.e. (24 out of 225) officials, which constitutes 10.6% against the 30% target;
- Too many vacant positions (159 out 384, i.e. 41.4%);
- Too many officials acting in higher posts, totalling 31;
- Prolonged stakeholder consultation in identifying critical vacant funded posts.

3. HUMAN RESOURCES OVERSIGHT STATISTICS

3.1 Personnel related expenditure

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

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Administration	180 426	80 073	0	0	44.4	870
Institutional Development	107 108	62 921	0	0	58.7	767
Policy and Governance	172 168	47 827	0	0	27.8	1 087
Total	459 702	190 821	0	0	41.5	841

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

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
01 Lower skilled (Levels 1-2)	1 786	0.9	8	223 250
02 Skilled (level 3-5)	10 430	5	30	347 667
03 Highly skilled production (levels 6-8)	33 632	16.2	57	590 035
04 Highly skilled supervision (levels 9-12)	87 508	42.2	86	1 017 535
05 Senior and Top management (levels >= 13)	37 026	17.8	25	1 481 040
11 Contract (Levels 3-5)	731	0.4	2	365 500
12 Contract (Levels 6-8)	1 769	0.9	4	442 250
13 Contract (Levels 9-12)	2 623	1.3	2	1 311 500
14 Contract (Levels >=13)	15 432	7.4	10	1 543 200
18 Contract Other	1 414	0.7	3	471 333
Total	192 351	92.7	227	847 361

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

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Administration	68 418	77.5	1 246	1.4	1 142	1.3	3 042	3.4
Institutional Development	51 981	78.1	723	1.1	1 284	1.9	3 038	4.6
Policy and Planning	39 556	78.4	95	0.2	668	1.3	1 983	3.9
Policy and Governance	1 402	66.7	48	2.3	21	1	0	0
Total	161 358	77.8	2 112	1	3 115	1.5	8	3.9

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2024 to 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
01 Skilled (level 1-2)	1 177	64.7	37	2	169	9.3	263	14.5
02 Skilled (level 3-5)	7 555	68.7	279	2.5	624	5.7	1 087	9.9
03 Highly skilled production (levels 6-8)	25 720	71.6	958	2.7	1 173	3.3	2 658	7.4
04 Highly skilled supervision (levels 9-12)	74 245	78.8	776	0.8	916	1	3 125	3.3
05 Senior management (level >=13)	32 943	83.6	0	0	131	0.3	673	1.7
11 Contract(Levels 3-5)	563	77	0	0	21	2.9	56	7.7
12 Contract(Levels 6-8)	1 345	75.9	5	0.3	67	3.8	158	8.9
13 Contract (Levels 9-12)	2 183	67.8	0	0	14	0.4	31	1
14 Contract (Levels >=13)	14 273	80	0	0	0	0	12	0.1
18 Contract Other	1 354	86.6	58	3.7	0	0	0	0
Total	161 358	77.8	2 112	1	3 115	1.5	8 063	3.9

3.2 Employment and Vacancies

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 (includes frozen posts)	Number of employees additional to the establishment
Administration, Permanent	129	92	28.7	0
Institutional Development, Permanent	105	82	21.9	0
Policy and Planning , Permanent	63	51	19	0
Policy and Planning, Permanent	5	2	60	0
Total	302	227	24.8	0

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 (frozen posts)	Number of employees additional to the establishment
01 Lower skilled (1-2), Permanent	8	8	0	0
02 Skilled (3-5), Permanent	38	30	21.1	0
03 Highly skilled production (6-8), Permanent	67	57	14.9	0
04 Highly skilled supervision (9-12), Permanent	121	86	28.9	0
05 Senior management (>=13), Permanent	47	25	46.8	0
09 Other, Permanent	3	3	0	0
11 Contract (Level 3-5), Permanent	2	2	0	0
12 Contract (Level 6-8), Permanent	4	4	0	0
13 Contract (Level 9-12), Permanent	2	2	0	0
14 Contract (Level >=13), Permanent	10	10	0	0
Total	302	227	24.8	0

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 (includes frozen posts)	Number of employees additional to the establishment
Administration Officer, Permanent	18	16	11	0
Administrative and Governance Policy Manager, Permanent	8	6	25	0
Administrative Related, Permanent	9	1	88.9	0
Chief Financial Officer, Permanent	1	1	0	0
Clerical Supplementary: Workers not elsewhere Classified, Permanent	4	4	0	0
Communication and Information Related, Permanent	4	1	75	0
Communication and Marketing Manager, Permanent	10	9	10	0
Communication Coordinator, Permanent	2	2	0	0
Community Development Manager, Permanent	6	5	16.7	0
Computer Network and System Engineer, Permanent	2	2	0	0
Economic Analyst, Permanent	3	2	33.3	0
Economist, Permanent	9	9	0	0
Filling and Registry Clerk, Permanent	1	1	0	0
Finance and Economics Related, Permanent	1	0	100	0
Finance Clerk, Permanent	8	8	0	0
Financial Accountant, Permanent	5	5	0	0
Financial Clerks and Credit Controllers, Permanent	7	4	42.9	0
General Accountant, Permanent	10	9	10	0
Head of Office of Premier, Permanent	5	3	40	0
Human Resource Clerks, Permanent	2	1	50	0
Human Resource Manager, Permanent	3	2	33.3	0
Human Resource Practitioner, Permanent	4	4	0	0
Human and Organisational, Development & Related Prof, Permanent	1	0	100	0
Human Resource Clerks, Permanent	6	4	33.3	0
Human Resource Related, Permanent	6	2	66.7	0
ICT System Analyst, Permanent	1	1	0	0
Interpreter, Permanent	1	1	0	0
Kitchen Hand, Permanent	3	2	33.3	0
Library Mail and Related Clerks	1	0	100	0
Light Vehicle Driver, Permanent	1	1	0	0
Manager not elsewhere Classified, Permanent	9	6	33.3	0

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate (includes frozen posts)	Number of employees additional to the establishment
Messengers, Permanent	1	1	0	0
Middle Manager: Human Resource and Organisational Development Relation, Permanent	7	6	14.3	0
Middle Manager: Administrative Related, Permanent	19	15	21.1	0
Middle Manager: Finance and Economics Related	4	2	50	0
Middle Manager: Communication and Information Related , Permanent	2	2	0	0
Occupational/Job Analyst, Permanent	3	2	33.3	0
Office Cleaner, Permanent	12	12	0	0
Other Administrative and Related Clerks and Organisers, Permanent	8	2	75	0
Other Middle Managers, Permanent	32	25	21.9	0
Other Occupations, Permanent	6	3	50	0
Personal Assistant, Permanent	2	2	0	0
Policy and Planning Managers, Permanent	8	8	0	0
Receptionist(General), Permanent	6	6	0	0
Registry and Mailing Clerks, Permanent	2	2	0	0
Risk Management and Security Services, Permanent	1	1	0	0
Risk Officer, Permanent	1	1	0	0
Secretary(General), Permanent	15	14	6.7	0
Senior Manager, Permanent	9	0	100	0
State Law Advisor, Permanent	4	2	50	0
Strategy/Monitoring and Evaluation Manager, Permanent	2	2	0	0
Supply Chain Clerk, Permanent	1	1	0	0
Systems Administrator, Permanent	1	1	0	0
Transport Clerk, Permanent	3	3	0	0
Warehouse Clerk, Permanent	1	1	0	0
Web Administrator, Permanent	1	1	0	0
Total	302	227	24.8	0

3.3 Filling of SMS Posts

Table 3.3.1 SMS post information as on 31 March 2025

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	1	100%	0	0%
Salary Level 15	4	4	100%	0	0%
Salary Level 14	7	5	71.4%	2	28.6%
Salary Level 13	33	24	72.7%	9	27.3%
Total	45	34	75.6%	11	24.4%

Note: SMS stats include two state law advisors on salary level 14 and 13 who are on OSD

Table 3.3.2 SMS post information as on 30 September 2024

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	1	100%	0	0%
Salary Level 15	4	4	100%	0	0%
Salary Level 14	7	3	42.9	4	57.1%
Salary Level 13	33	24	72.7%	9	27.3%
Total	45	32	71.1%	13	28.9%

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

SMS Level	Advertising	Filling of Posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General/ Head of Department	1	1	0
Salary Level 15	0	0	0
Salary Level 14	4	4	0
Salary Level 13	1	1	0
Total	6	6	0

Table 3.3.4 Reasons for not having complied with the filling of funded vacant SMS - Advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2024 to 31 March 2025

Reasons for variance not advertised within six months
Delays in obtaining concurrence from Provincial Treasury to advertise, as required in terms of Circular No. 20 of 2024.
Reasons for variance not filled
Operational reasons, such as disagreements between employer and organised labour, postponement of the Executive Council Sessions, as well as delays in obtaining concurrence from Provincial Treasury to advertise, as required in terms of Circular No. 20 of 2024.

Table 3.3.5 Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 1 April 2024 to 31 March 2025

Reasons for vacancies not advertised within six months
None

Reasons for vacancies not filled within six months
None

3.4 Job Evaluation

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

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

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
01 Lower Skilled (Levels 1-2)	8	0	0	0	0	0	0
02 Skilled (Levels 3-5)	38	1	2.6	1	100	0	0
03 Highly skilled production (Levels 6-8)	67	1	1.5	2	50	0	0
04 Highly skilled supervision (Levels 9-12)	121	0	0	0	0	0	0
05 Senior Management Service Band A	32	0	0	0	0	0	0
06 Senior Management Service Band B	9	0	0	0	0	0	0
07 Senior Management Service Band C	1	0	0	0	0	0	0
08 Senior Management Service Band D	5	0	0	0	0	0	0
09 Other	3	0	0	0	0	0	0
11 Contract (Levels 3-5)	2	0	0	0	0	0	0
12 Contract (Level 6-8)	4	0	0	0	0	0	0
13 Contract (Level 9-12)	2	0	0	0	0	0	0
14 Contract (Band A)	5	0	0	0	0	0	0
15 Contract (Band A)	1	0	0	0	0	0	0
16 Contract (Band B)	3	0	0	0	0	0	0
17 Contract Band D)	1	0	0	0	0	0	0
Total	302	2	0.70	3	66.67	0	0

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

Gender	African	Asian	Coloured	White	Total
Female	0	0	1	0	1
Male	2	0	0	0	2
Total	2	0	1	0	3

Employees with a disability	0
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Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2024 to 31 March 2025

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
None	0	N/A	N/A	None
None	0	N/A	N/A	None
None	0	N/A	N/A	None
None	0	N/A	N/A	None
Total number of employees whose salaries exceeded the level determined by job evaluation				0
Percentage of total employed				0

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

Total number of Employees whose salaries exceeded the grades determine by job evaluation	0
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3.5 Employment Changes

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

Salary band	Number of employees at beginning of period- 1 April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
01 Lower skilled (Levels 1-2)	8	0	0	0
02 Skilled (Levels3-5)	29	0	0	0
03 Highly skilled production (Levels 6-8)	58	0	1	1.7
04 Highly skilled supervision (Levels 9-12)	91	0	5	5.5
05 Senior Management Service Bands A, Permanent	20	0	0	0
06 Senior Management Service Bands B, Permanent	4	0	1	25
07 Senior Management Service Bands C, Permanent	1	0	0	0
08 Senior Management Service Bands D, Permanent	1	0	1	100
09 Other Permanents	19	0	16	84
11 Contract (Levels 3-5), Permanent	3	2	3	100
12 Contract (Levels 6-8), Permanent	3	4	3	100
13 Contract (Levels 9-12), Permanent	5	2	5	100
14 Contract Band A, Permanent	2	5	2	100
15 Contract Band B, Permanent	3	2	3	100
16 Contract Band C, Permanent	2	1	1	50
17 Contract Band D, Permanent	1	1	1	100
Total	250	17	42	16.8

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2024 to 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 Permanent	16	0	0	0
Administrative and Governance Policy Manager	5	3	1	20
Administrative Related Permanent	1	0	0	0
Business Development Officer Permanent	0	0	1	0
Caretaker/ Cleaner Permanent	1	0	1	100
Clerical Supplementary Workers Not Elsewhere Classified Permanent	5	1	2	40
Communication And Information Related Permanent	1	0	0	0
Communication And Marketing Manager Permanent	7	0	0	0
Communication Coordinator Permanent	2	0	0	0
Community Development Manager Permanent	2	3	4	200
Community Development Practitioner Permanent	0	0	16	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
Computer Network and Systems Engineer Permanent	2	0	0	0
Economic Analyst Permanent	3	0	0	0
Economist Permanent	9	0	0	0
Filing and Registry Clerk Permanent	1	0	0	0
Finance Clerk Permanent	8	0	0	0
Financial Accountant Permanent	5	0	0	0
Financial Clerks and Credit Controllers Permanent	4	0	0	0
General Accountant Permanent	10	0	0	0
Head of Office of Premier Permanent	3	1	1	33.3
Human Resource Clerk Permanent	1	0	0	0
Human Resource Manager Permanent	2	0	0	0
Human Resource Practitioner Permanent	4	0	1	25
Human Resources Clerks Permanent	20	0	0	0
Human Resource Related Permanent	3	0	1	33.3
ICT Systems Analyst Permanent	1	0	0	0
Interpreter Permanent	1	0	0	0
Kitchen Hand Permanent	1	2	1	100
Light Vehicle Permanent	1	0	0	0
Managers Not Elsewhere Classified Permanent	8	0	0	0
Messengers Permanent	1	0	0	0
Middle Manager: Household/Food and Laundry Services Rel. Permanent	1	0	1	100
Middle Manager: Human Resource and Organisational Development Relations, Permanent	6	0	0	0
Middle Manager: Administrative Related Permanent	16	0	0	0
Middle Manager: Finance and Economics Related Permanent	3	0	1	33.3
Middle Manager: Communication and Information Related Permanent	3	0	0	0
Occupational/Job Analyst Permanent	2	0	0	0
Office Cleaner Permanent	13	0	1	7.7
Other Administrative and Related Clerks and Organisers Permanent	2	0	0	0
Other Middle Managers Permanent	27	1	4	14.8
Other Occupations Permanent	2	2	2	100
Personnel Assistant Permanent	3	0	0	0
Policy and Planning Managers Permanent	8	0	0	0
Receptionist (General) Permanent	4	2	1	25
Registry and Milling Clerk Permanent	1	1	0	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
Regulatory and Compliance and Enforcement Manager Permanent	1	0	0	0
Risk Management Security Services Permanent	1	0	0	0
Risk Officer Permanent	1	0	0	0
Secretary (General) Permanent	15	0	1	16.7
Senior Managers Permanent	3	0	1	33.3
State Law Advisor Permanent	2	0	0	0
Strategy/ Monitoring and Evaluation Manager Permanent	1	0	0	0
Supply Chain Clerk Permanent	1	0	0	0
System Administrator Permanent	1	0	0	0
Transport Clerk Permanent	3	1	1	33.3
Warehouse Clerk Permanent	1	0	0	0
Web Administrator Permanent	1	0	0	0
TOTAL	250	17	42	16.8

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

Termination Type	Number	% of Total Resignations
01 Death	4	9.5%
02 Resignation	1	2.4%
03 Expiry of contract	34	81%
Dismissal – operational changes, Permanent	1	2.4%
Dismissal – misconduct	0	0
Dismissal – inefficiency	0	0
Discharged due to ill-health	0	0
Retirement	2	4.8%
Transfer to other Public Service Departments	0	0
Other	0	0
Total	42	100%
Total number of employees who left as a % of total employment	18.50%	

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

Occupation	Employees 1 April 2024	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Administration Clerks	0	0	0	1	0
Administration Officer	16	0	0	7	43.8%
Administrative and Governance Policy Manager	5	0	0	3	60%
Administrative Related	1	0	0	0	0
Business Development Officer	0	0	0	3	0
Caretaker/Cleaner	1	0	0	0	0
Clerical supplementary Workers not elsewhere Classified	5	0	0	3	60%
Communication and Information Related	1	0	0	0	0

Occupation	Employees 1 April 2024	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Communication and Marketing Manager	7	0	0	0	0
Communication Coordinator	2	0	0	0	0
Communication Development Manager	2	0	0	0	0
Computer Network and Systems Engineer	2	0	0	0	0
Dispatching and Receiving Clerk	0	0	0	1	0
Economic Analyst	3	0	0	2	66.7%
Economics	9	0	0	3	33.3%
Ethics Officer	0	0	0	1	0
Filing and Registry Clerk	1	0	0	3	300%
Finance Clerk	8	0	0	5	62.5%
Financial Accountant	5	0	0	5	100%
Financial Clerks and Credit Controller	4	0	0	0	0
General accountant	10	0	0	15	150%
Head of Office of Premier	3	0	0	1	33.3%
Human Resource Clerk	1	0	0	1	100%
Human Resource Manager	2	0	0	0	0
Human Practitioner	4	0	0	4	100%
Human Resource Clerks	20	0	0	0	0
Human Resource Related	3	0	0	0	0
ICT Systems Analyst	1	0	0	0	0
Interpreter	1	0	0	1	100%
Kitchen Hand	1	0	0	0	0
Light Vehicle Driver	1	0	0	0	0
Managers not Elsewhere Classified	8	1	12.5	3	37.5%
Messengers	1	0	0	0	0
Middle Managers: House/Food & Laundry Services Rel.	1	0	0	0	0
Middle Manager: Human Resource & organisational Development Relations	6	0	0	8	133.3%
Middle Manager: Administrative Related	16	0	0	9	56.3%
Middle Manager: Finance and Economics Related	3	0	0	4	133.3%
Middle Manager: Communication & Information Related	3	0	0	6	200%
Occupational /Job Analyst	2	0	0	0	0
Office Cleaner	13	0	0	5	38.5%
Other Administration & Related Clerks and Organisers	2	0	0	0	0
Other Middle Managers	27	0	0	35	129.6%
Other Occupations	2	2	100	0	0
Personal Assistants	3	0	0	1	33.3%
Policy and Planning Managers	8	1	12.5	3	37.5%

Occupation	Employees 1 April 2024	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
Programme or Project Manager	0	0	0	1	0
Receptionist(General)	4	0	0	1	25%
Registry and Mailing Clerk	1	0	0	0	0
Regulatory and Compliance and Enforcement Manager	1	0	0	0	0
Risk Management and Security Services	1	0	0	0	0
Risk Officer	1	0	0	0	0
Secretary(General)	15	0	0	10	66.7%
Senior Managers	3	0	0	0	0
State Law Advisor	2	2	100	0	0
State Owned Entities ad Oversight Manager	0	0	0	1	0
Strategy/ Monitoring and Evaluation Manager	1	0	0	0	0
Supply Chain Clerk	1	0	0	0	0
Systems Administrator	1	0	0	0	0
Transport Clerk	3	0	0	2	66.7%
Warehouse Clerk	1	0	0	0	0
Web Administrator	1	0	0	0	0
TOTAL	250	6	2.4	148	59.2%

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

Salary Band	Employees 1 April 2024	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
01 Lower skilled (Levels 1-2), Permanent	8	0	0	5	62.5%
02 Skilled (Levels 3-5), Permanent	29	0	0	12	41.4%
03 Highly skilled production (Levels 6-8), Permanent	58	0	0	42	72.4%
04 Highly skilled supervision (Levels 9-12), Permanent	91	2	2.2	80	87.9%
05 Senior Management (Level >=13), Permanent	26	3	11.5	9	34.6%
09 Other Permanent	19	0	0	0	0
11 Contract (Levels 3-5), Permanent	3	0	0	0	0
12 Contract (Levels 6-8), Permanent	3	0	0	0	0
13 Contract (Levels 9-12), Permanent	5	0	0	0	0
14 Contract (Levels >=13), Permanent	8	1	12.5	0	0
Total	250	6	2.4	148	59.2%

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	
01- Senior Officials and Managers	1	0	0	0	1	0	0	0	2
02-Professional	2	0	0	0	0	0	0	0	2
03-Technicians and Associates Professionals	0	0	0	0	1	0	0	0	1
04- Clerks	0	0	0	0	0	1	0	0	1
09- Labourers and Related Workers	0	0	0	0	2	0	0	0	2
Clerical Support Workers	14	0	0	0	31	0	0	0	45
Elementary	1	0	0	0	11	0	0	0	12
Managers	45	0	0	2	49	2	0	1	99
Plant and Machine Operators Assemblers	1	0	0	0	0	0	0	0	1
Professionals	23	1	1	2	25	1	0	0	53
Technicians and Associates Technical Occupations	2	0	0	0	7	0	0	0	9
Total	89	1	1	4	127	4	0	1	227
Employees with disabilities	5	0	0	0	3	0	0	0	8

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

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
01 Top Management	1	0	0	0	1	0	0	0	2
02 Senior Management	15	0	0	1	7	0	0	0	23
03 Professionally qualified and experienced specialists and mid-management	35	1	1	3	44	1	0	1	86
04 Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	15	0	0	0	40	2	0	0	57
05 Semi-skilled and discretionary decision making	10	0	0	0	19	1	0	0	30
06 Unskilled and defined decision making	1	0	0	0	7	0	0	0	8
07 Not Available Permanent	2	0	0	0	1	0	0	0	3
08 Contract (Top Management) Permanent	3	0	0	0	1	0	0	0	4
09 Contract (Senior Management), Permanent	4	0	0	0	2	0	0	0	6
10 Contract (Professionally Qualified) Permanent	1	0	0	0	1	0	0	0	2

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
11 Contract (Skilled Technical) Permanent	2	0	0	0	2	0	0	0	4
12 Contract (Semi Skilled) Permanent	0	0	0	0	2	0	0	0	2
Total	89	1	1	4	127	4	0	1	227

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

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
08 Contract(Top Management) Permanent	1	0	0	0	1	0	0	0	2
09 Contract (Senior Management) Permanent	5	0	0	0	2	0	0	0	7
10 Contract (Professionally qualified) Permanent	1	0	0	0	1	0	0	0	2
11 Contract (Skilled technical) Permanent	2	0	0	0	2	0	0	0	4
12 Contract (Semi-skilled) Permanent	0	0	0	0	2	0	0	0	2
Total	9	0	0	0	8	0	0	0	17
Employees with disabilities	0	0	0	0	1	0	0	0	1

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	
01 Top Management, Permanent	1	0	0	0	1	0	0	0	2
02 Senior Management, Permanent	6	0	0	0	4	0	0	0	10
03 Professionally qualified and experienced specialists and mid-management, Permanent	30	0	1	3	46	1	0	1	82
04 Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents, , Permanent	8	0	0	0	33	1	0	0	42
05 Semi-skilled and discretionary decision making, Permanent	5	0	0	0	7	0	0	0	12
06 Unskilled and defined decision making, Permanent	0	0	0	0	5	0	0	0	5
08 Contract (Top Management) , Permanent	1	0	0	0	0	0	0	0	1
Total	51	0	1	3	96	2	0	1	154
Employees with disabilities	4	0	0	0	3	0	0	0	7

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

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
01 Top Management, Permanent	0	0	0	0	1	0	0	0	1
02 Senior Management, Permanent	1	0	0	0	0	0	0	0	1
03 Professionally qualified and experienced specialists and mid-management, Permanent	0	0	0	0	5	0	0	0	5
04 Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents, Permanent	0	0	0	0	1	0	0	0	1
07 Not Available, Permanent	8	0	0	0	8	0	0	0	16
08 Contract (Top Management) , Permanent	2	0	0	0	0	0	0	0	2
09 Contract (Senior Management), Permanent	4	0	0	0	1	0	0	0	5
10 Contract (Professionally Qualified), Permanent	2	0	0	0	3	0	0	0	5
11 Contract (Skilled Technical), Permanent	1	0	0	0	2	0	0	0	3
12 Contract (Semi Skilled), Permanent	0	0	0	0	3	0	0	0	3
Total	18	0	0	0	24	0	0	0	42
Employees with Disabilities	1	0	0	0	0	0	0	0	1

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	
Suspension	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0

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	58	1	2	2	50	0	0	1	114
Professionals	21	0	0	0	24	0	0	0	45
Technicians and associate professionals	43	0	0	0	38	1	0	0	82
Clerks	28	0	0	0	78	1	0	0	107
Total	150	1	2	2	190	20	0	1	348
Employees with disabilities	0	0	0	0	0	0	0	0	0

3.7 Signing of Performance Agreements by SMS Members

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 August 2024

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/ Head of Department	1	1	0	0
Salary Level 15	4	4	1	25%
Salary Level 14	7	5	4	80%
Salary Level 13	33	25	20	80%
Total	45	34	30	88%

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

Reasons
Contract Expiry
Non-compliance
Advisors to the Premier are not required by any law to sign performance agreements

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

Reasons
None

3.8 Performance Rewards

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

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
Male	4	84	4.8	90.05	22 513
Female	3	124	2.4	68.93	22 977
Asian					
Male	0	1	0	0	0
Female	0	0	0	0	0
Coloured					
Male	0	1	0	0	0
Female	0	4	0	0	0
White					
Male	0	4	0	0	0
Female	0	1	0	0	0
Employees with Disability	1	8	12.5	23.35	23 349
Total	8	227	3.50	182.33	22 792

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	
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee
01 Lower Skilled (levels 1-2)	0	8	0	0	0
02 Skilled (level 3-5)	0	30	0	0	0
03 Highly skilled production (level 6-8)	0	57	0	0	0
04 Highly skilled supervision (level 9-12)	8	86	9.3	182.3	22 792
09 Other	0	3	0	0	0
11 Contract (levels 3-5)	0	2	0	0	0
12 Contract (levels 6-8)	0	4	0	0	0
13 Contract (levels 9-12)	0	2	0	0	0
Total	8	192	4.2	182.3	22 792

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 Officer	0	16	0	0	0
Administration and Governance Policy Manager	0	6	0	0	0
Administration Related	0	1	0	0	0
Chief Financial Officer	0	1	0	0	0
Clerical Supplementary Workers Not Elsewhere Classified	0	4	0	0	0
Communication and Information Related	0	1	0	0	0
Communication and Marketing Manager	0	9	0	0	0
Communication Coordinator	0	2	0	0	0
Community Development Manager	0	5	0	0	0
Computer Network and Systems Engineer	0	2	0	0	0
Economic Analyst	0	2	0	0	0
Economist	0	9	0	0	0
Filing and Registry Clerk	0	1	0	0	0
Finance Clerk	0	8	0	0	0
Financial Accountant	0	5	0	0	0
Financial Clerks and Credit Controllers	0	4	0	0	0
General Accountant	0	9	0	0	0

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
Head of Office of Premier	0	3	0	0	0
Human Resource Clerk	0	1	0	0	0
Human Resource Manager	0	2	0	0	0
Human Resource Practitioner	0	4	0	0	0
Human Resource Clerks	0	4	0	0	0
Human Resource Related	0	2	0	0	0
ICT Systems Analyst	0	1	0	0	0
Interpreter	0	1	0	0	0
Kitchen Hand	0	2	0	0	0
Light Vehicle Driver	0	1	0	0	0
Mangers Not Elsewhere Classified	0	6	0	0	0
Messengers	0	1	0	0	0
Middle Manager: Human Resource and Organisational Development Relations	3	6	50	70.05	23 349
Middle Manager: Administrative Related	0	15	0	0	0
Middle Manager: Finance and Economics Related	0	2	0	0	0
Middle Manager: communication/ Information Related	1	2	50	22.23	22 235
Occupational/Job Analyst	0	2	0	0	0
Office Cleaner	0	12	0	0	0
Other Administration and Related Clerks and Organisers	0	2	0	0	0
Other Middle Manager	4	25	16	90.05	22 513
Other Occupations	0	3	0	0	0
Personal Assistant	0	2	0	0	0
Policy and Planning Managers	0	8	0	0	0
Receptionist (General)	0	6	0	0	0
Registry and Mailing Clerk	0	2	0	0	0
Risk Management and Security Services	0	1	0	0	0
Risk Officer	0	1	0	0	0
Secretary (General)	0	14	0	0	0
State Law Advisor	0	2	0	0	0
Strategy/Monitoring and Evaluation Manager	0	2	0	0	0
Supply Chain Clerk	0	1	0	0	0
Systems Administrator	0	1	0	0	0
Total	8	227	3.50	182.33	22 792
Transport Clerk	0	3	0	0	0
Warehouse Clerk	0	1	0	0	0
Web Administration	0	1	0	0	0

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	Personnel Cost SMS (R'000)
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee		
Band A	0	24	0	0	0	0	35 699.16
Band B	0	5	0	0	0	0	9 448.85
Band C	0	4	0	0	0	0	7 838.89
Band D	0	2	0	0	0	0	4 237.75
Total	0	35	0	0	0	0	57 224.66

3.9 Foreign Workers

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

Table 3.9.1 Foreign workers by salary band for the period 1 April 2024 and 31 March 2025

Salary band	01 April 2024		31 March 2025		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	0	0	0	0	0	0
Highly skilled production (level 6-8)	0	0	0	0	0	0
Highly skilled supervision (level 9-12)	0	0	0	0	0	0
Contract (level 9-12)	0	0	0	0	0	0
Contract (level 13-16)	0	0	0	0	0	0
Total	0	0	0	0	0	0

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

Major occupation	01 April 2024		31 March 2025		Change	
	Number	% of total	Number	% of total	Number	% Change
None	0	0	0	0	0	0

3.10 Leave utilisation

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)	Total number of Employees using Sick Leave	Total number of days with medical certification
Contract (levels 13-16)	5	100	1	1	5	41	99	5
Contract Other	24	83.3	6	6.1	4	10	99	20
Highly skilled production (levels 6-8)	204	90.2	27	27.3	8	397	99	184
Highly skilled supervision (levels 9 -12)	372	83.6	44	44.4	8	1 203	99	311
Lower Skills (level 1-2)	28	85.7	3	3	9	20	99	24
Senior Management (levels 13-16)	42	78.6	8	8.1	5	217	99	33
Skilled (levels 3-5)	46	76.1	10	10.1	5	47	99	35
Total	271	84.9	99	100	7	1 935	99	612

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)
Highly skilled production (levels 6-8)	20	100	1	20	20	35
Highly skilled supervision (levels 9-12)	180	100	4	80	45	498
Total	200	100	5	100	40	532

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 13-16)	14	2	7
Contract (levels 3-5)	8	1	8
Contract (levels 6-8)	19	1	19
Contract Other	485	19	26
Highly skilled production (levels 6-8)	1 422	60	24
Highly skilled supervision (Levels 9-12)	2 060	89	23
Lower skilled (Levels 1-2)	172	8	22
Senior management (Levels 13-16)	539	23	23
Skilled (Levels 3-5)	652	32	20
Total	5 371	235	23

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	Total Number of Capped Leave Available at End of Period	Number of Employees as at End of Period
Contract (Levels 13-16)	0	0	0	0	0	0
Contract (Levels 3-5)	0	0	0	0	0	0
Contract (Levels 6-8)	0	0	0	0	0	0
Contract (Levels 9-12)	0	0	0	0	0	0
Contract Other	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	33	669.16	20
Highly skilled supervision (Levels 9-12)	0	0	0	53	0	0
Lower skilled (Levels 1-2)	0	0	0	0	515.56	9
Senior management (Levels 13-16)	0	0	0	57	515.56	9
Skilled (Levels 3-5)	0	0	0	39	197.20	5
Total	0	0	0	46	2 857.71	62

Table 3.10.5 Leave pay-outs for the period 1 April 2024 to 31 March 2025

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Annual –Discounting : Contract Expiry (Work Days)	19	2	9 500
Annual –Discounting : Unused Vacation Credits (Work Days)	1 836	49	37 469
Annual –Gratuity: Death/Retirement/Medical Retirement (Work days)	741	15	49 400
Capped-Gratuity: Death/Retirement/Medical Retirement (Work days)	567	4	141 750
Total	3 163		
Leave pay-outs (Actual) Allowance Code-0060,0168,0625,0422,0567,0698,0699,0701	2 687	65	

3.11 HIV/AIDS & Health Promotion Programmes

Table 3.11.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
None	N/A

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

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	X		Chairperson of the Occupational Health and Safety Committee which deals with the Four Pillars of the of the Employee Health and Wellness (EHW) Strategic Framework for the Public Service of 2019 as amended. Mr JP Dlamini : (A) Director: Internal HRM and Development.
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	X		Employee Health and Wellness Unit.
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	X		Dissemination of information on importance of testing for HIV and TB screening. Distribution of Condoms quarterly. Awareness/ workshops on HIV, STI and TB Management to reduce stigma and discrimination among people living with HIV or TB. TB Screening and HIV testing
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	X		Occupational Health and Safety Committee.
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	X		Approved HIV & AIDS, STI & TB Management Policy.
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	X		Awareness/ workshops on HIV, STI and TB Management to reduce stigma and discrimination among people living with HIV or TB planned to be conducted during the first and third quarter.
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	X		Every quarter, health screening that includes testing for HIV is conducted by GEMS.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.		X	There are several policies in place to guide the implementation of EH&W and the conduct of employees; Quarterly sick

Question	Yes	No	Details, if yes
			leave utilization profile; Reduction in absenteeism; Behaviour and lifestyle modification; The levels of compliance to treatment and healthy lifestyles; and The improved level of attendance to EH&W Programmes and HCT campaigns. The Annual Operational Plan that reflects the four (4) Pillars; The implementation and operation of the EH&W Management system and EH&W evaluation.

3.12 Labour Relations

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

Total number of Collective agreements	None
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Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2024 to 31 March 2025

Total number of Disciplinary hearings finalised	None
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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
None	0	0
Total		

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

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

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	0%
Number of disputes dismissed	0	0%
Total number of disputes lodged	0	0%

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 to 31 March 2025

Occupational category	Gender	Number of employees as at 1 April 2024	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	10		Essential Element for Internal Auditors (EEIA)	Women Empowerment Conference, Public Service Week	10
	Male	15		Executive Development Programme	Men's Seminar, Women Empowerment Conference, Public Service Week	15
Professionals	Female	20		EEIA, Executive Development Programme,	Secretaries Day, Women Empowerment Conference, Public Service Week	20
	Male	19		EEIA, Executive Development Programme, First Aid Level1, HIRA	Men's Seminar	19
Technicians and associate professionals	Female	43		EEIA, Management Development Programme, First Aid Level1, HIRA	Women Empowerment Conference, Public Service Week	43
	Male	11		EEIA, First Aid Level1, HIRA	Men's Seminar,	11
Clerks	Female	70	19	EEIP, Management Development Programme, First Aid Level1, HIRA, Compulsory	Secretaries Day, Women Empowerment Conference,	89

Occupational category	Gender	Number of employees as at 1 April 2024	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
				Induction Programme	Public Service Week	
	Male	48	12	EEIA, Management Development Programme, First Aid Level1, HIRA, Compulsory Induction Programme	Secretaries Day, Men's Seminar,	60
Sub Total	Male	143	19			162
	Female	93	12			105
Total		236	31			267

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

Occupational category	Gender	Number of employees as at 1 April 2024	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	10		Essential Element for Internal Auditors (EEIA)	Women Empowerment Conference, Public Service Week	10
	Male	15		Executive Development Programme	Men's Seminar, Women Empowerment Conference, Public Service Week	15
Professionals	Female	20		EEIA, Executive Development Programme,	Secretaries Day, Women Empowerment Conference, Public Service Week	20
	Male	19		EEIA, Executive Development Programme, First Aid Level1, HIRA	Men's Seminar	19
Technicians and associate professionals	Female	43		EEIA, Management Development Programme, First Aid Level1, HIRA	Women Empowerment Conference, Public Service Week	43
	Male	11		EEIA, First Aid Level1, HIRA	Men's Seminar,	11
Clerks	Female	70	19	EEIP, Management Development Programme, First Aid Level1, HIRA, Compulsory Induction Programme	Secretaries Day, Women Empowerment Conference, Public Service Week	89
	Male	48	12	EEIA, Management Development Programme, First Aid Level1, HIRA, Compulsory Induction Programme	Secretaries Day, Men's Seminar,	60
Sub Total	Male	143	19			162

Occupational category	Gender	Number of employees as at 1 April 2024	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
	Female	93	12			105
Total		236	31			267

3.14 Injury on duty

The following tables provide basic information on injury on duty.

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

Nature of injury on duty	Number	% of total
Required basic medical attention only	1	100%
Temporary Total Disablement	0	0
Permanent Disablement	0	0
Fatal	0	0
Total	1	100%

3.15 Utilisation of Consultants

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

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
None	0	0	0

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
None	0	0	0

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

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
None	0	0	0

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

Project title	Total Number of consultants that worked on project	Duration (Work days)	Donor and contract value in Rand
None	0	0	0

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
None	0	0	0

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

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
None	0	0	0

3.16 Severance Packages

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

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



PART E: PFMA COMPLIANCE REPORT

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

1.1 Irregular expenditure

a) Reconciliation of irregular expenditure

Description	2024/25	2023/24
	R'000	R'000
Opening balance	339 438	319 511
Adjustment to opening balance	-	-
Opening balance as restated	-	-
Add: Irregular expenditure confirmed	-	19 927
Less: Irregular expenditure condoned	(91 331)	-
Less: Irregular expenditure not condoned and removed	-	-
Less: Irregular expenditure recoverable ¹	-	-
Less: Irregular expenditure not recoverable and written off	(25 932)	-
Closing balance	222 175	339 438

None

Reconciling notes

Description	2024/25	2023/24
	R'000	R'000
Irregular expenditure that was under assessment	-	-
Irregular expenditure that relates to the prior year and identified in the current year	-	-
Irregular expenditure for the current year	-	19 927
Total	-	19 927

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

Description ²	2024/25	2023/24
	R'000	R'000
Irregular expenditure under assessment	-	-
Irregular expenditure under determination	-	-
Irregular expenditure under investigation	222 175	339 438
Total	222 175	339 438

None

c) Details of irregular expenditure condoned

Description	2024/25	2023/24
	R'000	R'000
Irregular expenditure condoned	91 331	-
Total	91 331	-

None

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

Description	2024/25	2023/24
	R'000	R'000
Irregular expenditure NOT condoned and removed	-	-
Total	-	-

Not relevant

e) Details of irregular expenditure recoverable

Description	2024/25	2023/24
	R'000	R'000
Irregular expenditure recoverable	-	-
Total	-	-

Not relevant

f) Details of irregular expenditure written off (irrecoverable)

Description	2024/25	2023/24
	R'000	R'000
Irregular expenditure written off	25 932	-
Total	25 932	-

None

Additional disclosure relating to Inter-Institutional Arrangements

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

Description
None
Total

Not relevant.

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

Description	2024/25 ⁴	2024/25
	R'000	R'000
None	-	-
Total	-	-

Not relevant.

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

Disciplinary steps taken
None

Not relevant.

1.2 Fruitless and wasteful expenditure

a) Reconciliation of fruitless and wasteful expenditure

Description	2024/25	2023/24
	R'000	R'000
Opening balance	11 733	11 418
Adjustment to opening balance	375	-
Opening balance as restated	12 108	-
Add: Fruitless and wasteful expenditure confirmed	1 183	1 654
Less: Fruitless and wasteful expenditure recoverable ⁵	-	-
Less: Fruitless and wasteful expenditure not recoverable and written off	(1 628)	(1 339)
Closing balance	11 663	11 733

None

Reconciling notes

Description	2024/25	2023/24
	R'000	R'000
Fruitless and wasteful expenditure that was under assessment	10 105	-
Fruitless and wasteful expenditure that relates to the prior year and identified in the current year	375	-
Fruitless and wasteful expenditure for the current year	1 183	-
Total	11 663	-

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

Description ⁶	2024/25	2023/24
	R'000	R'000
Fruitless and wasteful expenditure under assessment	-	-
Fruitless and wasteful expenditure under determination	-	-
Fruitless and wasteful expenditure under investigation	1 183	26
Total	1 183	26

None

c) Details of fruitless and wasteful expenditure recoverable

Description	2024/25	2023/24
	R'000	R'000
Fruitless and wasteful expenditure recoverable	-	-
Total	-	-

Not relevant.

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

Description	2024/25	2023/24
	R'000	R'000
Fruitless and wasteful expenditure written off	-	-
Total	-	-

Not relevant.

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

Disciplinary steps taken
None
Total

Not relevant.

1.3 Unauthorised expenditure

a) Reconciliation of unauthorised expenditure

Description	2024/25	2023/24
	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 ⁷	-	-
Less: unauthorised not recoverable and written off ⁸	-	-
Closing balance	-	-

None

Reconciling notes

Description	2024/25	2023/24
	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	-	-

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

Description ⁹	2024/25	2023/24
	R'000	R'000
Unauthorised expenditure under assessment	-	-
Unauthorised expenditure under determination	-	-
Unauthorised expenditure under investigation	-	-
Total	-	-

Not relevant.

1.4 Additional disclosure relating to material losses in terms of PFMA Section 40(3)(b)(i) &(iii))10

a) Details of material losses through criminal conduct

Material losses through criminal conduct	2024/25	2023/24
	R'000	R'000
Theft	-	-
Other material losses	-	-
Less: Recoverable	-	-
Less: Not recoverable and written off	-	-
Total	-	-

Not relevant.

b) Details of other material losses

Nature of other material losses	2024/25	2023/24
	R'000	R'000
None	-	-
Total	-	-

Not relevant.

c) Other material losses recoverable

Nature of losses	2024/25	2023/24
	R'000	R'000
None	-	-
Total	-	-

Not relevant.

d) Other material losses not recoverable and written off

Nature of losses	2024/25	2023/24
	R'000	R'000
None	-	-
Total	-	-

Not relevant.

2. LATE AND/OR NON-PAYMENT OF SUPPLIERS

Description	Number of invoices	Consolidated Value
	R'000	R'000
Valid invoices received	3 505	204 118
Invoices paid within 30 days or agreed period	3 505	204 118
Invoices paid after 30 days or agreed period	-	-
Invoices older than 30 days or agreed period (unpaid and without dispute)	-	-
Invoices older than 30 days or agreed period (unpaid and in dispute)	-	-

None

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
None	N/A	N/A	N/A	-
Total				

3.2 Contract variations and expansions

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
				R'000	R'000	R'000
None	N/A	N/A	N/A	-	-	-
Total						



PART F: FINANCIAL INFORMATION

Report of the auditor-general to the Mpumalanga Provincial Legislature on vote no. 1: Office of the Premier

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Office of the Premier set out on pages 142 to 191, 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 Office of the Premier as at 31 March 2025, and its financial performance and cash flows for the year then ended in accordance with Modified Cash Standard (MCS) prescribed by the National Treasury and the requirements of the Public Finance Management Act 1 of 1999 (PFMA) and the Division of Revenue Act 24 of 2024 (Dora).

Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.
4. I am independent of the department in accordance with the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other matter

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

Unaudited supplementary annexures

7. The supplementary information set out on pages 185 to 191 does not form part of the financial statements and is presented as additional information. I have not audited these annexures and, accordingly, I do not express an opinion on them.

Responsibilities of the accounting officer for the financial statements

8. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the MCS and the requirements of the PFMA, and 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.
9. 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

10. 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.
11. 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 on page 138, forms part of my auditor's report.

Report on the audit of the annual performance report

12. In accordance with the Public Audit Act 25 of 2004 (PM) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for the selected programmes presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.
13. I selected the following programmes presented in the annual performance report for the year ended 31 March 2025 for auditing. I selected programmes that measure the department's performance on its primary mandated functions and that are of significant national, community or public interest.

Programme	Page numbers	Purpose
Institutional development	46 to 53	To provide institutional development services, advice, strategic support, coordination and development of policies to ensure operational efficiency, alignment and corporate compliance to improve the capacity of the Mpumalanga

Programme	Page numbers	Purpose
		provincial government to deliver effective and efficient services
Policy and governance	54 to 66	To provide effective macro policy advice, coordination and monitoring in the following key focus areas: • Provincial planning • Monitoring the implementation of provincial programmes • Mainstreaming of gender, youth, persons with disabilities and older persons' issues • Regional and international cooperation • Research and information management • Advisory services to the premier, executive committee (exco), exco committees and the • Municipal Public Accounts Committee • Coordination of key strategic interventions to improve departmental performance

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

15. I performed procedures to test whether:

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

16. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.
17. I did not identify any material findings on the reported performance information for the selected programmes.

Other matters

18. I draw attention to the matters below.

Achievement of planned targets

19. The annual performance report includes information on reported achievements against planned targets and provides explanations for overachievements or underachievements.
20. The table that follows provides information on the achievement of planned targets and lists the key indicator that was 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 54 to 66.

Policy and governance

Targets achieved: 95.65%		
Budget spent 96.02%		
Key indicator not achieved	Planned target	Reported achievement
Number of departmental annual performance plans quality assured	12	11

Report on compliance with legislation

21. 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.
22. 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.
23. 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.

24. I did not identify any material non-compliance with the selected legislative requirements.

Other information in the annual report

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

26. 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.

27. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programmes presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

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

internal control deficiencies

29. 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.

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

Material irregularities

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

Material irregularities identified during the audit

32. The material irregularities identified are as follows:

Case incident investigative management system (CiiMS) not utilised

33. Processes and procedures were not in place at the department for the effective, efficient, economical and transparent use of the institution's assets, as required by treasury regulation 10.1.2.
34. In March 2015, the department entered into a contract with a service provider on contract PRE/040/14/MP. On 30 November 2016, the department signed an addendum to the contract to include the procurement of the CiiMS, an IT system for managing investigations and litigations in the province, at a cost of R55, 54 million, included in note 27 to the financial statements.
35. The software system was designed to be used by the department as a standardised mandatory platform to meet the needs relating to special and forensic audit investigations. Furthermore, it was to support and assist the province with the reduction of backlog cases, and assist with data analysis on cases referred to the provincial departments for handling and investigation. The system is therefore a material public resource for the department.
36. The system was operated by the service provider, and they were expected to provide training to the department's officials, in line with paragraph 3.1.3 of the service level agreement; however, officials were not trained to use the system. The lack of training resulted in the department not utilising the system and the service provider's contract was terminated in June 2023. The accounting officer's failure to establish these processes for the efficient, economical, and transparent use of the system resulted in non-compliance with treasury regulation 10.1.2. The non-compliance resulted in likely misuse of CiiMS by June 2023 in the department and is likely to result in further misuse of the resource. This is due to the accounting officer not ensuring that the officials are trained to enable them to use the system.
37. The accounting officer was notified of this material irregularity on 11 April 2025 and was invited to make a written submission on the actions taken or to be taken to address the matter.
38. I determined that the accounting officer is not taking appropriate action to resolve the material irregularity. I am in the process of making a decision on further actions to be taken.

Status of previously reported material irregularities

Payment made for maintenance and support services that were not rendered on the CiiMs system

39. On 25 November 2020, a payment of R21 million was made for computer services related to the maintenance and support costs for the CiiMS. However, there was no supporting evidence to show that the supplier provided the services as indicated in the invoice. The internal controls for payment approval and processing were not sufficient, resulting in the payment being made without evidence of the services rendered by the supplier, which is non-compliance to treasury regulation 8.1.1.
40. The non-compliance is likely to result in a material financial loss for the department if the money is not recovered from the supplier as the payments were made for services that were not rendered.

41. The accounting officer was notified of this material irregularity on 5 July 2023. The following actions have been taken to resolve the material irregularity:

- In February 2023, the accounting officer appointed a consultant to investigate the irregular payment of R21 million made by the department to a supplier during the 2020-21 financial year. The investigation was completed, and recommendations were made to the accounting officer, including a recommendation to review the procurement process for contract number PRE/040/14/MP and all related payments.
- Consequently, the accounting officer initiated a legal process to seek a judicial review of the contract. The matter was formally registered under Case No. 5503/2023 and was heard before the Mbombela High Court on 4 and 5 March 2025. As of the date of this audit report, the case remains before the court. I will continue to monitor this process during the subsequent audit.
- The accounting officer suspended two officials involved in the approval of the payment. One of the officials resigned from government service prior to the initiation of disciplinary proceedings. A presiding officer was appointed to conduct disciplinary proceedings against the remaining official, which was concluded on 22 April 2024 with the issuance of a formal warning.

42. I have concluded that appropriate actions have been taken to address the material irregularity, and it is therefore resolved.

Auditor-General

Mbombela
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 International Standards on Auditing, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected programmes and on the department's compliance with selected requirements in key legislation.

Financial statements

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

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the department's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made
- conclude on the appropriateness of the use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the department to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause the 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 Sections or regulations
Public Finance Management Act 1 of 1999	Sections 1; 38(1)(b); 38(1)(c)(i); 38(1)(c)(ii); 38(1)(d); 38(1)(f); 38(1)(h)(iii); 39(1)(a); 39(2)(a); 40(1)(a); 40(1)(b); 40(1)(c)(i); 43(1); 43(4); 44; 45(b)
Treasury Regulations, 2005	Regulations 4.1.1; 4.1.3; 5.1.1; 5.2.1; 5.2.3(a); 5.2.3(d); 5.3.1; 6.3.1(a); 6.3.1(b); 6.3.1(c); 6.3.1(d); 6.4.1(b); 7.2.1; 8.1.1; 8.2.1; 8.2.3; 8.4.1; 9.1.1; 9.1.4; 10.1.1(a); 10.1.2; 11.4.1; 11.4.2; 11.5.1; 12.5.1; 15.10.1.2(c); 16A3.2; 16A3.2(a); 16A6.1; 16A6.2(a); 16A6.2(b); 16A6.3(a); 16A6.3(b); 16A6.3(e); 16A6.4; 16A6.5; 16A6.6; 16A7.1; 16A7.3; 16A7.6; 16A8.3; 16A8.4; 16A9.1(b)(ii); 16A 9.1(d); 16A 9.1(e); 16A9.1(f); 16A9.2; 16A9.2(a)(ii); 17.1.1; 18.2; 19.8.4
Division of Revenue Act 24 of 2024	Sections 11(6)(a); 12(5); 16(1); 16(3); 16(3)(a)(i); 16(3)(a)(ii)(bb)
National Treasury Instruction No. 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
Second amendment National Treasury Instruction No. 5 of 2020/21	Paragraph 1
Erratum National Treasury Instruction No. 5 of 2020/21	Paragraph 2
National Treasury Instruction No. 1 of 2021/22	Paragraph 4.1
National Treasury Instruction No. 4 of 2015/16	Paragraph 3.4
National Treasury Supply Chain Management (SCM) Instruction No. 4A of 2016/17	Paragraph 6
National Treasury SCM Instruction No. 03 of 2021/22	Paragraphs 4.1; 4.2 (b); 4.3; 4.4(a); 4.17; 7.2; 7.6
National Treasury SCM Instruction No. 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
National Treasury SCM Instruction No. 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.
National Treasury Practice Note 5 of 2009/10	Paragraph 3.3
National Treasury Practice Note 7 of 2009/10	Paragraph 4.1.2
Preferential Procurement Policy Framework Act 5 of 2000	Sections 1; 2.1(a); 2.1(f)
Preferential Procurement Regulation, 2022	Regulations 4.1; 4.2; 4.3; 4.4 ; 5.1; 5.2; 5.3; 5.4

Legislation	Sections or Sections or regulations
Preferential Procurement Regulation, 2017	Regulations 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; 6.6; 6.8; 7.1; 7.2; 7.3; 7.6; 7.8; 8.2; 8.5; 9.1; 10.1; 10.2; 11.1; 11.2
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)
Public Service Regulations, 2016	Regulations 18(1); 18(2); 25(1)(e)(i); 25(1)(e)(iii)
State Information Technology Agency Act 88 of 1998	Section 7(3)



office of the premier

MPUMALANGA PROVINCE
REPUBLIC OF SOUTH AFRICA

Office of The Premier
Vote number: 1
Annual Financial Statements
for the year ended 31 March 2025

Mmamethake
Hospital

Office of the Premier

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Office of the Premier

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Figures in Rand thousand				2024/2025				2023/2024		
		Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Appropriation per programme										
Programme										
Programme 1 Administration	1	170,555	-	9,923	180,478	180,425	53	99.97 %	175,396	175,321
Programme 2 Institutional Development	2	111,969	-	(4,857)	107,112	107,107	5	100.00 %	98,588	98,569
Programme 3 Policy and Governance	3	184,378	-	(5,066)	179,312	172,168	7,144	96.02 %	224,148	200,645
Programme subtotal		466,902	-	-	466,902	459,700	7,202	98.46 %	498,132	474,535
Programme sub total		466,902	-	-	466,902	459,700	7,202	98.46 %	498,132	474,535
Total		466,902	-	-	466,902	459,700	7,202	98.46 %	498,132	474,535
Reconciliation with										
Add:										
Actual expenditure						459,700				474,535
Add:										
Actual amounts per (total expenditure)						459,700				474,535

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Figures in Rand thousand				2024/2025			2023/2024		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Appropriation per economic classification									
Economic classification									
Current payments									
Compensation of employees									
Salaries and wages	173,942	-	(7,633)	166,309	166,282	27	99.98 %	158,440	158,424
Social contributions	27,462	-	(2,901)	24,561	24,539	22	99.91 %	24,812	24,800
	201,404	-	(10,534)	190,870	190,821	49	99.97 %	183,252	183,224
Goods and services									
Administrative fees	7,091	-	6,788	13,879	13,876	3	99.98 %	7,283	7,276
Advertising	7,787	-	(989)	6,798	6,798	-	100.00 %	6,799	6,799
Minor assets	200	-	(143)	57	57	-	100.00 %	123	123
Audit costs: External	6,061	-	(506)	5,555	5,554	1	99.98 %	6,240	6,240
Catering: Departmental activities	2,849	-	94	2,943	2,942	1	99.97 %	2,649	2,648
Communication	11,378	-	5,845	17,223	17,223	-	100.00 %	16,845	16,844
Computer services	1,758	-	(347)	1,411	1,411	-	100.00 %	1,147	1,146
Consultants: Business and advisory services	7,809	-	1,137	8,946	8,308	638	92.87 %	7,380	4,638
Legal services	18,770	-	(481)	18,289	18,289	-	100.00 %	11,285	11,285
Contractors	668	-	293	961	960	1	99.90 %	2,401	2,399
Fleet services	3,040	-	89	3,129	3,129	-	100.00 %	2,844	2,844
Consumable supplies	2,729	-	1,824	4,553	4,553	-	100.00 %	2,197	2,197
Consumable: Stationery, printing and office supplies	1,588	-	839	2,427	2,426	1	99.96 %	2,194	2,193
Operating leases	1,460	-	1,583	3,043	3,043	-	100.00 %	2,380	2,380
Property payments	6,137	-	1,674	7,811	7,811	-	100.00 %	5,835	5,835
Transport provided: Departmental activity	400	-	633	1,033	1,033	-	100.00 %	311	311
Travel and subsistence	33,102	-	1,233	34,335	34,333	2	99.99 %	40,284	40,090
Training and development	1,768	-	(243)	1,525	1,525	-	100.00 %	1,978	1,978
Operating payments	107	-	223	330	329	1	99.70 %	271	271
Venues and facilities	25,250	-	1,797	27,047	27,046	1	100.00 %	38,104	38,095

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Figures in Rand thousand				2024/2025				2023/2024	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Appropriation per economic classification (continued)									
Rental and hiring	3,313	-	(3,267)	46	46	-	100.00 %	51	52
	143,265	-	18,076	161,341	160,692	649	99.60 %	158,601	155,644
Compensation of employees	201,404	-	(10,534)	190,870	190,821	49	99.97 %	183,252	183,224
Goods and services	143,265	-	18,076	161,341	160,692	649	99.60 %	158,601	155,644
Total current payments	344,669	-	7,542	352,211	351,513	698	99.80 %	341,853	338,868
Transfers and subsidies									
Provinces and municipalities									
Provinces									
Provincial Revenue Funds	-	-	-	-	-	-	- %	22	21
Provincial agencies and funds	44	-	(23)	21	18	3	85.71 %	-	-
	44	-	(23)	21	18	3	85.71 %	22	21
Provinces	44	-	(23)	21	18	3	85.71 %	22	21
Public corporations and private enterprises	99,416	-	(8,625)	90,791	90,790	1	100.00 %	112,000	110,461
Households									
Social benefits	3,330	-	(1,896)	1,434	1,434	-	100.00 %	1,788	1,778
Other transfers to households	3,443	-	1,009	4,452	4,452	-	100.00 %	19,467	19,466
	6,773	-	(887)	5,886	5,886	-	100.00 %	21,255	21,244
Provinces and municipalities	44	-	(23)	21	18	3	85.71 %	22	21
Public corporations and private enterprises	99,416	-	(8,625)	90,791	90,790	1	100.00 %	112,000	110,461
Households	6,773	-	(887)	5,886	5,886	-	100.00 %	21,255	21,244
Total transfers and subsidies	106,233	-	(9,535)	96,698	96,694	4	100.00 %	133,277	131,726
Payments for capital assets									
Machinery and equipment									
Transport equipment	574	-	1,377	1,951	1,951	-	100.00 %	-	-
Other machinery and equipment	5,426	-	613	6,039	6,039	-	100.00 %	3,984	3,923

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Figures in Rand thousand				2024/2025			2023/2024		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Appropriation per economic classification (continued)									
	6,000	-	1,990	7,990	7,990	-	100.00 %	3,984	3,923
Software and other intangible assets	10,000	-	-	10,000	3,500	6,500	35.00 %	19,000	-
Machinery and equipment	6,000	-	1,990	7,990	7,990	-	100.00 %	3,984	3,923
Intangible assets	10,000	-	-	10,000	3,500	6,500	35.00 %	19,000	-
Total payments for capital assets	16,000	-	1,990	17,990	11,490	6,500	63.87 %	22,984	3,923
Payments for financial assets	-	-	3	3	3	-	100.00 %	18	18
Total current payments	344,669	-	7,542	352,211	351,513	698	99.80 %	341,853	338,868
Total transfers and subsidies	106,233	-	(9,535)	96,698	96,694	4	100.00 %	133,277	131,726
Total payments for capital assets	16,000	-	1,990	17,990	11,490	6,500	63.87 %	22,984	3,923
Total payments for financial assets	-	-	3	3	3	-	100.00 %	18	18
Total	466,902	-	-	466,902	459,700	7,202	98.46 %	498,132	474,535

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Figures in Rand thousand				2024/2025				2023/2024	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
1. Programme 1 Administration									
Sub programme									
Premier Support	33,969	-	(1,977)	31,992	31,991	1	100.00 %	37,471	37,469
Executive Council Support	7,720	-	66	7,786	7,784	2	99.97 %	8,187	8,186
Director-General Support	66,242	-	(2,985)	63,257	63,212	45	99.93 %	66,734	66,725
Financial Support	62,624	-	14,819	77,443	77,438	5	99.99 %	63,004	62,941
Subtotal	170,555	-	9,923	180,478	180,425	53	99.97 %	175,396	175,321
Economic classification									
Current payments									
Compensation of employees									
Salaries and wages	74,216	-	(3,788)	70,428	70,402	26	99.96 %	63,529	63,525
Social contributions	10,766	-	(1,075)	9,691	9,671	20	99.79 %	9,286	9,284
	84,982	-	(4,863)	80,119	80,073	46	99.94 %	72,815	72,809
Goods and services									
Administrative fees	1,870	-	(466)	1,404	1,403	1	99.93 %	1,386	1,384
Advertising	35	-	-	35	35	-	100.00 %	15	15
Minor assets	200	-	(143)	57	57	-	100.00 %	123	123
Audit costs: External	6,061	-	(506)	5,555	5,554	1	99.98 %	6,240	6,240
Catering: Departmental activities	1,530	-	(146)	1,384	1,384	-	100.00 %	1,819	1,819
Communication	11,237	-	5,916	17,153	17,153	-	100.00 %	16,639	16,639
Computer services	1,380	-	(198)	1,182	1,182	-	100.00 %	924	923
Consultants: Business and advisory services	2,339	-	(176)	2,163	2,163	-	100.00 %	1,936	1,936
Legal services	17,800	-	(704)	17,096	17,096	-	100.00 %	5,861	5,861
Contractors	485	-	349	834	833	1	99.88 %	2,190	2,189
Fleet services	3,040	-	89	3,129	3,129	-	100.00 %	2,844	2,844
Consumable supplies	1,506	-	1,879	3,385	3,385	-	100.00 %	1,869	1,870
Consumable: Stationery, printing and office supplies	1,121	-	1,031	2,152	2,152	-	100.00 %	1,211	1,211

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Figures in Rand thousand									
	2024/2025							2023/2024	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Operating leases	1,460	-	1,583	3,043	3,043	-	100.00 %	2,380	2,380
Property payments	6,137	-	1,674	7,811	7,811	-	100.00 %	5,835	5,835
Travel and subsistence	17,627	-	1,665	19,292	19,292	-	100.00 %	26,492	26,492
Training and development	400	-	(27)	373	373	-	100.00 %	530	530
Operating payments	93	-	(13)	80	80	-	100.00 %	267	266
Venues and facilities	2,829	-	1,021	3,850	3,849	1	99.97 %	2,874	2,873
Rental and hiring	-	-	11	11	11	-	100.00 %	3	3
	77,150	-	12,839	89,989	89,985	4	100.00 %	81,438	81,433
Compensation of employees	84,982	-	(4,863)	80,119	80,073	46	99.94 %	72,815	72,809
Goods and services	77,150	-	12,839	89,989	89,985	4	100.00 %	81,438	81,433
Total current payments	162,132	-	7,976	170,108	170,058	50	99.97 %	154,253	154,242
Transfers and subsidies									
Provinces and municipalities									
Provinces									
Provincial Revenue Funds	-	-	-	-	-	-	- %	22	21
Provincial agencies and funds	44	-	(23)	21	18	3	85.71 %	-	-
	44	-	(23)	21	18	3	85.71 %	22	21
Provinces	44	-	(23)	21	18	3	85.71 %	22	21
Households									
Social benefits	2,379	-	(1,914)	465	465	-	100.00 %	148	146
Other transfers to households	-	-	1,891	1,891	1,891	-	100.00 %	16,989	16,989
	2,379	-	(23)	2,356	2,356	-	100.00 %	17,137	17,135
Provinces and municipalities	44	-	(23)	21	18	3	85.71 %	22	21
Households	2,379	-	(23)	2,356	2,356	-	100.00 %	17,137	17,135
Total transfers and subsidies	2,423	-	(46)	2,377	2,374	3	99.87 %	17,159	17,156
Payments for capital assets									
Machinery and equipment									
Transport equipment	574	-	1,377	1,951	1,951	-	100.00 %	-	-
Other machinery and equipment	5,426	-	613	6,039	6,039	-	100.00 %	3,984	3,923

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Appropriation Statement

Figures in Rand thousand	2024/2025							2023/2024	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	6,000	-	1,990	7,990	7,990	-	100.00 %	3,984	3,923
Machinery and equipment	6,000	-	1,990	7,990	7,990	-	100.00 %	3,984	3,923
Payments for financial assets	-	-	3	3	3	-	100.00 %	-	-
Total current payments	162,132	-	7,976	170,108	170,058	50	99.97 %	154,253	154,242
Total transfers and subsidies	2,423	-	(46)	2,377	2,374	3	99.87 %	17,159	17,156
Total payments for capital assets	6,000	-	1,990	7,990	7,990	-	100.00 %	3,984	3,923
Total payments for financial assets	-	-	3	3	3	-	100.00 %	-	-
Total	170,555	-	9,923	180,478	180,425	53	99.97 %	175,396	175,321

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Appropriation Statement

Figures in Rand thousand				2024/2025			2023/2024		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure

2. Programme 2 Institutional Development

Sub programme

Strategic Human Resource	51,839	-	(2,154)	49,685	49,683	2	100.00 %	54,593	54,586
Information Communication Technology	3,457	-	(169)	3,288	3,287	1	99.97 %	3,293	3,288
Legal Services	3,508	-	(200)	3,308	3,308	-	100.00 %	3,202	3,201
Communication Services	48,938	-	(2,294)	46,644	46,642	2	100.00 %	32,425	32,419
Programme Support	4,227	-	(40)	4,187	4,187	-	100.00 %	5,075	5,075
Subtotal	111,969	-	(4,857)	107,112	107,107	5	100.00 %	98,588	98,569

Economic classification

Current payments

Compensation of employees

Salaries and wages	55,269	-	(859)	54,410	54,410	-	100.00 %	52,929	52,923
Social contributions	9,302	-	(789)	8,513	8,511	2	99.98 %	8,950	8,947
	64,571	-	(1,648)	62,923	62,921	2	100.00 %	61,879	61,870

Goods and services

Administrative fees	4,397	-	(1,478)	2,919	2,919	-	100.00 %	1,791	1,791
Advertising	7,652	-	(993)	6,659	6,659	-	100.00 %	6,784	6,784
Catering: Departmental activities	568	-	307	875	874	1	99.89 %	522	522
Communication	34	-	(9)	25	25	-	100.00 %	161	160
Computer services	150	-	79	229	229	-	100.00 %	223	223
Consultants: Business and advisory services	100	-	72	172	172	-	100.00 %	485	483
Legal services	970	-	223	1,193	1,193	-	100.00 %	5,424	5,424
Contractors	123	-	(24)	99	99	-	100.00 %	209	209
Consumable supplies	1,217	-	(51)	1,166	1,166	-	100.00 %	319	318
Consumable: Stationery, printing and office supplies	464	-	(203)	261	261	-	100.00 %	980	979

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Figures in Rand thousand	2024/2025							2023/2024	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Transport provided: Departmental activity	-	-	879	879	879	-	100.00 %	-	-
Travel and subsistence	5,763	-	700	6,463	6,462	1	99.98 %	5,835	5,835
Training and development	1,286	-	(198)	1,088	1,088	-	100.00 %	1,316	1,316
Operating payments	14	-	236	250	249	1	99.60 %	4	5
Venues and facilities	20,977	-	(1,868)	19,109	19,109	-	100.00 %	9,524	9,524
Rental and hiring	-	-	-	-	-	-	- %	1	2
	43,715	-	(2,328)	41,387	41,384	3	99.99 %	33,578	33,575
Compensation of employees	64,571	-	(1,648)	62,923	62,921	2	100.00 %	61,879	61,870
Goods and services	43,715	-	(2,328)	41,387	41,384	3	99.99 %	33,578	33,575
Total current payments	108,286	-	(3,976)	104,310	104,305	5	100.00 %	95,457	95,445
Transfers and subsidies									
Households									
Social benefits	240	-	1	241	241	-	100.00 %	653	647
Other transfers to households	3,443	-	(882)	2,561	2,561	-	100.00 %	2,478	2,477
	3,683	-	(881)	2,802	2,802	-	100.00 %	3,131	3,124
Households	3,683	-	(881)	2,802	2,802	-	100.00 %	3,131	3,124
Total current payments	108,286	-	(3,976)	104,310	104,305	5	100.00 %	95,457	95,445
Total transfers and subsidies	3,683	-	(881)	2,802	2,802	-	100.00 %	3,131	3,124
Total	111,969	-	(4,857)	107,112	107,107	5	100.00 %	98,588	98,569

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Appropriation Statement

Figures in Rand thousand				2024/2025			2023/2024		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure

3. Programme 3 Policy and Governance

Sub programme

Special Programmes	116,422	-	(1,997)	114,425	114,422	3	100.00 %	133,981	132,232
Intergovernmental Relations	10,586	-	(509)	10,077	10,077	-	100.00 %	9,119	9,118
Provincial & Policy Management	40,675	-	(2,126)	38,549	37,908	641	98.34 %	42,476	39,727
Programme Support	16,695	-	(434)	16,261	9,761	6,500	60.03 %	38,572	19,568
Subtotal	184,378	-	(5,066)	179,312	172,168	7,144	96.02 %	224,148	200,645

Economic classification

Current payments

Compensation of employees

Salaries and wages	44,457	-	(2,986)	41,471	41,470	1	100.00 %	41,982	41,976
Social contributions	7,394	-	(1,037)	6,357	6,357	-	100.00 %	6,576	6,569
	51,851	-	(4,023)	47,828	47,827	1	100.00 %	48,558	48,545

Goods and services

Administrative fees	824	-	8,732	9,556	9,554	2	99.98 %	4,106	4,101
Advertising	100	-	4	104	104	-	100.00 %	-	-
Catering: Departmental activities	751	-	(67)	684	684	-	100.00 %	308	307
Communication	107	-	(62)	45	45	-	100.00 %	45	45
Computer services	228	-	(228)	-	-	-	- %	-	-
Consultants: Business and advisory services	5,370	-	1,241	6,611	5,973	638	90.35 %	4,959	2,219
Contractors	60	-	(32)	28	28	-	100.00 %	2	1
Consumable supplies	6	-	(4)	2	2	-	100.00 %	9	9
Consumable: Stationery, printing and office supplies	3	-	11	14	13	1	92.86 %	3	3
Transport provided: Departmental activity	400	-	(246)	154	154	-	100.00 %	311	311
Travel and subsistence	9,712	-	(1,132)	8,580	8,579	1	99.99 %	7,957	7,763
Training and development	82	-	(18)	64	64	-	100.00 %	132	132

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Appropriation Statement

Figures in Rand thousand				2024/2025				2023/2024	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Venues and facilities	1,444	-	2,644	4,088	4,088	-	100.00 %	25,706	25,698
Rental and hiring	3,313	-	(3,278)	35	35	-	100.00 %	47	47
	22,400	-	7,565	29,965	29,323	642	97.86 %	43,585	40,636
Compensation of employees	51,851	-	(4,023)	47,828	47,827	1	100.00 %	48,558	48,545
Goods and services	22,400	-	7,565	29,965	29,323	642	97.86 %	43,585	40,636
Total current payments	74,251	-	3,542	77,793	77,150	643	99.17 %	92,143	89,181
Transfers and subsidies									
Public corporations and private enterprises									
Public corporations									
Other transfers to public corporations	99,416	-	(99,416)	-	-	-	- %	112,000	110,461
Private enterprises									
Other transfers to private enterprises	-	-	90,791	90,791	90,790	1	100.00 %	-	-
Public corporations	99,416	-	(99,416)	-	-	-	- %	112,000	110,461
Private enterprises	-	-	90,791	90,791	90,790	1	100.00 %	-	-
Public corporations and private enterprises subtotal	99,416	-	(8,625)	90,791	90,790	1	100.00 %	112,000	110,461
Households									
Social benefits	711	-	17	728	728	-	100.00 %	987	985
Public corporations and private enterprises	99,416	-	(8,625)	90,791	90,790	1	100.00 %	112,000	110,461
Households	711	-	17	728	728	-	100.00 %	987	985
Total transfers and subsidies	100,127	-	(8,608)	91,519	91,518	1	100.00 %	112,987	111,446
Payments for capital assets									
Software and other intangible assets	10,000	-	-	10,000	3,500	6,500	35.00 %	19,000	-
Intangible assets	10,000	-	-	10,000	3,500	6,500	35.00 %	19,000	-
Payments for financial assets	-	-	-	-	-	-	- %	18	18

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Appropriation Statement

Figures in Rand thousand	2024/2025							2023/2024	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
Total current payments	74,251	-	3,542	77,793	77,150	643	99.17 %	92,143	89,181
Total transfers and subsidies	100,127	-	(8,608)	91,519	91,518	1	100.00 %	112,987	111,446
Total payments for capital assets	10,000	-	-	10,000	3,500	6,500	35.00 %	19,000	-
Total payments for financial assets	-	-	-	-	-	-	- %	18	18
Total	184,378	-	(5,066)	179,312	172,168	7,144	96.02 %	224,148	200,645

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Annual Financial Statements for the year ended 31 March 2025

Notes to the Appropriation Statement

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

Detail of these transactions can be viewed in the note on Transfers and subsidies, disclosure notes and Annexure 1 (A-H) to the annual financial statements.

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

Detail of these transactions can be viewed in note 1 Annual appropriation to the annual financial statements.

3. Detail on payments for financial assets

Details of these transactions per programme can be viewed in the note on Payments for financial assets to the annual financial statements.

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

4.1 Per programme

Figures in Rand thousand	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
Programme 1 Administration	180,478	180,425	53	- %
Programme 2 Institutional Development	107,112	107,107	5	- %
Programme 3 Policy and Governance	179,312	172,168	7,144	4.0 %

Programme 1-The is no material variance under the programme.

Programme 2- The is no material variance under the programme.

Programme 3-The under spending is due to delays in the procurement of the Service Delivery Monitoring tool.

4.2 Per economic classification

Current payments

Compensation of employees	190,869	190,821	48	- %
Goods and services	161,342	160,692	650	- %

Transfers and subsidies

Provinces and municipalities	21	18	3	14 %
Public corporations and private enterprises	90,791	90,790	1	- %
Households	5,886	5,886	-	- %

Payments for capital assets

Machinery and equipment	7,990	7,990	-	- %
Intangible assets	10,000	3,500	6,500	65 %

Payments for financial assets

3	3	-	- %
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The underspending on capital assets is due to delays in the procurement of the Service Delivery Monitoring Tool.

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Annual Financial Statements for the year ended 31 March 2025

Statement of Financial Performance

Figures in Rand thousand

	Note(s)	2024/2025	2023/2024 Restated*
Revenue			
Annual appropriation	1	466,902	498,132
Expenditure			
Current expenditure			
Compensation of employees	3	190,821	183,224
Goods and services	4	160,692	155,644
Total current expenditure		351,513	338,868
Transfers and subsidies			
Transfers and subsidies	6	96,694	131,726
Expenditure for capital assets			
Tangible assets	7	7,990	3,923
Intangible assets	7	3,500	-
Total expenditure for capital assets		11,490	3,923
Payments for financial assets	5	3	18
Total expenditure		459,700	474,535
Surplus for the year		7,202	23,597
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds			
Annual appropriation		7,202	23,597
		7,202	23,597

* See Note

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Annual Financial Statements for the year ended 31 March 2025

Statement of Financial Position as at 31 March 2025

Figures in Rand thousand	Note(s)	2024/2025	2023/2024 Restated*
Assets			
Current Assets			
Cash and cash equivalents	8	1,508	19,828
Receivables	9	5,787	3,778
		7,295	23,606
Total Assets		7,295	23,606
Liabilities			
Current Liabilities			
Voted funds to be surrendered to the Revenue Fund	10	7,202	23,597
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	12	93	8
Payables	13	-	1
		7,295	23,606
Total Liabilities		7,295	23,606
		-	-

* See Note

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Statement of Changes in Net Assets

Figures in Rand thousand	Note	2024/2025	2023/2024 Restated*
Capitalisation reserves			
Opening balance		-	-
Transfers:			
Movement in Equity		-	-
Movement in operational funds		-	-
Other movements		-	-
Closing balance		-	-
Retained funds			
Opening balance		-	-
Transferred from voted funds to be surrendered (Parliament/Legislatures ONLY)		-	-
Utilised during the year		-	-
Other		-	-
Closing balance		-	-
Revaluation reserves			
Opening balance		-	-
Revaluation adjustment		-	-
Transfers		-	-
Other		-	-
Closing balance		-	-

* See Note

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Annual Financial Statements for the year ended 31 March 2025

Cash Flow Statement

Figures in Rand thousand

	Note(s)	2024/2025	2023/2024 Restated*
Cash flows from operating activities			
Receipts			
Annual appropriated funds received	1.1	466,902	498,132
Departmental revenue received	2	916	1,554
Interest received	2.2	2,340	1,138
		470,158	500,824
Net (increase)/ decrease in working capital		(2,010)	(255)
Surrendered to Revenue Fund		(26,878)	(7,520)
Current payments		(351,513)	(338,868)
Payments for financial assets		(3)	(18)
Transfers and subsidies paid		(96,694)	(131,726)
Net cash flow available from operating activities	14	(6,940)	22,437
Cash flows from investing activities			
Payments for capital assets	7	(11,490)	(3,923)
Proceeds from sale of capital assets	2.3	110	-
Net cash flows from investing activities		(11,380)	(3,923)
Net increase/ (decrease) in cash and cash equivalents		(18,320)	18,514
Cash and cash equivalents at beginning of year		19,828	1,314
Cash and cash equivalents at the end of the year	15	1,508	19,828

* See Note

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Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

Summary of significant accounting policies

The annual 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 annual 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 annual financial statements and to comply with the statutory requirements of the , and the Treasury Regulations issued in terms of the PFMA and the annual Division of Revenue Act.

1. Basis of preparation

The annual financial statements have been prepared in accordance with the Modified Cash Standards.

2. Going concern

The annual 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 () 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 ('000).

5. Foreign currency translation

Cash flows arising from foreign currency transactions are translated into South African Rand 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 annual financial statements. Where necessary figures included in the prior period annual 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 annual 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.

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Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

7. Revenue

7.1 Appropriated funds

Appropriated funds comprises of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation).

Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective. Adjustments made in terms of the adjustments budget process are recognised in the statement of financial performance on the date the adjustments become effective.

Appropriated funds are measured at the amounts receivable.

The net amount of any appropriated funds due to / from the relevant revenue fund at the reporting date is recognised as a payable / receivable in the statement of financial position.

7.2 Departmental revenue

Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the relevant revenue fund, unless stated otherwise.

Departmental revenue is measured at the cash amount received.

In-kind donations received are recorded in the notes to the annual 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 annual 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.

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Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

8. Expenditure (continued)

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 annual 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 annual financial statements at cost or fair value at the reporting date.

8.4 Leases

8.4.1 Operating leases

Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment. Operating lease payments received are recognised as departmental revenue.

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

8.4.2 Finance leases

Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment. Finance lease payments received are recognised as departmental revenue.

The finance lease commitments are recorded in the notes to the annual financial statements and are not apportioned between the capital and interest portions.

At commencement of the finance lease term, finance lease assets acquired are recorded and measured at:
the fair value of the leased asset; or if lower,
the present value of the minimum lease payments.

Finance lease assets acquired prior to 1 April 2024, are recorded and measured at the present value of the minimum lease payments.

9. Aid assistance

9.1 Aid assistance received

Aid assistance received in cash is recognised in the statement of financial performance when received. In-kind aid assistance is recorded in the notes to the annual financial statements on the date of receipt and is measured at fair value.

CARA Funds are recognised when receivable and measured at the amounts receivable.

Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.

9.2 Aid assistance paid

Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.

10. Cash and cash equivalents

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

Bank overdrafts are shown separately on the face of the statement of financial position as a current liability.

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Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

10. Cash and cash equivalents (continued)

For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.

11. Prepayments and advances

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

Prepayments and advances are initially and subsequently measured at cost.

12. 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.

13. Investments

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

14. Financial assets

14.1 Financial assets (not covered elsewhere)

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

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

14.2 Impairment of financial assets

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

15. Payables

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

16. Capital assets

16.1 Immovable capital assets

Immovable assets reflected in the asset register of the department are recorded in the notes to the annual 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 annual financial statements.

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16. Capital assets (continued)

16.2 Movable capital assets

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

Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at -.

All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at -.

Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment.

Subsequent expenditure that is of a capital nature forms part of the cost of the existing asset when ready for use.

16.3 Intangible assets

Intangible assets are initially recorded in the notes to the annual 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 annual 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 -.

All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at -.

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.

16.4 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.

17. Provisions and contingents

17.1 Provisions

Provisions are recorded in the notes to the annual 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.

17.2 Contingent liabilities

Contingent liabilities are recorded in the notes to the annual 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.

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17. Provisions and contingents (continued)

17.3 Contingent assets

Contingent assets are recorded in the notes to the annual 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.

17.4 Capital commitments

Commitments (other than for transfers and subsidies) are recorded at cost in the notes to the annual financial statements when there is a contractual arrangement or an approval by management in a manner that raises a valid expectation that the department will discharge its responsibilities thereby incurring future expenditure that will result in the outflow of cash.

18. Unauthorised expenditure

Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure.

Unauthorised expenditure is recognised in the statement of changes in net assets until such time as the expenditure is either:

- approved by Parliament or the Provincial Legislature with funding and the related funds are received; or
- approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or
- transferred to receivables for recovery.

Unauthorised expenditure recorded in the notes to the annual financial statements comprise of:
unauthorised expenditure that was under assessment in the previous financial year;
unauthorised expenditure relating to previous financial year and identified in the current year; and
unauthorised expenditure incurred in the current year.

19. 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 annual 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.

20. 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 annual 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.

21. Changes in accounting estimates and errors

Changes in accounting estimates are applied prospectively in accordance with MCS requirements.

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Accounting Policies

21. Changes in accounting estimates and errors (continued)

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.

22. Events after the reporting date

Events after the reporting date that are classified as adjusting events have been accounted for in the annual 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 annual financial statements.

23. Principal-Agent arrangements

The department is party to a principal-agent arrangement for [include details here]. In terms of the arrangement the department is the and is responsible for [include details here]. All related revenues, expenditures, assets and liabilities have been recognised or recorded in terms of the relevant policies listed herein. Additional disclosures have been provided in the notes to the annual financial statements where appropriate.

24. Departures from the MCS requirements

25. Capitalisation reserve

The capitalisation reserve comprises of financial assets and/or liabilities originating in a prior reporting period, but which are recognised in the statement of financial position for the first time in the current reporting period. Amounts are recognised in the capitalisation reserves when identified in the current period and are transferred to the National/Provincial Revenue Fund when the underlying asset is disposed and the related funds are received.

26. Recoverable revenue

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

27. Related party transactions

Related party transactions within the Mpumalanga Government Administration are recorded in the notes to the annual financial statements when the transaction is not at arm's length.

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

28. Inventories

At the date of acquisition, inventories are recognised at cost in the statement of financial performance.

Where inventories are acquired as part of a non-exchange transaction, the inventories are measured at fair value as at the date of acquisition.

Inventories are subsequently measured at the lower of cost and net realisable value or where intended for distribution (or consumed in the production of goods for distribution) at no or a nominal charge, the lower of cost and current replacement value.

The cost of inventories is assigned by using the weighted average cost basis.

29. Public-Private Partnerships

Public Private Partnerships are accounted for based on the nature and or the substance of the partnership. The transaction is accounted for in accordance with the relevant accounting policies.

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Accounting Policies

29. Public-Private Partnerships (continued)

A summary of the significant terms of the PPP agreement, the parties to the agreement, and the date of commencement thereof together with the description and nature of the concession fees received, the unitary fees paid, rights and obligations of the department are recorded in the notes to the annual financial statements.

30. 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.

31. Transfers of functions

Transfers of functions are accounted for by the acquirer by recognising or recording assets acquired and liabilities assumed at their carrying amounts at the date of transfer.

32. Mergers

Mergers are accounted for by the combined department by recognising or recording assets acquired and liabilities assumed at their carrying amounts at the date of the merger.

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note	2024/2025	2023/2024
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1. Annual appropriation

1.1 Annual appropriation

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

Figures in Rand thousand	2024/2025		2023/2024	
	Final budget	Actual funds received	Final budget	Appropriation received
Programmes				
Programme 1 Administration	180,478	180,478	175,396	175,396
Programme 2 Institutional Development	107,112	107,112	98,588	98,588
Programme 3 Policy and Governance	179,312	179,312	224,148	224,148
Total	466,902	466,902	498,132	498,132

2. Departmental revenue

Sales of goods and services other than capital assets	2.1	185	190
Interest, dividends and rent on land	2.2	2,340	1,138
Sales of capital assets	2.3	110	-
Transactions in financial assets and liabilities	2.4	731	1,364
Total revenue collected		3,366	2,692
Less: Own revenue included in appropriation	12	3,366	2,692
Departmental revenue collected		-	-

2.1 Sales of goods and services other than capital assets

Sales by market establishment	86	93
Other sales	99	97
Sales of goods and services produced by the department	185	190

Other sales comprises of commission from insurance and garnshee.

2.2 Interest, dividends and rent on land

Interest	2,340	1,138
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2.3 Sales of capital assets

Tangible assets		
Machinery and equipment	110	-

The proceeds for machinery & equipment were paid to the Office in the current financial year for assets sold in 2023/24 financial year.

2.4 Transactions in financial assets and liabilities

Receivables	12	12
Other receipts including recoverable revenue	719	1,352
Total	2	1,364

Other receipts including recoverable revenue comprises of receivables of previous years expenditure.

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
3. Compensation of employees			
3.1 Salaries and wages			
Basic salary		127,372	125,433
Performance award		220	108
Service based		1,723	251
Compensative/circumstantial		9,785	5,960
Periodic payments		5	-
Other non-pensionable allowances		27,177	26,671
Total		166,282	158,423
Other non-pensionable allowances comprises of capital remuneration, housing allowance, non-pensionable allowance and service bonus.			
3.2 Social contributions			
Employer contributions			
Pension		16,250	16,910
Medical		8,075	7,779
Bargaining council		31	31
Insurance		183	81
Total		24,539	24,801
Total compensation of employees		190,821	183,224
Average number of employees		226	253

Number of employees consists of 19 contracted workers, 03 interns and 204 permanent personnel.

4. Goods and services

Administrative fees		13,876	7,276
Advertising		6,798	6,799
Minor assets	4.1	57	123
Catering		2,942	2,649
Communication		17,223	16,844
Computer services	4.2	1,410	1,146
Consultants: Business and advisory services		8,308	4,638
Legal services		18,289	11,286
Contractors		960	2,399
Audit cost - external	4.3	5,554	6,240
Fleet services		3,129	2,844
Consumables	4.4	6,980	4,389
Operating leases		3,043	2,380
Property payments	4.5	7,811	5,835
Rental and hiring		45	52
Transport provided as part of the departmental activities		1,034	311
Travel and subsistence	4.6	34,332	40,090
Venues and facilities		27,047	38,095
Training and development		1,525	1,978
Other operating expenditure	4.7	329	270
Total		160,692	155,644

Other operating expenditure comprises of courier services, laundry services, non-life insurance, printing and publication, professional bodies and resettlement costs.

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
4. Goods and services (continued)			
4.1 Minor assets			
Tangible assets			
Machinery and equipment		57	123
4.2 Computer services			
SITA computer services		1,294	1,055
External computer service providers		116	91
Total	4	1,410	1,146
4.3 Audit cost - external			
Regularity audits		5,554	6,240
4.4 Consumables			
Uniform and clothing		447	627
Household supplies		1,482	1,391
Building material and supplies		373	5
IT consumables		906	125
Other consumables		1,346	48
Consumable supplies		4,554	2,196
Stationery, printing and office supplies		2,426	2,193
Total	4	6,980	4,389
Other consumables compromises of gifts and awards, medical supplies, bag and accessories.			
4.5 Property payments			
Municipal services		6,399	5,474
Other		1,412	361
Total	4	7,811	5,835
Other compromises of cleaning services.			
4.6 Travel and subsistence			
Local		33,833	33,038
Foreign		499	7,052
Total	4	34,332	40,090
4.7 Other operating expenditure			
Professional bodies, membership and subscription fees		84	153
Other		245	117
Total	4	329	270
Other compromises of laundry services, non-life insurance, courier and delivery.			
5. Payments for financial assets			
Debts written off	5.1	3	18

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
5. Payments for financial assets (continued)			
5.1 Debts written off			
Nature of debts written off			
Other debt written off			
Debtors written off		3	18
6. Transfers and subsidies			
Provinces and municipalities	30	18	21
Public corporations and private enterprises	Annexure 1D	90,790	110,461
Households	Annexure 1G	5,886	21,244
Total		96,694	131,726
6.1 Gifts, donations and sponsorships made in kind (not included in the main note)			
Donations		882	-
7. Expenditure for capital assets			
Tangible capital assets			
Machinery and equipment	26	7,990	3,923
Intangible capital assets			
Software	27	3,500	-
Total		11,490	3,923
7.1 Analysis of funds utilised to acquire capital assets - 2024/2025			
Figures in Rand thousand		Voted funds	Total
Tangible capital assets			
Machinery and equipment		7,990	7,990
Intangible capital assets			
Software		3,500	3,500
Total		11,490	11,490
7.2 Analysis of funds utilised to acquire capital assets - 2023/2024			
Figures in Rand thousand		Voted funds	Total
Tangible capital assets			
Machinery and equipment		3,923	3,923
8. Cash and cash equivalents			
Consolidated paymaster general account		1,508	19,828

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Notes to the Annual Financial Statements

Figures in Rand thousand

Note(s) 2024/2025 2023/2024

9. Receivables

Figures in Rand thousand	Note	2024/2025		2023/2024	
		Current	Total	Current	Total
Recoverable expenditure	9.1	3,877	3,877	1,882	1,882
Staff debt	9.2	1,478	1,478	1,475	1,475
Other receivables	9.3	432	432	421	421
Total		5,787	5,787	3,778	3,778

Other receivables compromises of supplier debtor.

9.1 Recoverable expenditure

Sal:Income Tax	3,877	1,882
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9.2 Staff debt

Employees	24	21
Ex-employees	1,454	1,454
Total	9	1,478

9.3 Other receivables

Supplier Debtors	420	421
Pension Recoverable	12	-
Total	9	432

10. Voted funds to be surrendered to the Revenue Fund

Opening balance	23,597	4,680
Transferred from statement of financial performance (as restated)	7,202	23,597
Paid during the year	(23,597)	(4,680)
Closing balance	7,202	23,597

11. Statutory Appropriation to be surrendered to the Revenue Fund

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

Opening balance	8	156
Own revenue included in appropriation	2	2,692
Paid during the year	(3,281)	(2,840)
Closing balance	93	8

13. Payables - current

Clearing accounts	13.1	-	1
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13.1 Clearing accounts

Sal: Pension Fund	-	1
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Notes to the Annual Financial Statements

Figures in Rand thousand

Note(s) 2024/2025 2023/2024

14. Net cash flow available from operating activities

Net surplus as per Statement of Financial Performance	7,202	23,597
Add back non cash/ cash movements not deemed operating activities		
(Increase)/ decrease in receivables	(2,009)	(292)
(Increase)/ decrease in prepayments and advances	-	42
Increase/ (decrease) in payables – current	(1)	(5)
Proceeds from sale of capital assets	(110)	-
Expenditure on capital assets	11,490	3,923
Surrenders to Revenue Fund	(26,878)	(7,520)
Own revenue included in appropriation	3,366	2,692
Net cash flow generated by operating activities	(6,940)	22,437

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

Consolidated paymaster general account	1,508	19,828
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16. Contingent liabilities and contingent assets

16.1 Contingent liabilities

Liable to	Nature			
Claims against the department		Annexure 3B	1,092,807	171,970
Intergovernmental payables		Annexure 5	7,638	-
Total			1,100,445	171,970

The contingent liabilities consists of claims against the department by Eight (08) litigants which are currently before courts hence the Office its uncertain on how the courts will conclude on this matters on both amount and timing.

16.2 Contingent assets

The Office of the Premier approached the high court with a plea to set aside the contract entered with CAJV and determine what is justifiable and equitable so that CAJV is not entitled to profits. The arbitration that was initiated by CAJV is merged with the high court case so that the courts verdict finalise both matters. The Office of the Premier to date still awaits court outcome if the contract is set aside or not. Hence we cannot at this moment confirm the existence of a contingent assets and the amount thereof as the decision can go either way. The court will issue a verdict and appoint an Auditor within 90 days to quantify monies as per the condition of the court's verdict not yet determined.

17. Capital commitments

Intangible assets	37,500	-
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The capital commitment amount is for the Service Delivery Monitoring tool for the development of a system to monitor service delivery issues within Mpumalanga.

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
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18. Accruals and payables not recognised

18.1 Accruals

	2024/2025			2023/2024
Figures in Rand thousand	30 Days	30+ Days	Total	Total
Listed by economic classification				
Goods and services	13,480	13,203	26,683	16,112
Listed by programme level				
Programme 1 Administration			10,160	12,493
Programme 2 Institutional Development			16,015	1,997
Programme 3 Policy and Governance			508	1,622
Total			26,683	16,112

18.2 Payables not recognised

	2024/2025			2023/2024
Figures in Rand thousand	30 Days	30+ Days	Total	Total
Listed by economic classification				
Goods and services	16	15,029	15,045	15,054
Listed by programme level				
Programme 1 Administration			15,029	15,030
Programme 2 Institutional Development			5	17
Programme 3 Policy and Governance			11	7
Total			15,045	15,054

Included in the above totals are the following:

Confirmed balances with other departments	Annexure 5	5,245	2,701
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19. Employee benefits

Leave entitlement	12,363	12,218
Service bonus	4,844	4,783
Capped leave	6,648	6,701
Other	283	98
Total	24,138	23,800

Other compromises of long term service awards that are due to be paid in the 2025/26 financial year. At this stage the department is not able to reliably measure the long term portion of the long service awards.

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
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20. Lease commitments

20.1 Operating leases

2024/2025

Figures in Rand thousand	Machinery and equipment	Total
Not later than 1 year	2,078	2,078
Later than 1 year and not later than 5 years	4,018	4,018
Total lease commitments	6,096	6,096

2023/2024

Figures in Rand thousand	Machinery and equipment	Total
Not later than 1 year	2,005	2,005
Later than 1 year and not later than 5 years	4,319	4,319
Total lease commitments	6,324	6,324

The Service Level Agreements of the above lease commitments includes the option to extend at the end of the contracts.

21. Accrued departmental revenue

Sale of capital assets	-	110
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21.1 Analysis of accrued departmental revenue

Opening balance	110	-
Less: Amounts received	(110)	-
Add: Amounts recognised	-	110
Total	-	110

The accrued revenue is from machinery and equipment that was sold in 2023/24 financial year and the proceeds were received in the current financial year.

22. Unauthorised, Irregular and Fruitless and wasteful expenditure

Irregular expenditure	-	19,927
Fruitless and wasteful expenditure	1,183	2,029
Total	1,183	21,956

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
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23. Related party transactions

In kind goods and services provided/received

List in kind goods and services between the department and the related party

Relationship	-	-
Free building accommodation - Department of Public Works, Roads and Transport	-	-
Information Technology Services - Provincial Treasury	-	-
Audit Committee & Internal Audit Services - Department of Human Settlements;	-	-
Department of Culture, Sports & Recreation; Department of Community Safety &		
Liaison; and Department of Co-operative Governance & Traditional Affairs		
Total	-	-

Relationships

Related party

There is no related party transaction within the Premier's portfolio however all Departments are related and the above is disclosed as an additional information inline with TR 21.2.4
The full compensation of key management personnel is recorded in note 24 of the annual financial statements.

24. Key management personnel

Political office bearers (provide detail below)	2,642	2,463
Level 15 to 16	8,604	8,490
Level 14 (incl. CFO if at a lower level)	14,446	13,842
Other lower than level 14	5,422	4,231
Family members of key management personnel	248	1,497
Total	31,362	30,523

25. Provisions

Churchill Taxing Master	1,077	1,511
Sabalala Management Consulting	-	10,227
Total	1,077	11,738

The office is yet to pay on CM Churchill case as per the court verdict.

25.1 Reconciliation of movement in provisions - 2024/2025

Figures in Rand thousand	Churchill Taxing Master	Sabalala Management Consulting	Total provisions
Opening balance	1,511	10,227	11,738
Settlement of provision	(230)	-	(230)
Unused amount reversed	-	(10,227)	(10,227)
Change in provision due to change in estimation of inputs	(204)	-	(204)
Closing balance	1,077	-	1,077

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
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25. Provisions (continued)

25.2 Reconciliation of movement in provisions - 2023/2024

Figures in Rand thousand	Churchill Taxing Master	Sabalala Management Consulting	Total provisions
Opening balance	1,511	-	1,511
Increase in provision	-	10,227	10,227
Closing balance	1,511	10,227	11,738

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
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26. Movable tangible capital assets

Movement in movable tangible capital assets per asset register for the year ended 31 March 2025

Figures in Rand thousand	Opening balance	Additions	Disposals	Closing balance
Machinery and equipment				
Transport assets	9,138	1,951	-	11,089
Computer equipment	28,363	3,377	236	31,504
Furniture and office equipment	15,462	1,286	447	16,301
Other machinery and equipment	6,203	1,376	15	7,564
	59,166	7,990	698	66,458

Other machinery and equipment comprises of kitchen appliances, photographic equipment and audio visual equipment.

Movable tangible capital assets under investigation

Figures in Rand thousand	Number	Value
Included in the above total of the movable tangible capital assets per the asset register are assets that are under investigation:		
Machinery and equipment	5	194

26.1 Movement for 2023/2024

Movement in movable tangible capital assets per asset register for the year ended 31 March 2024

Figures in Rand thousand	Opening balance	Additions	Disposals	Closing balance
Machinery and equipment				
Transport assets	9,757	-	619	9,138
Computer equipment	26,192	2,171	-	28,363
Furniture and office equipment	14,828	634	-	15,462
Other machinery and equipment	5,902	1,118	817	6,203
	56,679	3,923	1,436	59,166

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Notes to the Annual Financial Statements

Figures in Rand thousand

26. Movable tangible capital assets (continued)

26.2 Minor assets

Movement in minor capital assets per the asset register for the year ended as at 31 March 2025

Figures in Rand thousand	Intangible assets	Machinery and equipment	Total
Opening balance	2	4,710	4,712
Additions	-	57	57
Disposals	-	185	185
Total minor capital assets	2	4,582	4,584

Figures in Rand thousand	Machinery and equipment	Total
Number of minor assets at cost	3,483	3,483

Minor capital assets under investigation

Figures in Rand thousand

	Number	Value
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Included in the above total of the minor capital assets per the asset register are assets that are under investigation:

Machinery and equipment	27	61
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Figures in Rand thousand

26. Movable tangible capital assets (continued)

Movement in minor capital assets per the asset register for the year ended as at 31 March 2024

	Intangible assets	Other machinery and equipment	Total
Figures in Rand thousand			
Opening balance	2	4,587	4,589
Additions	-	123	123
Total minor capital assets	2	4,710	4,712

	Other machinery and equipment	Total
Figures in Rand thousand		
Number of minor assets at cost	3,541	3,541

Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
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27. Intangible capital assets

Movement in intangible capital assets per asset register for the year ended 31 March 2025

Figures in Rand thousand	Opening balance	Closing balance
Software	60,620	60,620

Intangible capital assets under investigation

Figures in Rand thousand	Number	Value
Included in the above total of the intangible capital assets per the asset register are assets that are under investigation:		
Software	7	201

27.1 Movement for 2023/2024

Movement in intangible capital assets per asset register for the year ended 31 March 2024

Figures in Rand thousand	Opening balance	Closing balance
Software	60,620	60,620

27.2 Intangible capital assets: Capital work-in-progress

Capital work-in-process for the year ended as at 31 March 2025

Intangible assets	3,500	3,500
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28. Principal-agent arrangements

28.1 Department acting as the principal

Sabalala Management Consulting for Premier's Youth Development Fund	8,625	-
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The office made use of Sabalala Management Consulting for procuring and the disbursement to beneficiaries of the Premier's Youth Development Fund during the financial year. The office pays a management fee as per the contract which is 7.5% of the total budgeted amount for the fund for 2024/25, 5.5% of the total budgeted amount for the fund for 2025/26 & 2026/27 financial year.

The significant risks identified is the use of an external person to handle the funds on behalf of Office of the Premier as he will not be entirely subjected to the internal controls of the Office, however the Office and Sabalala Management Consulting have signed an SLA that aimed at establishing terms of engagement and has factored all the risks associated with using an external person on handling funds for government. Furthermore Sabalala reports to Office of the Premier on quarterly basis or when a need arises.

The benefits associated with the relationship arrangement are efficiency on the performance of the work, enable accountability to be done, beneficiary obtains skills and knowledge through mentorship provided by the service provider. In the event of a termination of this agreement for any recognised reason and there are still funds remaining and not disbursed, Sabalala shall return the funds to OTP where the termination is as a result of a breach on the OTP, Sabalala shall be entitled to retain the management fee for the duration of the agreement.

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Notes to the Annual Financial Statements

Figures in Rand thousand	Note(s)	2024/2025	2023/2024
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29. Prior period errors

29.1 Correction of prior period errors

2023/2024

Figures in Rand thousand	Note	Amount before error correction	Prior period error	Restated amount
Liabilities: (e.g. Payables current, Voted funds to be surrendered, Commitments, Provisions, etc.)				
Accruals	18.1	15,241	871	16,112
Annexure	3B	113,617	15,002	128,619
Unauthorised, Irregular and Fruitless and Wasteful expenditure	22	1,654	375	2,029
Net effect		130,512	16,248	146,760

The prior period error for Accrual was caused by omitting previous year invoices.

The prior period error for Annexure 3B was a miscalculation of mora interest as contained in the statement of claim.

The prior period error for Unauthorised, Irregular and Fruitless and Wasteful expenditure is previous year expenditure discovered in the current year.

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Notes to the Annual Financial Statements

Figures in Rand thousand

30. Statement of conditional grants paid to the provinces

Figures in Rand thousand	Grant allocation		Transfer	2023/2024	
	Division of Revenue Act	Total Available	Actual Transfer	Division of Revenue Act	Actual Transfer
Name of Grant					
Summary by province					
Mpumalanga	21	21	18	22	21

National Departments are reminded of the DORA requirements to indicate any re-allocations by the National Treasury or the transferring department, certify that all transfers in terms of this Act were deposited into the primary bank account of a province or, where appropriate, into the CPD account of a province as well as indicate the funds utilised for the administration of the receiving officer.

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Annexures to the Annual Financial Statements

Annexure 1D

Statement of transfers/ subsidies to public corporations and private enterprises

Figures in Rand thousand	Transfer allocation		Expenditure		2023/2024	
	Adjusted budget	Total available	Actual transfer	% of Available funds transferred	Final budget	Actual transfer
Name of public corporations/ private enterprise						
Public corporations						
Transfers						
Mpumalanga Economic Growth Agency	-	-	-	- %	112,000	110,461
Private enterprises						
Transfers						
Transfer to private enterprises	90,791	90,791	90,790	100.0 %	-	-
	-	-	-	- %	-	-
	90,791	90,791	90,790		-	-
Total	90,791	90,791	90,790		112,000	110,461

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Annual Financial Statements for the year ended 31 March 2025

Annexures to the Annual Financial Statements

Annexure 1G

Statement of transfers to households

Figures in Rand thousand	Transfer allocation		Expenditure		2023/2024	
	Adjusted budget	Total available	Actual transfer	% of Available funds transferred	Final budget	Actual transfer
Households						
Transfers						
Injury on duty	41	41	41	100 %	35	35
Severance package	20	20	19	95 %	63	61
Leave gratuity	1,396	1,396	1,374	98 %	1,876	1,682
Bursaries non-employees	2,561	2,561	2,561	100 %	2,478	2,477
Claim against state	1,891	1,891	1,891	100 %	16,989	16,989
	5,909	5,909	5,886		21,441	21,244

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Annexures to the Annual Financial Statements

Annexure 1J

Statement of gifts, donations and sponsorships made

Figures in Rand thousand	2024/2025	2023/2024
Nature of gifts, donations and sponsorships made		
Made in kind		
Donations		
Bonginhlanhla Secondary School-Computer Equipment and Office Furniture	368	-
Kgotsofatso Centre	321	-
Sitfokotile Secondary School-Computer Equipment and Office Furniture	193	-
Total donations	882	-

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Annexures to the Annual Financial Statements

Annexure 3B

Statement of contingent liabilities as at 31 March 2025

Figures in Rand thousand	Opening balance 01 April 2024	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the year	Closing balance 31 March 2025
Nature of liabilities				
Claims against the department				
Ex-employee: Office of the Premier	3,210	-	3,210	-
Supplier vs Office of the Premier	21,018	-	-	21,018
Supplier vs Office of the Premier	128,619	8,232	-	136,851
Supplier vs Human Settlement & Office of the Premier	34,093	-	-	34,093
Supplier vs DARLEA & Office of the Premier	-	900,000	-	900,000
Supplier vs Office of the Premier	-	321	-	321
Supplier vs PWRT & Office of the Premier	-	57	-	57
Supplier vs PWRT & Office of the Premier	-	192	-	192
Supplier vs Health & Office of the Premier	-	275	-	275
Subtotal	186,940	909,077	3,210	1,092,807

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Annexures to the Annual Financial Statements

Annexure 4

Claims recoverable

Government entity	Confirmed balance outstanding		Total	
Figures in Rand thousand	2024/2025	2023/2024	2024/2025	2023/2024
Department				
Department of Public Works, Roads and Transport	466	583	466	583
Department of Co-operative Governance, Human Settlement and Traditional Affairs	1,295	-	1,295	-
Mpumalanga Economic Growth Agency	6,696	-	6,696	-
Subtotal	8,457	583	8,457	583

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Annexures to the Annual Financial Statements

Annexure 5

Inter-government payables

Government entity	Confirmed balance outstanding		Unconfirmed balance outstanding	Total	
Figures in Rand thousand	2024/2025	2023/2024	2024/2025	2024/2025	2023/2024
Departments					
Current					
Department of Public Works, Roads and Transport	342	1,787	-	342	1,787
Department of Justice and Constitutional Development	4,611	471	7,638	12,249	471
State Information Technology Agency	292	198	-	292	198
Special Investigation Unit	-	245	-	-	245
Subtotal	5,245	2,701	7,638	12,883	2,701

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Annexure 7

Movement in capital work-in-progress

Movement in capital-work-in progress for the year ended 31 March 2025

Computer software		
Computer Software	3,500	3,500





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MPUMALANGA PROVINCE**

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2024/25 FINANCIAL YEAR**

VOTE NO. 01

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office of the premier
MPUMALANGA PROVINCE
REPUBLIC OF SOUTH AFRICA



CONTACT DETAILS:

PHYSICAL ADDRESS:

NO.7 GOVERNMENT BOULEVARD
MAKHONJWA BUILDING
RIVERSIDE PARK
EXTENSION 2
MBOMBELA
1200

POSTAL ADDRESS:

PRIVATE BAG X11291
MBOMBELA
1200

WEBSITE:

www.mpg.gov.za

EMAIL:

info@mpg.gov.za

TEL:

013 766 2473



facebook.com/MPGov



[@MpumalangaGov](https://twitter.com/MpumalangaGov)